

## **Richard L. Renfro**

Loyola Community and Family Services  
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- EDUCATION: **UNIVERSITY OF CALIFORNIA, BERKELEY**; Berkeley, CA December 2004  
**Doctor of Philosophy, Psychology** Emphasis: Clinical/Community Psychology  
Dissertation Topic: Resiliency Factors that Mediate the Well-being and Sexual Risk Behaviors of Gay Latinos.
- UNIVERSITY OF CALIFORNIA, BERKELEY**; Berkeley, CA December 1998  
**Master of Arts, Psychology** Emphasis: Clinical/Community Psychology  
Master's Thesis: Moderating Effects of Self-Esteem and Family Type on Peer Popularity And Externalizing Behavior Among High-Risk Boys.
- YALE UNIVERISTY**; New Haven, CT May 1991  
**Bachelor of Arts, Psychology**  
Senior Thesis: The Effects of Socio Economic Status on Stress, Coping Mechanisms, and University Adjustment.
- LICENSURE: **State of Illinois, Clinical Psychologist**, License No: 071.007371 October 2007
- HONORS AND FELLOWSHIPS: **Outstanding Contribution to the Mission of DePaul in the Area of Diversity**, DePaul University, Chicago, IL December 2012
- Outstanding Graduate Student Instructor** May 2000  
University of California, Berkeley
- Graduate Opportunity Program, Dissertation Fellowship** 1999-2000  
University of California, Berkeley
- Graduate Opportunity Program, Pre-doctoral Fellowship** 1993-1996  
University of California, Berkeley
- CLINICAL EXPERIENCE: **Loyola Community and Family Services** July 2015 to present  
**Director**  
Loyola University; Chicago, IL

Loyola Community and Family Services is a new community mental health center created by Loyola University and supported by the School of Education and the School of Social Work and will focus on working with the Rogers Park and Edgewater community. This center is one of the first programs developed under Loyola's new strategic plan, "Plan 2020: Building a More Just, Humane, and Sustainable World," which include the institutional priorities of advancing social justice mission; promoting multidisciplinary collaboration to address societal challenges; and engaging local and global societal challenges through partnerships. The clinic's mission is to collaborate with residents and community partners to strengthen and enhance quality of life through holistic, culturally relevant and interdisciplinary services that support family, community and social justice.

**DePaul Family and Community Services,  
Staff Psychologist & Clinical Supervisor**

DePaul University; Chicago, IL  
Clinic Director: Orson Morrison, Psy. D.

August 2001 to June 2015

The DePaul Family and Community Services (a recipient of the 2005 Harry V. McNeill Award, given to outstanding and innovative community mental health centers in the United States by the American Psychological Association) is an agency affiliated with both the Illinois Department of Human Services and DePaul University. DFCS services the mental health needs of children, adolescents, and families within the near north side of Chicago. I conducted individual, family and group therapy, psychological assessments, case management, intakes, and school consultation in both Spanish and English. I also was involved in training of students in the clinical psychology doctoral program at DePaul University where I individually supervised up to 6 doctoral students per year. I also facilitated trainings and inservices for DFCS staff and trainees.

**Institute of Juvenile Research, Psychology Intern (APA accredited)** July 2000 to June 2001

Department of Psychiatry, University of Illinois at Chicago  
Training Director: Marc Atkins, Ph.D.  
Clinical Supervisors: Donna Baptiste, Ph.D.; Ellen Herbener, Ph.D.

The Institute of Juvenile Research (IJR) is an APA-accredited pre-doctoral psychology internship program, affiliated with the Department of Psychiatry at the University of Illinois at Chicago Medical Center. IJR's mission is to work with urban poor African-American and Latino families who reside in the surrounding communities and seek mental health care. While an intern, I conducted individual child therapy, family therapy, school consultations, diagnostic assessments and multiple family therapy groups with both African-Americans and Latino clients. Therapy was conducted in either Spanish or English, depending on the language needs of the clients.

**Instituto Familiar de la Raza, Psychology Intern**

San Francisco, CA  
Clinical Director and Group Supervisor: Ingrid Zimmerman, Ph.D.

May 1999 to June 2000

Instituto Familiar de la Raza (IFR) is a community mental health clinic situated in the center of the Mission, the Latino district in San Francisco. The goal of IFR is to provide services to the Latino community in a culturally competent manner. While there, I conducted individual therapy, with children and one adult, and family therapy, and provided school consultation. Therapy was conducted in both Spanish and English, depending on the language needs of the clients.

**Summer Enrichment Program, Psychology Intern**

University of California, Berkeley  
Clinical Director: Stephen P. Hinshaw, Ph.D.

Summer 1994, 1995, 1997-1999

A five-week day program for children ages 6-12 where the main objectives were the to study of socialization and the response to treatment for Attention Deficit Hyperactivity Disorder (ADHD). The 1994-95 camps were composed of all boys and the 1997-99 camps were composed of all girls. Half of the children were diagnosed with ADHD and the other half served as controls. Duties included screening, assessing, and evaluating the children for the program, and also conducting group therapy and crisis intervention counseling during camp. Following the camp, assessment and evaluation reports were written on the children.

**Mission Mental Health, Psychology Intern**  
San Francisco, CA  
Clinical Director: Raul Moncayo, Ph.D.

August 1996 to September 1998  
Supervisors: Dimas Moncada, LCSW  
Patti McWilliams, LCSW

Mission Mental Health is a subsidiary of San Francisco's Department of Public Health, under the Division of Mental Health, Substance Abuse, & Forensic Services. Mission Mental Health is a community mental health agency that works with highly disturbed and chronic users of the mental health system. The agency targets the Latino and the gay, lesbian, and bisexual populations. I provided individual adult therapy, case management, and psychological assessments. A quarter of my case load was monolingual Spanish speakers and services for them were conducted in Spanish. Other duties included: urgent care, intake, in-house training, case conference, and weekly supervision.

**New Leaf, Psychology Intern**  
San Francisco, CA  
Director: Mitch Marquez, LCSW

August 1995 to May 1996  
Supervisors: Gary Lomax, LCSW  
Trudie Heming, Ph.D.

New Leaf is a sliding-fee community mental health clinic which serves the lesbian, bisexual, and gay population in the Bay Area. I was in a 9 month practicum program where I provided individual adult therapy and co-facilitated a 12-week process group. Other duties include: intake interviews, phone intake, and peer reviews of case presentations.

**The Psychology Clinic, Psychology Intern**  
University of California, Berkeley  
Director: Enrico Jones, Ph.D.

August 1994 to May 1996  
Supervisors: Stephen P. Hinshaw, Ph.D.  
James Turner, Ph.D.

The University of California Psychology Clinic is a sliding fee community clinic where interns from the doctoral program in clinical psychology at the University of California, Berkeley are trained. I provided family, child, couples therapy, and assessments. Other duties included: phone intake duty, case conferences, case presentations, and weekly supervision.

CONSULTING  
& COMMUNITY  
INTERVENTION  
EXPERIENCE:

**Highsight**  
Chicago, IL

May 2004 to June 2015  
Director: Mark Duhan

Through my job at DePaul Family and Community Services I was an assigned consultant with Highsight, a program for underprivileged youth in the Chicago area that provided scholarships for private schools. I consulted with the director and program director regarding specific program and clinical needs of the youth involved in the program. I also provided linkages for clinical and assessment services for youth who may require such services. I also conducted a monthly parent group.

**Building Healthy Families Program, Programs Co-director**  
AIDS Pastoral Care Network; Chicago, IL

July 2000 to June 2002

I helped organize and implement a program for families who are affected by HIV or AIDS. The program was a joint venture between the University of Illinois at Chicago and the AIDS Pastoral Care Network (APCN). The program's goal was to work with families in the APCN community who may be struggling with issues secondary to the presence of HIV/AIDS in their family. The program focused on increasing communication, support, and monitoring within families and between parents and children. The program also focused on exploring with parents how HIV/AIDS can increase family stress and impact their family in varied psychological ways. Building Healthy Family program was implemented at a summer camp and mid-winter retreat.

**Bay Area Young (B.A.Y.) Positives, Board of Directors** August 1997 to June 2000  
San Francisco, CA

B.A.Y. Positives is a peer-based agency committed to helping youth with HIV or AIDS live long and healthy lives. The Board of the agency provides agency leadership, hires and evaluates the executive director, and coordinates fundraising for the agency. I served as vice president of the Board in 1998, and was chair of the Program and Personnel committee in 1998 and chair of the Board Development committee in 1999.

**Berkeley Campus Committee on HIV/AIDS, Member** August 1997 to June 2000  
University of California, Berkeley

The Berkeley Campus Committee on HIV/AIDS was created by the chancellor of the University of California, Berkeley to address HIV and AIDS concerns of the campus community. This committee has guided policy on campus and has helped direct HIV prevention policy, AIDS education, and HIV testing services.

**Proyecto ContraSIDA Por Vida, Consultant** October 1996 to December 1997  
San Francisco, CA

Proyecto ContraSIDA Por Vida is a community based agency that focuses on HIV prevention among the gay and lesbian Latino community. There, I worked in conjunction with the treatment advocate creating a 10-week educational and support program for HIV positive Latino men.

RESEARCH  
EXPERIENCE:

**The Latina Mental Health Study, Co-Principal Investigator** January 2005 to June 2010  
DePaul University, Chicago, IL  
Co-Principal Investigator: Bernadette Sanchez, Ph.D.

The aim of this study is to understand the mental health needs of Latina women in the Chicago area and collar regions. We collected data from mental health service providers who work with Latina women clients in order to determine the following: a) the typical mental health issues of Latina women in the Chicago area and collar county regions, b) the social and cultural factors that influence Latina women's mental health, c) the types of mental health services that are provided to Latina women, d) the factors that influence access and continuation of mental health services by Latina women, and e) the areas of improvement in quality mental health services provided to Latina women. Community service providers in the Chicago area and collar counties, who work with Latina women clients, were surveyed (n=226) and 24 were interviewed for qualitative data analysis purposes.

**DePaul Family and Community Services** August 2001 to January 2005  
DePaul University; Chicago, IL  
Clinic Director: Sheila Ribordy, Ph.D.

As part of my job at the DePaul Family and Community Services, I have conducted program evaluations on the Bridges Program utilizing an assessment tool used by clinicians in this program. The evaluation was later presented at a national conference. I also analyze and synthesize information collected on each client three months after treatment has been terminated. The report on the client follow-up data has been used to guide programs at the center and to help with the centers accreditation with CARF.

**Dissertation:** Resiliency Factors that Mediate the Well-Being and Sexual Risk Behavior Of Gay Latinos.

University of California, Berkeley

Committee Chair: Rhona S. Weinstein, Ph.D.

This dissertation explored how social oppressions (such as racism and homophobia) were negatively associated with poor psychological well-being and sexually risky behaviors among gay Latino males. Additionally, I explored how Latino culture (such as family support) can both heighten and mitigate the tension between racism and homophobia as it relates to poor psychological well-being and sexually risky behaviors. This work elucidated the cultural and contextual forces that may be associated with the high prevalence of HIV among this disenfranchised community. The data set was collected via a comprehensive questionnaire that targeted the behaviors, attitudes, and psychological assessments of over 900 self-identified gay Latinos in Los Angeles, Miami, and New York.

**Institute of Juvenile Research, Psychology Intern** (APA accredited) July 2000 to June 2001

Department of Psychiatry, University of Illinois at Chicago

Training Director: Marc Atkins, Ph.D.

Research Supervisors: Marc Atkins, Ph.D. (PALS); Kristi Jordan, Ph.D. (CHAMP)

Internship requirements include participation in clinical research programs at the Institute. Two of the programs I was involved in were the Positive Attitude for Learning in Schools (PALS) and Chicago AIDS and HIV Program for Adolescents (CHAMP). In PALS, duties included implementing school intervention programs for high risk youth involved in PALS program, assessing children for program, and collecting data on schools, children, and their families. In CHAMP, duties included conducting 4 hour follow up interviews and assessments for the programs longitudinal study on the risk and sexual risk behavior of urban African-American adolescents and their families.

**Master's Thesis:** Moderating Effects of Self-Esteem and Family Type on Peer Popularity And Externalizing Behavior Among High-Risk Boys.

University of California, Berkeley

Committee Co-Chairs: Stephen P. Hinshaw, Ph.D.  
Rhona S. Weinstein, Ph.D.

The thesis explored the role of buffers (operationalized as self-esteem and family cohesion) in 2 groups of high-risk boys (ages 5-12): ADHD boys and boys exposed to pre and perinatal risk. The results showed that self-esteem buffers peer rejection among boys with pre and perinatal risk, but not for ADHD boys or a control group. Implementing prevention programs that enhance self-esteem may prevent peer rejection which has been associated with school drop-out and delinquency.

**TEACHING  
EXPERIENCE:**

**Affiliate Clinical Assistant Professor**, Psychology Department  
DePaul University, Chicago IL

July 2014 to June 2015

**Adjunct Assistant Professor**, Psychology Department  
DePaul University, Chicago IL

Autumn 2005 to June 2015

**Principles of Human Diversity**  
DePaul University, Chicago IL

Spring 2005 – 2007, 2009-14

This seminar course is a required core course for graduate students in the clinical and community psychology programs at DePaul University. The course explores how issues of diversity (including, but not limited to: class, gender, ethnicity, sexuality, race, and ability) are understood in the field of psychology and intersect with the principles, theories, and research of both clinical and community psychology.

**Advanced Psychopathology**  
DePaul University, Chicago IL

Fall 2005, 2007- 2009

This seminar course is a required core course for incoming graduate students in the clinical and community psychology programs at DePaul University. The course explores issues pertaining to adult psychopathology, particularly focusing on etiology and how issues of diversity and environment may impinge on mental health and its expression and diagnosis.

**Lesbian, Gay, Bisexual and Transgender Psychology**  
DePaul University, Chicago IL

Winter 2009-2015

This lecture course is a lower division elective course within the psychology department that explores essential elements of the LGBT population through a psychological framework. Topics include identity development, coming out processes, LGBT families, homophobia and the history of the psychological community in LGBT concerns.

**Latina/o Psychology**  
DePaul University, Chicago IL

Fall 2011-2014

This lecture course is a lower division elective course within the psychology department that explores essential elements of the Latina/o population through a psychological framework. Topics include identity development, immigration, language brokering, racism and discrimination, and mental health issues among the Latina/o population.

**Social and Cultural Context of Lesbian Gay Bisexual Transgender Clients**

Chicago School of Professional Psychology, Chicago IL

Spring 2007 & 2008

This seminar course is an elective course that explores essential elements of working with LGBT clients in therapy settings. Topics include heterosexist biases, identity development, coming out processes, families, multiple identities and social policies relevant to the lives of LGBT women and men. Goals for the course include increasing one's understanding of the LGBT community and some of the unique experiences and issues that are experienced by many, but not all, members of the LGBT community.

**Assessment Practicum Seminar**

Chicago School of Professional Psychology, Chicago IL

Academic Year 2006/07

This course provides small group consultation to students on Assessment Practicum. Students examine relevant clinical and professional development issues that arise as the results of participation in Assessment Practica. Students offer 3 case presentations during the seminar.

**Behavior Disorders of Children**  
DePaul University, Chicago IL

Winter 2002

This course was an upper division course for psychology majors at DePaul University. The course was an introduction to behavior and clinical disorders in children and adolescents, including understanding the etiology and treatment of such disorders. This course consisted of 60 students and lectures were conducted twice a week. I was responsible for creating and implementing the course which included, but not limited to: creating the syllabus, writing and conducting lectures, creating exams and course requirements, grading exams and papers, and facilitating office hours.

This course was an introductory course for non-majors at the University of California, Berkeley, intended to help them fulfill a university breadth requirement in the field of psychology. This course consisted of 180 students and lectures were conducted three times a week. I was solely responsible for creating and designing the course which included, but was not limited to: creating the syllabus, writing and conducting lectures three times a week, creating exams and course requirements, and facilitating office hours.

I co-instructed an undergraduate course which explored the role of ethnicity and culture in the mental health field, particularly with respect to research and clinical practice. The students attended a speaker series, discussed the readings and developed presentations. The seminar had 12 students.

PAPER

PRESENTATIONS: LaBarrie, T. L., Nagarajan, T., **Renfro, R. L.**, Kindaichi, M., & Smith, L. E. (November, 2012). *How to – and How Not to – Work with Multiracial Clients from the Perspective of Multiracial Therapists*. Roundtable conducted at the biennial meeting of the Critical Mixed Race Studies Conference, Chicago, IL.

**Renfro, R. L.**, Sánchez, B., & Hudson, J. (June 2009). ¡No Se Puede!: The oppression of Latina women in their access to mental health services. In **R. Renfro** (Chair), *Global immigration & structural oppression : The ties that bind that must be broken*. Symposium presented at the biennial meeting for the Society of Community Research and Action, Montclair, New Jersey.

**Renfro, R. L.** (September 2008). Barriers to accessing services among Latina women. Paper presented at The Chicago School of Professional Psychology's Cultural Impact Conference, Chicago, Illinois.

**Renfro, R. L.**, Sánchez, B., & Hudson, J. (November 2007). Barriers to accessing services among Latina women. Paper presentation at The Latina Woman: Self Esteem, Postpartum Depression and Mental Health Issues Conference, Alexian Brothers Hospital, Aurora, Illinois.

**Renfro, R. L.**, Sánchez, B., & Hudson, J. (September 2007). Latina women in metropolitan Chicago: Mental health vulnerabilities / Vulnerabilidades en salud mental. Invited bilingual presentation for delegates from Mexico sponsored by the National Association of Social Workers and the City of Chicago, Chicago, Illinois.

**Renfro, R. L.**, Sánchez, B., & Ortiz, J. (June 2007). Latinas accessing mental health services: Immigration issues exacerbating the problem. In **R. Renfro** (Chair), *Culture, context, & well-being: Exploring the issues through qualitative methods*. Symposium presented at the biennial meeting for the Society of Community Research and Action, Pasadena, California.

Malinowski, S., Carothers, K., Carleton, R., Ribordy, S., & **Renfro, R. L.** (June 2007). Issues of prevention in a gentrifying urban environment. Symposium presented at the biennial meeting for the Society of Community Research and Action, Pasadena, California.

Patel, S., Ozer, E., Strambler, M., Alvidrez, J., Capella, E., **Renfro, R. L.**, & Madison, S. (June 2007). Commemorating Rhona Weinstein's retirement: Students' reflections on 34 years of research and teaching. Symposium presented at the biennial meeting for the Society of Community Research and Action, Pasadena, California.

Sánchez, B., **Renfro, R. L.**, Juarez, G., & Peguero, D. (May 2007). Mixed methods in examining Latina women's mental health needs. In R. Crouch (Chair), *Using mixed-methods: Case illustrations in community research*. Symposium presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, Illinois.

**Renfro, R. L.** (May 2007). Barriers and needs to accessing mental health services: The Latina Women's Mental Health Project. Paper presented at the symposium, *Perinatal Mental Health: Cultural Considerations of Latinas*, at Evanston Northwestern Health Care, Evanston, Illinois.

Sánchez, B., **Renfro, R. L.**, Juarez, G., Hudson, J., Peguero, D., Gracia, A., Grumbach, G., Washington, L., Ortiz, J., & Stevens, E. (October 2006). Culture does count: How cultural, community and societal forces influence the mental health of Latina women. Paper presented at the biennial meeting of the National Latino Psychology Association, Milwaukee, Wisconsin.

**Renfro, R. L.**, & Sánchez, B. (May 2006). The Importance of understanding the mental health needs of Latina women. In B. Sanchez & **R. L. Renfro** (co-chairs), An ecological perspective of the mental health disparities of Latina women. Symposium presented at Annual Meeting of the Midwestern Psychological Association, Chicago, Illinois.

**Renfro, R. L.** (Chair), Carothers, K., Gill, T., Behling, S., David, T. M., Wells, G., Sweet, S., & Pines, C. (June 2005) DePaul University Community Mental Health Center: Utilizing community tools in clinical work and training. Symposium chaired and group paper presented at the biennial meeting of the Society for Community Research and Action, University of Illinois, Urbana-Champaign, IL.

**Renfro, R. L.**, (June 2005). Culture moderating the well-being and sexual behavior of gay Latino men. In **Renfro, R. L.**, Chair (June 2005). *Lesbians, gays, bisexuals, and transgenders of color: Thinking outside the theoretical box when addressing their (our) needs*. Paper presented at the biennial meeting of the Society for Community Research and Action, University of Illinois, Urbana-Champaign, IL.

**Renfro, R. L.** (May 2005). *Utilizing CANS-JJ to better address the needs of our clients: The Bridges Program at DePaul University CMHC*. Paper presented at the annual Child and Adolescent Needs and Strengths (CANS) Conference, Northwestern University, Chicago, IL.

**Renfro, R. L.** (June 1999). Multiple identities, multiple selves. Symposium paper presented at The biennial meeting of the Society for Community Research and Action, Yale University, New Haven, CT.

**Renfro, R. L.** (June 1999). Don't Ask, Don't Tell: The thorn in the queer adolescent's side. Symposium paper presented at the biennial meeting of the Society for Community Research and Action, Yale University, New Haven, CT.

**Renfro, R. L.** (August 1996). Yes Virginia, clinical research does have societal relevance. Colloquia paper presented at the University of California, Berkeley clinical colloquia, Berkeley, CA.

**Renfro, R. L.** (October 1995). Moderating effects of self-esteem and family type on peer popularity and externalizing behavior among high-risk boys. Colloquia paper presented at the University of California, Berkeley clinical colloquia, Berkeley, CA.

POSTER PRESENTATIONS: Washington, L., Sánchez, B., & **Renfro, R.** (May 2008). Setting type, location and barriers to accessing mental health services. Poster presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, Illinois.

Hudson, J., Sánchez, B., & **Renfro, R. L.** (May 2007). An ecological perspective of the factors that affect mental illness stigma for Latina women. Poster presented at the Annual Meeting of Midwestern Psychological Association, Chicago, Illinois.

**Renfro, R.L.,** Hinshaw, S.P., & Weinstein, R.S. (August 1998). Moderating effects of self-esteem and family type on peer popularity and externalizing behavior among high-risk boys. Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.

PROFESSIONAL  
ORGANIZATIONS &

AFFILIATIONS: **Editorial Board Associate** May 2000 to December 2005  
**American Journal of Community Psychology**

**American Psychological Association** Fall 1993 to present

**Society for Community Research and Action** Fall 1993 to present

**Society for the Psychological Study of Lesbian, Gay,  
Bisexual, & Transgender Issues** Fall 1993 to present

**National Latino/a Psychological Association** Fall 2006 to present

**Illinois Psychological Association** Spring 2015 to present

**National Register of Health Service Psychologist** Summer 2015 to present

LANGUAGES: **Fluent in Spanish**