

## **CANDICE B. DOSMAN, MSW**

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### **HIGHLIGHTS OF EXPERTISE**

- International leader in the child protection field of kinship, family engagement, family meeting practice, Family Finding™, trauma and connection-informed care.
- Leading transformational systems change in child welfare to keep families connected since 2011.
- Allied social worker with 20+ years' experience, striving to overcome the systemic oppression, marginalization, adversity, and injustices of power for those who are systems involved.
- Exceptional collaborative and agile relationship builder, able to foster motivation, collaboration, buy-in, inclusion, engagement and action with national, state and local stakeholders.
- A recognized innovator with extensive program (co)design, implementation, and project management; centering and in partnership with lived experts.
- High caliber training/event design, development and delivery, public speaking, and facilitation experience.

### **PROFESSIONAL PROFILE**

2022 – 2025

**Texas CASA, Inc.**

Austin, TX

#### **Director of Advocacy Initiatives**

- Increased portfolio and expanded senior leadership role. Duties below continue.
- Coached and supported a high-performing diverse and complex team of employees and consultants; people management and development responsibilities.
- Co-created a statewide funding formula and plan to incentivize family engagement and connection.
- Designed new strategies to improve outcomes for children, and workforce, centered on Hope science.
- Co-chaired LEAD Council (Leadership for Equity & Diversity).
- Oversaw the co-creation, development, and implementation of [CASA ACT \(Anti-Child Trafficking\)](#) with a survivor-leader. Member of the Office of the Governor's anti-trafficking committees.

2019 - 2022

**Texas CASA, Inc.**

Austin, TX

#### **Director of Collaborative Family Engagement (CFE)**

- Oversaw the ongoing development, expansion, sustainability, and implementation of [Collaborative Family Engagement \(CFE\)](#) in the largest US child welfare system with the Texas Department of Family & Protective Services (DFPS), as well as the CASA network comprised of 74 individual local organizations. Support my team to actively and equally work with, assist, train, coach DFPS and CASA staff/volunteers, as well those involved in the privatization of the foster care system (SSCCs).
- Achieved 100% statewide implementation of CFE through a four-year coaching/support plan.
- Expanded CASA (Court Appointed Special Advocate) volunteer role to focus on the whole child (meaning their family, community, culture and identity) and the importance of kinship.
- Led the development and launch of a groundbreaking mobile app: [CFE Tools App](#).
- Sought-after speaker and trainer at national and state conferences, including keynote addresses.

2015 - 2019

**Texas CASA, Inc.**

Austin, TX

#### **Manager of Collaborative Family Engagement (CFE)**

- Recruited from Ontario, Canada to design, lead and execute a groundbreaking systems change initiative focused on connection informed care and family engagement for the child welfare system in Texas.

- Defined the strategy for the CFE approach, process, practices, curriculum, and training.
- Designed and executed the signature CFE Symposium multi-day event for 200+ attendees.
- Developed a [CFE ten-module e-learning series](#), accessed by over 7000 users.
- Built and led a team of staff, contractors and consultants with a shared vision and roadmap for CFE.
- Partnered with state and county leaders, nonprofits (74 local CASA programs in 200+ counties), funders and thought leaders to implement CFE; including UT Austin for longitudinal CFE evaluation.
- Certified as a Trust Based Relational Intervention ® (TBRI) (trauma) practitioner.
- Certified as a Praesidium Guardian.

2011 - 2015

**Family & Children's Services**

Kitchener, ON

**Connection Facilitator/Family Finder**

- One of the first positions of its kind in Canada. Created and implemented an agency-wide Family Finding™ approach, centering a kin-first strategy, which was later utilized in other parts of the province.
- Co-trainer of Family Finding™ with Model Author and Founder, Kevin Campbell.
- Co-author of the first manual for Family Finding™, with Kevin Campbell.
- Established, coordinated, and completed all tasks related to the Canadian Portal of Family Finding™.
- Integrated Family Finding™ into kinship team, practices, training and support of carers.

2003 – 2011

**Family & Children's Services**

Kitchener, ON

**Children and Youth Services Worker**

- Case manager and acting guardian for children and youth in care.
- Interviewed prospective adoptive families; help transition children to adoptive homes.
- Field Instructor for college (diploma) and university (BSW) students.

**EDUCATION**

**Master of Social Work**

**Wilfrid Laurier University**

Waterloo, ON

- Integrated focus on Community Development, Social Policy, Program Development, and Organizational Management.

**Bachelor of Arts**

**University of Waterloo**

Waterloo, ON

- Concentration in Sociology and Legal Studies.

**RECOGNITION**

- Promising Practice Award, National CASA.
- WOW Outstanding Women of Waterloo Region Award Nominee.
- KW Oktoberfest Woman of the Year Nominee, Community Service Division.

**PROFESSIONAL MEMBERSHIP**

- Fellow, Royal Society of Arts.
- Member, Canadian Association of Social Workers.
- Member, Ontario Association of Social Workers.

**VOLUNTEER & COMMUNITY ENGAGEMENT**

- Available upon request.