

ANNIE ZEAN DUNBAR, PhD, A.M.
University of Colorado Colorado Springs
1420 Austin Bluffs Pkwy, Colorado Springs, CO 80918
O: 719-255-4075| E: adunbar@uccs.edu
Institutionnel page: <https://cps.uccs.edu/staff/annie-zean-dunbar>
Website: azdunbar.com

EDUCATION

University of Denver
Graduate School of Social Work
Doctor of Philosophy, June 14, 2024 (earned)
Dissertation title: *The Role of Care Practices, Mutual Aid, and Racial Formation in Black Newcomer Practitioners' Lived Experience Within Organizations: A Critical Qualitative Inquiry.*

University of Chicago
Crown Family School of Social Work, Policy and Practice
Masters in social service administration, June 2015 (earned)
Certificate in Global Social Development Practice

Simmons University
Bachelor of Arts, May 2010 (earned)
Major: Psychology Minor: English

CURRENT POSITION

University of Colorado Colorado Springs
Department of Social Work
College of Public Service
Clinical Assistant Professor

- As a 12-month contracted Instructional, Research, and Clinical (IRC) Faculty member, I design, revise, prepare, and execute 10-courses over the academic year and summer sessions. I am the only faculty member who teaches across the Bachelor of Social Work (BSW) and Master of Social Work (MSW) curricula with a focus on the generalized social work practicum (internship), direct practice competency, policy and implementation, and power, racism, oppression, and privilege.
- I facilitate practicum placement activities including case studies, site visits, and check ins with Practicum Instructor and task supervisor. I serve as a field liaison which includes both weekly individual supervision and group supervisory responsibilities.
- I design and implement training for incoming students, internship site representatives and outside supervision consultants. I also coordinate and attend practicum site visits, contribute to social work accreditation and curriculum development, and mentor students on independent studies and research activities.
- I conduct independent research on five separate research projects. I am the

Principle Investigator on my newcomer direct service providers in immigration services project. I am a Co-Investigator for a Participatory Action Research (PAR) research projects focused on mutual aid and healing, a Co-Principal Investigator on two mixed-methods study examining social work student perceptions of faculty in the classroom based on faculty members social location, another study which looks at the creative pedagogical impacts of cooking as a cultural connector, and currently working on a study to understand identify formation and group cohesion with challenging conversations about power, racism, privilege, and oppression.

- I engage in service to the Department of Social Work, the College of Public Service, the University of Colorado, and the broader community in Colorado and internationally including as a search committee member of the UCCS IRC Provost Fellow for Faculty Affairs and a member of the Compass Curriculum Committee.

RESEARCH INTERESTS

Refugee/Immigrant Integration; Nonprofit Organizations; Nonprofit Workforce; Mutual Aid; Immigration Policy; Race and Racialization; Racial Justice; Social Justice; Marginalization and Exclusion; Public Policy.

TEACHING INTERESTS

Organizational Theory; Leadership Frameworks; Community and Organizational Change; Refugee and Immigrant Social Work; Critical and Feminist theory; Power, Privilege, and Oppression; Social Policy; Radical Praxis in Social Work.

RESEARCH EXPERIENCE

June 2022-
Present

The Role of Care Practices, Mutual Aid, and
Racial Formation in Black Newcomer
Practitioners' Lived Experience Within
Organizations: A Critical Qualitative Inquiry
Principle Investigator

April 2026-
Present

Sustaining Critical Praxis: Institutional and
Curricular Strategies for Anti-Racist and
AntiOppressive Social Work Education in a
Shifting Policy Landscape
Co-PI: Dr. Arlene Bjugstad
Co-Principle Investigator
IRB PROTOCOL NO.: 2026-148

October 2025-
Present

Evaluation of a Korean Cooking Class as
Experiential Learning for Diversity, Equity,
Inclusion, and Anti-Oppression and Ecosocial
Work Education
Co-P.I: Dr.s Tae Park, Arlene Bjugstad, Michin
Hong
Co-Principle Investigator
IRB PROTOCOL NO.: 2026-040

February 2025-
Present

Healing within community: Participatory Action
Research (PAR) Project
Co-P.I: Dr.s Kimberly Bender
Co-Investigator

October 2024-
Present

Social Work Student's Racial Bias in Professor
Evaluation
Co-P.I: Dr.s Tae Park, Grace Yi, and Arlene
Bjugstad
Co-Principle Investigator

June 2024-
Present

Geffner Group
Global management consultancy and executive
coaching firm serving
Founder and CEO: Dr. Carol Geffner
Consultant

August 2024-
December 2025

The Village Institute
Community based nonprofit organization in
Aurora, Co focused on newcomer & immigrant
belonging
Executive Director: Ellie Adleman
Research Consultant

September 2019-
August 2024

Our Stories, Our Medicine Archives (OSOMA)
(Federally Funded: National Institute of Health,
National Library of Medicine)
P.I: Dr. Ramona Beltran
**Research Project Manager and Graduate
Research Assistant**

March 2020-
August 2024

Mutual Aid Research Group (MARG) formerly
COVID and Connecting.
Co-P.I.: Dr. Kimberly Bender and Danielle
Littman, AM
Co-Investigator

May 2021- April
2022

A Phenomenological Understanding of the Lived
Experience of Racialized Ageism Among Older
Adults
P.I: Dr. Andrew Steward, Co-Investigators:
Carson De Fries, and Miguel Trujillo
Co-Investigator

May 2018-
February 2019

Nextions, LLC.
Multiple client-based research projects and
studies.
Founder and CEO: Dr. Arin Reeves
Research Projects Manager

March 2015- June
2018

Newpoint Healthcare Advisors
Multiple client-based research projects and
studies.
Founders: Dr. Carol Geffner and Mrs. Barbara
Ladon, MA
Research Associate

July 2015-
September 2015

New Communities Study- Examining affordable
housing for Refugee Resettlement agencies in
Chicago
P.I.: Dr. Jessica H. Darrow
Research Assistant

EDUCATION AND TEACHING

TEACHING EXPERIENCE

University of Colorado, Colorado Springs

Clinical Assistant Professor, *Academic Year 2026-2027*

- Practice Skills for Social Work – 2026Fa SOWK 3001 001
- Generalist Practicum I – 2026Fa SOWK 5111 001
- Generalist Practicum I – 2026Fa SOWK 5111 OS1
- Specialized Practicum I - 2026Fa SOWK 6111 002
- Specialized Practicum II – 2027Sp SOWK 5112 HO2
- Specialized Practicum II – 2027Sp SOWK 6112 OS3
- Seminar and Practicum II - 2027Sp SOWK 4112 OS1
- Social Work Practicum Prep – 2027Sp SOWK 3050 001

Clinical Assistant Professor, *Summer 2026*

- Policy for Adv Standing - 2025Su SOWK 5201 OS1
- Policy for Adv Standing - 2025Su SOWK 5201 H01

Clinical Assistant Professor, *Academic Year 2025-2026*

- The Helping Relationship I – 2025Fa SOWK 3001 001
- Generalist Practicum I – 2025Fa SOWK 5111 001
- Generalist Practicum I – 2025Fa SOWK 5111 OS1
- Specialized Practicum I - 2025Fa SOWK 6111 OS2
- Generalist Practicum II – 2026Sp SOWK 5112 HO2
- Specialized Practicum II – 2026Sp SOWK 6112 OS3
- Seminar and Practicum II - 2026Sp SOWK 4112 OS1
- The Helping Relationship I – 2026Sp SOWK 3001 OS1

Clinical Assistant Professor, *Summer 2025*

- Policy for Adv Standing - 2025Su SOWK 5201 OS1
- Policy for Adv Standing - 2025Su SOWK 5201 H01

Clinical Assistant Professor, *Academic Year 2024-2025*

- The Helping Relationship I – 2024Fa SOWK 3001 001
- The Helping Relationship I – 2025Sp SOWK 3001 OS1
- Generalist Practicum I – 2024Fa SOWK 5111 001
- Generalist Practicum I – 2024Fa SOWK 5111 OS1
- Generalist Practicum II – 2025Sp SOWK 5112 001
- Generalist Practicum II – 2025Sp SOWK 5112 OS1
- Generalist Practicum II – 2025Sp SOWK 5112 H02
- Seminar and Practicum II - 2025Sp SOWK 4112 OS1

University of Denver Graduate School of Social Work

Instructor, *Summer Quarter 2024*

- Integrated Social Work Practice for Social Justice - SOWK 4020

Teaching Assistant, *Winter and Spring Quarters 2024*

- Intro to Qualitative Data Analysis [PhD level course] SOWK 5121
 - Assistant to Dr. Miriam Valdovinos

Instructor, *Winter Quarter 2023*

- Leadership & Supervision Skill - SOWK 340 Instructor, *Fall Quarter 2022*
- Community and Organizational Change Theory for Practice- SOWK 4370 01
Instructor, *Summer Quarter 2022*

- Leadership & Supervision Skill - SOWK 4340 Instructor, *Spring Quarter 2022*
- Community and Macro Social Work Theory and Practice- SOWK 504 Instructor, *Winter Quarter 2022*
- Independent Study: Analysis of Collaborative Policy Instructor, *Fall Quarter 2021*
- Community and Organizational Change Theory for Practice- SOWK 4370 02 Instructor, *Summer Quarter 2021*
- Leadership & Supervision Skill- SOWK 4340 503 Teaching Assistant, *Spring Quarter 2021*
- Special Topics Critical Approaches to Facilitating and Teaching: Anti-Racist, Feminist, and Queer Pedagogies – SOWK 4990
 - *Assistant to Dr. Marquisha Lawrence Scott and Dr. N. Eugene Walls and*
- Instructor, *Summer Quarter 2020*
- Leadership & Supervision Skill- SOWK 4340 505

Simmons University

Co-Facilitator, *Fall Semester 2009*

- Simmons College First Year Experience, a semester long course about college acclimation for first year students.

ADVISING AND MENTORING

Dissertation Committee Member, *Present*

- Christopher Griffith, PhD Candidate MA Clinical Psychology- Geropsychology Track, University of Colorado at Colorado Springs. Dissertation title: Aging, Resilience, and Cognition (ARC) Study
- Honour Odigie, PhD Candidate MSW School of Social Work, University of Buffalo Dissertation title: Interrogating the West-Centric Histo-Visual-Legal Discourse of Trafficking: What Remains Still Hypervisible and Marginal In Public Consciousness
- Liv Ainsworth, PhD Candidate Community Health, Oregon Health & Science University (OHSU)- Portland State University (PSU) School of Public Health

MSW Student Advisor, *Academic Year 2025-26*

- Graduate Students: 19

Practicum Liaison (Supervision), *Academic Year 2025-26*

- Graduate Students: 2

Comprehensive Examination Committee Member, *Academic Year 2024-25*

- Honour Odigie, School of Social Work, University of Buffalo

Practicum Liaison (Supervision), *Academic Year 2024-25*

- Undergraduate Students: 1
- Graduate Students: 9

COURSE DEVELOPMENT

University of Colorado Colorado Springs

In academic year 2-25-26, revision and redesign of all MSW practicum course curriculum including materials, assignments, rubrics, and grade distributions occurred. Created individual permeant Canvas container templates for part-time faculty use for four separate course. Edited and updated course containers and syllabi for each incoming academic year.

- Generalist Practicum I – SOWK 5111
- Generalist Practicum II – SOWK 5112
- Specialized Practicum I - SOWK 6111
- Specialized Practicum I – SOWK 6112
- Specialized Practicum II – 2026Sp SOWK 6112

University of Denver

- Mutual aid Fellowship Seminar
 - Co-developed with Dr. Kimberly Bender, Dr. Danielle Littman, Maveryck Boyett, and Karaya Morris
- Special Topics Critical Approaches to Facilitating and Teaching: Anti-Racist, Feminist, and Queer Pedagogies – SOWK 4990
 - Co-developed with Dr. Marquisha L. Scott, Dr. N. Eugene Walls, and Shana McClain

ACADEMIC GUEST LECTURE

Colorado State University | School of Social Work

Guest Lecture, Community Practice

Self-care and Community care: how we do the hard stuff- together!, *March 5, 2026*

- In-person presentation describing how to define self-care and community with a focus on social work ethics and praxis.

University of Colorado Colorado Springs

Guest Lecture, Trauma and Violence SOWK (6001-001): Understanding the newcomer experience and social work practice , *November 20, 2025*

- Virtual presentation providing insights on the intersection of migration, trauma, and belonging for newcomers to the United States.

University of Denver

Guest Lecture, Immigration Policies (SOWK 4635):

Who cares and how?: Examining care practices from the experiences of Black newcomer providers in newcomer services, *May 2024*

- In-person presentation on understanding how Black immigrants describe their work within immigration service organizations.

University of Denver

Guest Lecture, Spring Qtr. Qualitative Advanced Analysis (SOWK5405): CRITICAL DISCOURSE ANALYSIS: A social work method, *May 2024*

- In-person presentation on using Critical Discourse Analysis as a method in

qualitative research with examples from dissertation.

University of Denver

Guest Lecture, Grief and Loss across the lifespan (SOWK 4741): Mutual Aid amidst Grief & Loss: How mutual aid emerges amidst compounding crises & where you fit in, *May 2023*

- In-person presentation on how to center mutual aid and community care strategies and practices while contending with grief and loss.

University of Denver

Guest Lecture, WRIT 1622: Rhetorics and Literacies of Mutual Aid, *February 2023*

- Virtual presentation on mutual aid and community care strategies, both from a research perspective and through interpersonal and community engagement.

University of Denver

Guest Lecture, Grief and Loss across the lifespan(SOWK 4741): Mutual Aid amidst Grief & Loss: How mutual aid emerges amidst compounding crises & where you fit in, *February 2022*

- Virtual presentation on how to center mutual aid and community care strategies and practices while contending with grief and loss.

Mt. Holyoke

Guest Lecturer, Global Movements, Migration, Refugees and Diaspora, *April 2022*

- Virtual presentation on the role of community-led efforts to diaspora, and the role of social location on integration outcomes for refugees of color.

University of Denver Graduate School of Social Work

Guest Lecturer, Advanced Policy (SOWK 4670), *February 7, 2022*

- Virtual presentation on the role of policy, mezzo-level actors' implementation of policy, and how power shapes policy.

RESEARCH

PEER REVIEWED PUBLICATIONS

Beltran, R., Alvarez, A., To, M., **Dunbar, A.Z.**, Pacheco, B., Valdovinos, M. (2025) "I hope this brings comfort to others; it's brought me comfort too": Ceremony-based participatory practice research as Indigenist feminist methodology. *Afilia*.

Steward, A.T., Zhu, Y., De Fries, C. M., **Dunbar, A. Z.**, & Trujillo, M. (2025). A Phenomenological, Intersectional Exploration of Ways Older Adults Find Support in Response to Ageism and Racism. *Journal of Gerontological Social Work*, 1-22.

Milligan, T., Saavedra, K., Littman, D. M., **Dunbar, A. Z.**, Boyett, M., Morris, K., Sarantakos, S. (2024). Creating ecosystems of care through mutual aid: Flattening hierarchal aid in the early months of Covid-19. *Advances in Social Work*.

Bender, K., Saavedra, K., Milligan, T., Littman, D. M., Becker-Hafnor, T., **Dunbar, A.**

Z., Boyett, M., Holloway, B., & Morris, K. (2024). How mutual aid proliferation developed solidarity and sense of collective responsibility in the early months of COVID-19. *American Journal of Community Psychology*, 73(3–4), 431–445.

Steward, A. T., De Fries, C. M., **Dunbar, A. Z.**, Trujillo, M., Zhu, Y., & Hasche, L. (2024). A phenomenological understanding of the intersectionality of ageism and racism among older adults: Interpersonal experiences. *Journal of Social Work*, 14680173241253495.

Dunbar, A.Z., Boyett, M., Littman, D.M., Bender, K., Melton, C.C., Saavedra, K., & Milligan, T. (2024). A message board from the future: Signals of mutual aid futures from U.S. based organizers during COVID-19. *Futures*.

Dunbar, A.Z., Littman, D.M., Boyett, M., Bender, K., Saavedra, K., Melton, C.C., Milligan, T., & Bogle, C. (2023). Using foresight practice to imagine the future(s) of mutual aid. *Social Work and Society, Social Work Future(s) — What social work does the world need now?* Vol. 21 No. 1.

To, M. N., Beltrán, R., **Dunbar, A. Z.**, Valdovinos, M. G., Pacheco, B.-A., Barillas Chón, D. W., Hunte, O., & Hulama, K. (2023). Like Water, We Re-Member: A Conceptual Model of Identity (Re)formation through Cultural Reclamation for Indigenous Peoples of Mexico in the United States. *Genealogy*, 7(4), 90. MDPI AG. <http://dx.doi.org/10.3390/genealogy7040090>

Steward, A., Zhu, Y., De Fries, C., **Dunbar, A. Z.**, Trujillo, M., Zhu, Y., & Hasche, L. (2023). A Phenomenological, Intersectional Understanding of Coping with Ageism and Racism Among Older Adults. *Journal of Aging Studies*, 67, 101186. <https://doi.org/10.1016/j.jaging.2023.101186>

Bender, K., Saavedra, K., Milligan, T., Littman, D.L., Becker-Hafnor, T., **Dunbar, A.Z.**, Boyett, M., Holloway, B.T., & Morris, K. (2023) How mutual aid proliferation developed solidarity and sense of collective responsibility in the early months of COVID-19. *American Journal of Community Psychology*.

Littman, D.M., Morris, K., Hostetter, C.R., Boyett, M., Bender, K., Holloway, B., **Dunbar, A. Z.**, & Sarantakos, S (2023). How do participants conceptualize mutual aid in the early months of the COVID-19 pandemic? A critical phenomenological analysis. *The Journal of Community Practice*. <https://doi.org/10.1080/10705422.2023.2210136>

Thibodeau Shah, P., Park, I.Y., **Dunbar, A.Z.**, and He, A. (2023). What makes a good learning culture? The role of professional development among child welfare workers. *Children and Youth Services Review*.

Steward, A., De Fries, C., **Dunbar, A. Z.**, Trujillo, M., Zhu, Y., Nicotera, N., & Hasche, L. (2023). A Phenomenological Understanding of the Intersectionality of Ageism and Racism Among Older Adults: Individual-Level Experiences. *Journals of Gerontology, Series B: Social Sciences*.

Steward, A., De Fries, C., **Dunbar, A. Z.**, Trujillo, M., Zhu, Y., Nicotera, N., & Hasche, L. (2022).

EXPLORING THE LIVED EXPERIENCE OF RACIALIZED AGEISM AMONG OLDER ADULTS: A PHENOMENOLOGICAL STUDY. *Innovation in Aging*, 6(Supplement_1), 343–343.

Littman, D.M., Boyett, M., Bender, K., **Dunbar, A.Z.**, Santarella, M., Becker-Hafnor, T., Saavedra,

K., Milligan, T. (2022) Values and beliefs underlying mutual aid: An exploration of collective care during the COVID-19 pandemic. *Journal for the Society of Social Work and Research*.

Bender, K., Littman, D.L., **Dunbar, A. Z.** Boyett, M., Milligan, T., Santarella, M., Becker-Hafnor, T., (2021) Emergent media scan of digital mutual aid organizing during the COVID-19 Pandemic. *Special Issue “Digital Organizing: Definitions, Applications, Methods and Ethic” Journal of Community Practice*.

Beltran, R., Alvarez, A., Colón, L., Alamillo, X., **Dunbar, A.Z.** (2020). La Cultura Cura: An exploration of enculturation in a Community-Based Culture-Centered HIV prevention curriculum for Indigenous youth. *Special Issue “Community-engaged Indigenous Research Across the Globe” Genealogy*, Vol 4(1).

Dunbar, A.Z., Lloyd, J., Ramirez, L., Taylor, S. (2016). Outcome Evaluation of an International Diversity Curriculum, *Advocates Forum*, University of Chicago.

Kuzminykh, Z., Taylor, S., **Dunbar, Z.**, Lloyd J., Ramirez, L., and Powell, G. (2015) Outcome evaluation of cultural diversity curriculum in youth camp, *Pedagogy and Contemporaneity*, Vol. 4(18), pp. 58-63.

UNDER REVIEW

Dunbar, A.Z., East, J., Thompson, M. (*under review*). Chapter 7. Mutual Aid and Community Care. *Trauma-Informed Macro-Practice: Advancing Organizations and Communities*.

Vasquez Reyes, M. A., **Dunbar, A.Z.**, Littman, D.M., Valdovinos, M., Elsaesser, C. (*under review*) Collective Care and Interdependence in Qualitative Research: Community-Driven Responses to Structural Violence. *Qualitative Social Work Journal*.

Steward, A., De Fries, C., **Dunbar, A. Z.**, Trujillo, M., (*under review*) An ecological model of the intersectionality of ageism and racism: Implications for practice with older adults. *Advances in Ageism Research*.

BOOK CHAPTERS

Beltran, R., Brown, D., **Dunbar, A.Z.**, Schultz, K., & Fernandez, A., (April 24, 2024). Indigenist abolition: A talk story on ideas and strategies for social work practice. Book Chapter. *Abolitionist Social Work: Possibilities, Paradox and Praxis*. Haymarket Books.

IN PROGRESS

Dunbar, A.Z., Odigie, H. E., Spyvie, R. (in progress). Minoritized workers' expression of ideal care on the front lines of resettlement work.

Dunbar, A.Z. (in progress) Aesthetics without ethics: positionality, performance, and critical praxis in social work education.

PEER-REVIEWED PRESENTATIONS

Dunbar, A.Z. (March 17, 2026). Beyond Words: Transforming Instruction Through Universal Design and Multi-Sensory Engagement. Tuesday, 12:15 - 1:15 pm, online or in COLU 203. (Rescheduled from 2026 UCCS Teaching & Learning Conference "Getting Back to Basics - Maintaining the Human Connection" January 13–14, 2026 - University Hall.) University of Colorado Colorado Springs, United States.

Valdovinos, M., Vasquez Reyes, M. A., **Dunbar, A.Z.**, Littman, D.M., Elsaesser, C. (2025) Interdependence and Healing: Collective Care and Mutual Aid as Responses to Structural Violence. The Council on Social Work Education (CSWE) 2025 Annual Program Meeting (APM). Denver, CO, United States.

Dunbar, A.Z., and Odigie, H. E. (2024, October 24-27). "You have to be that person who puts the blanket on them": Minoritized workers' expression of ideal care on the front lines of resettlement work. The Council on Social Work Education (CSWE) 2024 Annual Program Meeting (APM). Kansas City, MO, United States.

Steward, A., Zhu, Y., De Fries, C., **Dunbar, A. Z.**, Trujillo, M., & Hasche, L. (2023, November). How do older adults cope with intersectional experiences of ageism and racism? [Paper accepted for presentation]. The Gerontological Society of America conference, Tampa, FL. USA.

Hostetter, C.R., Littman, D.M., Holloway, B., Dunbar, A.Z., Bender, K., Sarantakos, S.P. (2023, January 11-15). *Conceptualizations of Mutual Aid during Covid-19: A Critical Analysis*. [Oral Paper Presentation]. Society for Social Work Research (SSWR), 2023, Phoenix, A.Z. United States.

Steward, A., De Fries, C., **Dunbar, A. Z.**, Trujillo, M., Zhu, Y., Nicotera, N., & Hasche, L. (2022, November 2-6). *Exploring the lived experience of racialized ageism among older adults: A phenomenological study*. [Oral paper presentation]. Gerontological Society of America conference, Indianapolis, IN.

Kuntzelman, C. C. **Dunbar, A.Z.**, Noor, A., Garcia, A.E., & Badran, M. (2022, August 1-

5). *Filling in the gaps: Care work, refugee institutional actors, and racialized organizations* In C. C. Kuntzelman, & **A.Z. Dunbar**, (chairs), *Knowledge and meaning-making in exile: constraints and opportunities*. [Oral Presentation]. International Association for the Study of Forced Migration (IASFM) Annual Conference 2022: Global Issues, Regional Approaches – contexts, challenges, dialogues, and solutions. Virtual conference hosted by the Universidade Catolica de Santos, Brazil.

Shah, P. Park, I.Y., **Dunbar, A.Z.**, and He, A. (2022, January 12-16). *The Impact of preparation for work and professional development on learning culture in Child Welfare*. [Accepted Oral Presentation]. Child Welfare Services, Systems, and Workforce. Society for Social Work Research (SSWR), 2022, Washington, D.C., United States.

Littman, D.M., Boyett, M., Bender, K. **Dunbar, A.Z.**, and Bogle, C. (2022, January 12-16). *“Socially re-organizing the way we relate to one another:” Values and beliefs underlying mutual aid during the COVID-19 pandemic*. [Accepted Oral Presentation]. Communities and neighborhoods. Society for Social Work Research (SSWR), 2022, Washington, D.C., United States.

Dunbar, A.Z., Shah, P. Park, I.Y., and He, A. (2021, November 4-7) *Understanding how preparation and professional development impact learning culture in child welfare*. [Accepted E-poster presentation]. Child Welfare Track. The Council on Social Work Education (CSWE) 2021 Annual Program Meeting (APM). Orlando, FL, United States.

Dunbar, A.Z., Littman, D.M., Bender, K. (2021, November 4-7). *Interrogating help: What becomes of social workers when we center mutual aid?*. [Accepted Interactive Workshop]. Social, Economic, and Environmental Justice Track. The Council on Social Work Education (CSWE) 2021 Annual Program Meeting (APM). Orlando, FL, United States.

Dunbar, Z., Milligan, T., Littman, D.M., Bender, K. (2021, June 28). *“Because it’s not going to be pretty unless we work together:” Where does mutual aid fit into the future of social work?* [Panel presentation]. What social work does the world need now? Social Work Futures? Research Group at Glasgow Caledonian University. The United Kingdom.
<https://www.gcu.ac.uk/hls/research/researchgroups/socialwork/socialworkfutures/events/>

Littman, D.M., Bender, K., **Dunbar, Z.**, Becker-Hafnor, T., Sarantakos, S. (2021, April 11-13). *The present and future of mutual aid in building resilient homes, communities, and social movements*. [Panel presentation]. ResilienceCon at LifePaths Research Center. Virtual Conference.
<https://www.lifepathsresearch.org/resiliencecon/>

Dunbar, A.Z. (2021, April 15-16) *Integration and racialization of Black immigrants in the United States*. [Paper Presentation]. Memories in Transit. Centre for the Study of Global Human Movement. Cambridge University. The United Kingdom.

<https://www.humanmovement.cam.ac.uk/events/memories-transit>

Dunbar, A.Z. (2020, November 16–20) *Cultural Interpretation: a phenomenological study of refugee service providers with migration experiences*. [E-Poster Presentation]. The Council on Social Work Education (CSWE) 2020 Annual Program Meeting (APM). Virtual due to COVID-19.

Akinyemi, A., **Dunbar, A.Z.**, Kuntzelman, C., Brown Crosby, D., Sorensen, J., & Yacob-Haliso, O. Chair Bah, J. (Accepted July 2020) *Owning the wood that becomes the table: Moving beyond asking for a seat at the table - Millennials and Gen Z refugees - Creating wealth, shaping policy, and reclaiming the decision-making process*. [Accepted Roundtable]. International Association for the Study of Forced Migration (IASFM) Annual Conference 2020: Disrupting Theory, Unsettling Practice: Towards Transformative Forced Migration Scholarship and Policy. Accra, Ghana.

Wojnarowicz, K., **Dunbar, A.Z.**, Khan, T., Jackson, S., Oucho, L., & Vanyoro, K. (2018, May 22 – 25). *Bridging forced migration research to policy and practice*. [Roundtable]. Canadian Association for Refugee and Forced Migration Studies (CARFMS), Ottawa, Canada.

Ciaschi, P., Frydenlund, E., Bilotta, N., & **Dunbar, A.Z.** (2018, May 22 – 25). *Methodological challenges in forced migration research*. [Roundtable]. Canadian Association for Refugee and Forced Migration Studies (CARFMS), Ottawa, Canada.

Dunbar, A.Z. (2017, March). *Community, dialogue, and the barriers to resettlement: A look at Chicago*. [Oral Presentation]. Center for Forced Migration Studies, Northwestern University. Evanston, IL, United States.

Dunbar, A.Z. (2016, September 23-24). *Community, dialogue, and the barriers to resettlement: A look at Chicago*. [Oral Presentation]. 11th Annual Center for Refugee Studies, York University Student Caucus Conference: The Production of Forced Migration. Toronto, Canada.

WORKSHOPS

Alvarez, A.R.G., Cosgrove, D., and **Dunbar, A.Z.**, (2025, May 8). Putting the heart back into art: Excavating Arts-based research and critical feminisms in social work scholarship and practice. [Virtual workshop and Panel]. *Affilia: Feminist Inquiry in Social Work*.

Thibodeau, P. & **Dunbar, A.Z.** (2023, November). *What makes a good learning culture? Professional development to practice* [Invited Presentation]. Practice and Research Together (PART) Canada, Virtual Presentation, Ontario, Canada

Dunbar, A.Z., and Littman, D. M. (Postponed 2022). *Interrogating help: What becomes of social workers when we center mutual aid?*. [Virtual Continuing

Education workshop in the Civic Series]. University of Denver Graduate School of Social Work. Denver, CO, United States.

Dunbar, A.Z., and Littman, D. M. (2021, March). *Mutual Aid as Emergent Practice: Understanding Mutual Aid in the Past, Present and Future*. [Virtual Continuing Education workshop in the Civic Series]. University of Denver Graduate School of Social Work. Denver, CO, United States

Dunbar, A.Z. (2017, November). *Teaching about refugees, forced migration, and Africa*. [Oral Presentation]. African Studies Association (ASA). Chicago, IL.

Dunbar, A.Z. (2017, September). *Refugee resettlement process*. [Oral Presentation]. Hyde Park Refugee Project, Coming to America. Chicago, IL, United States.

COMMUNITY ENGAGED SCHOLARSHIP & PUBLIC WRITING

Bender, K., Littman, D., & **Dunbar, A. Z.** (2021, April 7). Opinion: In a crisis, mutual aid steps in when governments fall short. *Colorado Sun*. Retrieved from: <https://coloradosun.com/2021/04/07/mutual-aid- opinion/>

Dunbar, A.Z. (2021, March 9) Opinion: Why we need immigration reform, and why Biden's policies are a good start. *Colorado Sun*. Retrieved from: <https://coloradosun.com/2021/03/09/immigration-reform- opinion/>

Dunbar, A.Z. (2019). The Digital Wake: pulvis et umbra sumus. *The Sick Muse*. Vol. 11. Retrieved from: https://issuu.com/thesickmuse/docs/tsm11_full_pdfs

Bohrer, M.T., **Dunbar, A.Z.**, Mañibo, D., & Michael, J. (2018). *]]\ (vertical bar_closed bracket_open bracket_backslash 2018 art book)*. Self-Published artist book.

Dunbar, A.Z. (2008) She stained her Ink with Skin. *Sidelines the Simmons College Art and Literary Magazine*. Simmons University.

Dunbar, A.Z. (2007). Street Care News, Not Blues. *Where the road begins, an anthology*. The Cultural Organization of Lowell (COOL), Inc.

Dunbar, A.Z. (2007). Chaud, Walking in the midst of the freeze. *Where the road begins, an anthology*. The Cultural Organization of Lowell (COOL), Inc.

MEDIA APPEARANCES

Youth on Rewind (2026, June 18) Immigration Episode. Youth on Record. Retrieved from <https://youthonrewind.transistor.fm/episodes/immigration>

University of Denver Graduate School of Social Work. (2024, December 2). Continuing a Legacy of Care. [GSSW News](#).

Stauffer, R. (2023, June 6) *All the Gold Stars: Reimagining Ambition and the Ways We Strive*. [Hachette Books](#).

University of Denver Graduate School of Social Work. (2022, December 13). Reimagining the Future of Social Work. [GSSW News](#).

University of Denver Graduate School of Social Work. (2022, October 28). Mutual aid collective: A GSSW- community partnership is exploring the intersections of social work and mutual aid. [GSSW News](#).

University of Denver Graduate School of Social Work. (2020, April 21). GSSW Team Studies Mutual Aid During COVID-19. [GSSW News](#).

VoyageChicago (2018, May 8). Meet Annie Zean Dunbar. [VoyageChicago.com](#).

Program of African Studies (Spring 2017). Migration studies center to convene sixth summer institute. [PAS Newsletter](#).

GRANTS & FELLOWSHIPS

Institute for Humane Studies at George Mason University
Graduate Sabbatical Grant number IHS017495, \$15000

University of Denver Center for Immigration Policy and Research (CIPR)
2023-2024 Student Summer Research and Internship Grant, \$2500

University of Denver Interdisciplinary Research Institute for the Study of (In)Equality
2022-2023 IRISE RSI Research Grant, \$1000

University of Denver Latinx Center
Summer Funding, \$2500

University of Denver Graduate School of Social Work
Outstanding Dissertation Award, \$1000 *Dissertation Award*, \$600
Summer Mentored Scholarship Award 2022, \$1750 *Summer Mentored Scholarship Award 2021*, \$1750 *Summer Mentored Scholarship Award 2020*, \$3500

University of Denver
Graduate Education Doctoral Fellowship for Inclusive Engagement, \$9000 *Graduate Education Doctoral Fellowship*, \$9000
Graduate Teaching Assistantship, \$19000, with full tuition waiver

Knowledge Cluster Project: Connecting Emerging Scholars and Practitioners to Foster Critical Reflections and Innovation on Migration Research
SSHRC-CRSH Connection Grant, \$3300 CAD

Pozen Family Center for Human Rights Internship
Human Rights Intern, \$5000

Buffett Institute for Global Studies
Reframing Research Graduate Student Workshop, \$3000

OTHER PROFESSIONAL EXPERIENCE

Emerging Scholars and Practitioners in Migration Issues (ESPMI) Network
<https://espminetwork.com/>

Social Media Lead, 2016-2025, *part time volunteer*

- Execute all social media outreach and newsletter digest. Lead on ESPMI Guest Twitter Project provides outreach for Refugee Review, the ESPMI Network peer-reviewed e- journal.

Connect-the-Dots <https://www.connectthedots.community/>

Co-Founder, 2015-2020, *part time volunteer*

- Created an arts-based community organization. Organized yearly performance and art gallery events and community workshops exploring social issues that impact the city of Chicago and the world.
- Executed two 3-day symposiums: gRace: a graceful dialogue on racial healing with the Center for the Healing of Racism, and Democritique: civic engagement and Democracy.

Center for Forced Migration Studies at Northwestern University Program Coordinator,
October 2015-February 2018, full time

- Coordinated programming for Buffet Institute for Global Studies funded Group. Developed and executed all plans and arranges meetings, workshops, events, etc.
- Created and executed yearly two-week long summer course on refugee and forced migration needs and experiences. Organized two World Refugee Day art and music installations with the City of Chicago Department of Cultural Affairs and community partners.
- Created and executed interdisciplinary graduate student workshop Reframing Research on op-ed writing of dissertation research.

University of Chicago Collegiate Scholars Program Office Administrator, *October 2013- September 2016, part time*

- Conducted special events preparation on the University of Chicago campus and in the city of Chicago.
- Executed and facilitated summer training course for 150 high school students including coordination of promotional materials and volunteer coordination.

SERVICE

TO THE UNIVERSITY

University of Colorado Colorado Springs

CU System Office of University Counsel staff meeting, *June 25, 2026*

- Designed and provided 90-minute Continuing Legal Education (CLE) session focused on equity, diversity, and inclusivity (EDI) at the quarterly meeting of CU attorneys and support staff across the system from Colorado Springs, Denver, Anschutz and Boulder.

Council of Scholars for Dr. Evan Taparata through Heller Residency, *January-April 2026*

- Member of a small group of scholars (Drs. Skop and Kling) with expertise on refugee and forced migration research to support Dr. Taparata's residency project through the Heller Center for Arts & Humanities.

Search Committee, Inaugural IRC Provost Fellow for Faculty Affairs, *January- March 2026*

- Reviewed materials, designed questions, and supported the first search of the UCCS IRC Provost Fellow for Faculty Affairs. The fellow's role is to strengthen IRC faculty experiences

Compass General Education Curriculum College of Public Service representative, *Academic Year 2025-2026*

- Reviewed proposed general education courses proposed across the UCCS curriculum to approve or revise as part of the General Education campus-wide undergraduate, general education program at UCCS.

Admissions Committee, *Academic Year 2025-2026*

- Reviewed admissions materials for the incoming Masters in Social Work (MSW) cohort for the 2026-27 year including full time, advanced standing, and part time students. Co-created rubrics for admissions and ensured quality and rigorous review of applicants.

Refugee Resettlement/Lived Experiences Panel Discussion *Spring 2025*

- Co-organized a panel style discussion with individuals with lived experience of displacement or forced migration experiences. Participants represented delegates from the Colorado Refugees Speaker Bureau (CRSB) as well as individuals who were connected to Imagination Celebration, Lutheran Family Services Rocky Mountains, and Church World Services, Fort Collins.

Admissions Committee, *Academic Year 2024-2025*

- Supported the admissions of the incoming Masters in Social Work (MSW) cohort for the 2025-26 year including full time, advanced standing, and part time students. Co-created rubrics for admissions, and ensured quality and rigorous review of applicants.

University of Denver

University of Denver Graduate School of Social Work

Diversity, Equity, and Inclusion PhD Orientation Co-facilitator *Summers 2021 & 2022*

- Created, organized, and executed two Diversity, Equity, & Inclusion training for the incoming first year cohorts which centered communication styles, dealing with conflict, positionality, and ethics, and how to create cites of belonging within and across the program.

University of Denver Graduate School of Social Work

Doctoral Student Leadership Board, *Representative 2022-23 academic year*

- Representative of the 4th year cohort and other graduate student needs and interest. Liaison and intermediary between the students and administration.

University of Denver Graduate School of Social Work

Mutual Aid Fellowship Search Committee Member, *2021-22 academic year*

- Created, organized, and executed the application cycle and interview cycle for the inaugural Mutual Aid Fellowship at the Graduate School of Social Work. Interviewed applicants and selected the final cohort.

University of Denver Our Stories, Our Medicine Archive project

(OSOMA)/Interdisciplinary Research Institute for the Study of (In)Equality (IRISE)

Postdoctoral Fellowship Search Committee Member, *2021-22 academic year*

- Reviewed application materials for potential recipients of a three-year postdoctoral fellowship which was a partnership across three units of the University of Denver. Organized and supported interviews including creating questions, meeting with applicants, and final selection of one fellow.

University of Chicago

Pozen Family Center for Human Rights, University of Chicago Internship Committee

Member, *Application cycle 2018 & 2019*

- Review applications for the Human Rights Internship. Interview applicants and submit feedback to larger committee for selection of 2019 and 2020 cohorts.

University of Chicago Collegiate Scholars Program

Cohort Selection Committee member, *Application cycle 2014-2018*

- Reviewed up to 30 applications first-year high school students for a 3-year college access program. Interviewed cohort of students during second phase of the application process. Reviewed final applicants and selected cohort of 50 students.

Simmons University

Simmons University Scott/Ross Center for Community Service

Fundraising Committee, *May 2011- October 2011*

- Collaborated with 30 Scott/Ross Center Alumnae to raise \$145,000 for Steve London Scholarships through the Scott/Ross Center for Community Service.

Molasses Massacre radio show Simmons University, AYs 2009 & 2010

- Hosted a weekly radio show of arts and cultural events within the Greater Boston area.

TO THE COMMUNITY

Angelica Village

Board Chairperson, 2019- *Present*

- Provide general supervise all the business and affairs of the non-profit, and shall see that all orders and resolutions of the Board of Partners are carried into effect. The Chairperson or their designee shall facilitate at all meetings of the Board of Partners.
- Provide direct guidance and support to Director/Community Support Partners. Engage in dialogue to create a common culture of mission/vision and inclusivity (i.e., anti-oppression work).
- Guide mission driven, responsible (financially/socially etc.) decisions that impact the whole community and the direction of the organization.

Surf Sisters for Science Board Member, *2018-2020*

- Assist and create foundational and operational policies and procedures for the 501c3 Surf Sisters for Science. Provide expertise in grant seeking to develop robust funding portfolio.

Candor Collective

Reading Residency Juror, *Application cycle 2019*

- Review applications and selected awardee of the Candor Arts Collective 2019 Reading residency one for a residency based in Chicago, IL, and another for a residency in Valencia, Spain, in partnership with The Liminal.

The Overlook Place

Artist in Residence, *March 2018- July 2018*

- Created self-published art-book (run of 50) with collaborations as part of Multitude Artist Residency. Executed two artist performance and fundraiser raising \$1000 for the Overlook Place.

SUBJECT MATTER AND METHODOLOGICAL TRAINING

University of Colorado, Colorado Springs Faculty Resource Center

Deep Dive into Universal Design for Learning (UDL) 3.0 (October 2024)

UDOIT Training to Improve Canvas Course (February 2025)

University of Colorado, Colorado Springs Faculty Resource Center

Deep Dive into Universal Design for Learning (UDL) 3.0 (October 2024)

UDOIT Training to Improve Canvas Course (February 2025)

University of Colorado Anschutz Colorado Clinical and Translational Sciences Institute (CCTSI)

Teaming for Early Career Researchers (Spring 2024)

University of Denver Center for Community Engagement to advance Scholarship and Learning (CCESL)

Community-Engaged Teaching 101 (Summer 2022)

The CUNY Graduate Center in New York City
2020 Critical PAR Institute (Cancelled due to COVID-19)

York University, Center for Refugee Studies
Summer Course on Refugees and Forced Migration.

Northwestern University, Center for Forced Migration Studies
Summer Institute: Refugee Protection and the Rights and Process of (Re) Settlement.

MEMBERSHIPS & PROFESSIONAL NETWORKS

The Black Doctoral Network
BARS - Black Administrators Researchers and Scholars
Council on Social Work Education (CSWE)
International Association for the Study of Forced Migration (IASFM)
Society for Social Work and Research (SSWR)