

Kristin M. Tucker, MSW

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Education

Master of Social Work	University of Washington	2016 - 2018
<ul style="list-style-type: none">Audie Lemke Fellowship; Excellence in Social Impact Scholar; Pride Foundation Scholar		
Bachelor of Arts, Political Science	Ohio University	1997 - 2016
<ul style="list-style-type: none">Certificate in Women & Gender Studies		

Publications & Professional Practice Tools

- Lippy, C., Hobart, M., Jindasurat, C., Burk, C., Valentine, T., Waters, E., & **Tucker, K.** (2017) By & For: The Unique Services, Experiences, and Approaches of LGBTQ Domestic Violence and Anti-Violence Agencies. *The National Lesbian, Gay, Bisexual, and Transgender Institute on Intimate Partner Violence*
- Lynn, M., **Tucker, K.**, & Burk, C. (2013) Proceed! LGBT Domestic Violence Legal Toolkit for Advocates. *This document was supported by Grant No. 2011-TA-AX-K014 awarded by the Office on Violence Against Women, U.S. Department of Justice.*
- Ward, D., **Tucker, K.**, & Jordan, S. (2013) LGBTQ Family Law for Domestic Violence Advocates: Washington State. *This document was funded in whole or in part through cooperative agreement #2011-VF-GZ-K014 from Office for Victims of Crime, Office of Justice Programs. U.S. Department of Justice.*
- Maltry, M., and **Tucker, K.** (2002) Female Fem(me)inities: New Articulations in Queer Gender Identities and Subversions. *Journal of Lesbian Studies* 6:89-102.

Presentations

- Tucker, K.** (12/2016) Sexual Violence and LGBTQ Communities. Office of the Title IX Coordinator, University of Washington: Seattle, WA
- Tucker, K.** (6/2016) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Abuse, 2-day training. CAWS North Dakota, Ending Sexual and Domestic Violence: Bismarck, ND
- Tucker, K.** (3/2016) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Abuse, 2-day training. Dennis R. Neill Equality Center, Tulsa Family Support Center, & Oklahoma Coalition Against Domestic Violence and Sexual Assault: Tulsa, OK
- Tucker, K.** (3/2016) Assessing Patterns of Coercive Control in Abusive Relationships, 1-day training. Oregon Coalition Against Domestic and Sexual Violence: Salem, OR
- Tucker, K.** (2/2016) Supporting LGBTQ Survivors of Sexual Violence, 1-day training. Office of Civil Rights and Title IX Compliance, Western Washington University: Bellingham, WA
- Tucker, K.** (5/2015) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Abuse. Idaho Coalition Against Domestic and Sexual Violence: Boise, ID
- Tucker, K.**, Jindasurat, C. Noyes, K. (5/2015) LGBTQ Anti-Discrimination Panel, panelist. Family Violence Prevention & Services Program, US Department of Health And Human Services: Washington, DC

- **Tucker, K.** (3/2015) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Abuse, 2 day training. South Dakota Coalition Ending Domestic and Sexual Violence: Sioux Falls, SD
- **Tucker, K.** (3/2015) Assessing Patterns of Coercive Control in Abusive Relationships, Pre-Conference Institute. National Conference on Health and Domestic Violence: Washington, DC
- **Tucker, K.** (2/2015) Assessing Patterns of Coercive Control in Abusive Relationships. Washington University School of Social Work: St. Louis, MO
- **Tucker, K.** (11/2014) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Abuse, plenary address. Montana Coalition Against Sexual and Domestic Violence Annual Conference: Helena, MT
- **Tucker, K.** (11/2014) Assessing Patterns of Coercive Control in Abusive Relationships. Montana Coalition Against Sexual and Domestic Violence Annual Conference: Helena, MT
- **Tucker, K.** (10/2014) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Abuse. NSA Bethesda, Fleet & Family Support Center: Bethesda, MD
- **Tucker, K., & Jordan, S.** (9/2014) Building LGBTQ Access. National Crime Victims Conference: Miami, FL
- **Tucker, K.** (9/2014) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Domestic Violence. Battered Women's Justice Project, webinar.
- **Tucker, K.** (4/2014) Let's Talk About Sex: Creating Individual Skills and Organizational Capacity to support Empowered, Sex-Positive Advocacy for Survivors of Sexual & Domestic Violence, keynote address. Tennessee Coalition to End Sexual and Domestic Violence 12th Annual Conference: Nashville, TN
- **Tucker, K.** (4/2014) Systems Advocacy & Working with LGBTQ Survivors of Sexual Violence. Tennessee Coalition to End Sexual and Domestic Violence 12th Annual Conference: Nashville, TN
- **Tucker, K.** (4/2014) Name, Frame, & Respond - Tools for Interrupting Homophobia, Transphobia, & Heterosexism. Tennessee Coalition to End Sexual and Domestic Violence 12th Annual Conference: Nashville, TN
- **Tucker, K.** (3/2014) Reaching OUT: Cultural Fluency and Making Connections with LGBTQ Communities. Message Matters: How to Talk about Violence so People will Listen Conference, New Mexico Coalition Against Domestic Violence: Albuquerque, NM
- **Tucker, K.** (3/2014). Assessing Patterns of Coercive Control in Abusive Relationships. Washington State Coalition Against Domestic Violence: Spokane, WA
- **Tucker, K.** (2-4/2014) Assessing Patterns of Coercive Control in Abusive Relationships (3-part series). University of Arizona Mel & Enid Zuckerman College of Public Health, webinar
- **Tucker, K., & Torres, A.** (8/2013) Let's Talk About Sex: Creating Individual Skills and Organizational Capacity to support Empowered, Sex-Positive Advocacy for Survivors of Sexual Violence. National Sexual Assault Conference: Los Angeles, CA
- **Tucker, K.** (5/2013) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Domestic Violence, 2-day training. Alaska Network on Domestic Violence & Sexual Assault: Fairbanks, AK
- **Tucker, K.** (4/2013) Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Domestic Violence, 2-day training. Nevada Network Against Domestic Violence; Las Vegas, NV

- **Tucker, K. & Torres, A. (3/2013)** Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Domestic Violence, 2-day training. Tennessee Coalition to End Sexual and Domestic Violence: Antioch, TN
- Walters, M. & **Tucker, K. (3/2013)** Centers for Disease Control, National Intimate Partner and Sexual Violence Survey - Findings on Victimization by Sexual Orientation: Implications for Preventing Sexual Violence and IPV in LGBT Communities. Prevent Connect, webinar.
- **Tucker, K. & Torres, A. (11/2012)** Let's Talk About Sex: Creating Individual Skills and Organizational Capacity to support Empowered, Sex-Positive Advocacy for Survivors of Sexual & Domestic Violence. Missouri Coalition Against Sexual and Domestic Violence, webinar
- **Tucker, K. (9/2012)** Understanding and Addressing LGBT Domestic Violence. Texas Council on Family Violence Moving Forward Annual Conference: Austin, TX
- **Tucker, K. (6/2011)** Let's Talk About Sex: Creating Individual Skills and Organizational Capacity to support Empowered, Sex-Positive Advocacy for Survivors of Sexual & Domestic Violence, plenary address. Oregon Coalition Against Domestic and Sexual Violence: Bend, OR
- **Tucker, K., Slavin, T., & Stapel, S. (10/2009)** Understanding and Addressing LGBT Domestic Violence. The Williams Institute at UCLA School of Law and The UCLA Center on the Study of Women; Los Angeles, CA
- **Tucker, K. (1/2008)** Moving Beyond the Wheel - Advocacy and Support for LGBTQ Survivors of Domestic Violence. Louisiana Coalition Against Domestic Violence Annual Conference: Baton Rouge, LA

Professional Experience

Washington Permanente Medical Group, Kaiser Permanente

8/2018 – 9/2022

Manager, Practice and Leadership Development

1/2022 – 9/2022

- Key member of WPMG's Cultural Transformation Advisory Group, working collaboratively to lead organizational culture and strategy efforts towards a more inclusive, sustainable, equitable ecosystem that prioritizes wellness and maintains a people-focused culture
- Lead project designer of Primary Care Service Line Wellbeing retreat program to be delivered to all 30+ interdisciplinary primary care clinics by end of 2022, with a focus on healing from vicarious trauma, building resilience, and team-building. Duties include curricula design, implementation planning, creating a comprehensive train the trainers program, and managing data collection and evaluation activities.
- Oversee and deliver all training and program activities to the first WPMG University Leader Pathway cohort, supporting new people leaders to build emotional intelligence, race equity analyses, and wellbeing tools to lead across the organization
- Deliver all WPMG U training and coaching programs in leadership, patient, and collegial communication domains
- Manage all aspects of Practice and Leadership Development program, including staff supervision and support, budget, strategy, and resource allocation

Senior Training & Leadership Development Specialist

8/2018 – 12/2021

- Led Equity, Inclusion, & Diversity initiatives and Clinician-Patient Communication program within Practice and Leadership Development Department
- Co-developed and delivered comprehensive, 3-part "Train the Trainer" series for medical leaders focused on Equity, Inclusion, and Diversity Facilitation Skills Development to two cohorts of national clinician people leaders
- Created and implemented Trauma Stewardship, Wellbeing, and Resilience curricula in all communication and leadership development courses
- Designed, implemented, and analyzed comprehensive Leadership Needs Assessment for Clinical leaders. Managed qualitative data analysis for LNA and other employee engagement surveys.
- Oversaw the transition of all in-person training curricula to virtual training beginning March 2020
- Offered leadership to national partners in Kaiser Permanente and Permanente Medicine in facilitation skills, focused on virtual learning, leading conversations on race and equity, and leadership development

- Provided leadership and executive coaching, training, professional development for clinicians and medical leaders
- Designed and facilitated courses, retreats and workshops targeted to specific needs including inclusive workplace culture, team building, wellness, mindfulness, navigating change, leadership, courageous conversations, and facilitation skills

Independent Trainer and Consultant *KT Strategies* **9/2016 – 9/2018**

- Delivered training, consultation, and technical assistance focused on equitable work environments, LGBTQ access, wellbeing, and trauma-informed services to area non-profit organizations, government agencies, and universities
- Provide Trauma Stewardship individual and group support for anti-violence advocates to promote resilience, wellbeing, and sustainability
- Maintained expertise regarding best practices in the fields of curricula development, adult learning theory, training evaluation, e-learning, and emerging legal and policy issues impacting marginalized communities

Northwest Network of Bisexual, Trans, Lesbian & Gay Survivors of Abuse, Seattle WA **12/22 – 09/2016**

Senior Program Manager, National Training and Technical Assistance Project Coordinator **12/10 – 09/2016**

- Designed and implemented NW Network's National Training & Technical Assistance Program, including strategic planning, program design, curricula development, and training delivery. Managed all aspects of program, including project timelines, tracking deliverables and outcomes, communications, staff development, evaluation activities, and federal grant management and reporting
- Developed and maintained national, bi-monthly webinar training program, administering 50 webinar sessions to over 8000 providers from 2012–2016. Developed curricula for over 12 webinar and training modules, focused on LGBTQ anti-violence best practices, emerging issues, movement building, and organizational assessment and capacity building
- Provided training, strategic technical assistance, consultation, and capacity-building support to over 150 domestic and sexual assault programs, government agencies, and community organizations
- Coordinated a 3.5-year regional capacity-building project serving over 19 organizations and over 1000 providers in partnership with a local domestic violence coalition
- Served on leadership team for the National Capacity Building Learning Center on Domestic Violence in LGBTQ communities, participating in all aspects of project, including relationship building, research and data analysis, strategic information gathering, meeting coordination and content development
- Managed two Program Managers in their development and duties managing programs and staff

Advocacy Services Program Manager **9/2006 – 12/2010**

- Managed all aspects of advocacy services program, including staff training, supervision, program design and implementation, and cultivating community partnerships
- Provided supervision for direct service advocates and University of Washington MSW practicum students
- Administered local, state, and federal grant management and reporting
- Facilitated local, regional, and national trainings on LGBTQ domestic & sexual violence
- Provided individual and group advocacy-based counseling to LGBTQ survivors and supported expansion of services to include survivors of sexual violence

Community Advocate **12/2002 – 9/2006**

- Provided individual and group advocacy-based counseling, safety planning, legal advocacy, and emergency assistance for LGBTQ survivors of domestic violence
- Facilitated local, regional, and national trainings on LGBTQ domestic & sexual violence
- Developed curricula and facilitated numerous community engagement initiatives

Program Assistant *Center for Women's Studies - Colgate University, Hamilton NY* **8/2001 – 6/2002**

- Supervised rotating staff of 15–18 student assistants and volunteers
- Worked collaboratively to create interdisciplinary events, cultural, and educational programs and social options for students and community members. Ensure seamless daily operations of Center for Women's Studies

- Treatment Aide** ***Rural Women's Recovery Program, Athens OH*** **8/2000 – 8/2001**
- Supervised and supported clients navigating substance use, mental health concerns, and experiences of domestic and sexual violence in a 60-day, residential substance abuse treatment center in rural Southeast Ohio..

Clinical Experience

- Owner, Therapist** ***Kristin Tucker Counseling & Consulting*** **9/2021 - present**
- Provide therapy to individuals, couples, and families in a private practice setting with a focus on LGBTQ+ individuals and families. Areas of specialization include reproductive & perinatal mental health for gestational and non-gestational parents, with a focus on prenatal and postpartum depression and anxiety; infertility and family conception support for LGBTQ people; transition to parenthood counseling for couples and families, and Gottman Method Couples Counseling
 - Participate in ongoing training, consultation, and supervision in best practices in reproductive and perinatal mental health, and the Gottman Method of Couples Counseling
 - Provide training, consultation, and leadership coaching to individuals and organizations on equity & inclusion, change management, organizational development, and leadership communication
 - Manage all aspects of business, including legal entity formation, financial management, billing, and practice documentation

- Clinical Intern** ***CREATIV Lab, University of Washington*** **10/17 – 06/2018**
- Performed clinical assessments for research subjects participating in 2 National Institutes of Health-funded studies focused on older adults and depression, including intake interviews, depression screenings, cognitive and computer-based assessments, and implementation and documentation of clinical protocol
 - Completed training and certification in Problem-Solving Therapy. Provided a 9-week course of PST treatment to therapy clients enrolled in clinical trials
 - Assisted in design and implementation of a qualitative research study, My Typical Week, a photo-elicitation project seeking to better understand people's experiences with Mild Cognitive Impairment

- Clinical Intern** ***Sound (formerly Sound Mental Health)*** **11/2016 – 6/2017**
- Provide client-centered, supportive therapy
 - Manage all aspects of the clinical process, including assessment, treatment planning, integration of clinically-indicated therapeutic tools (including Mindfulness practice, Motivational Interviewing, and Cognitive-behavioral Therapy), termination, and transition of care
 - Complete all client documentation as indicated by agency

Professional Training

- **Growth and Development for Reproductive Clinicians consultation group** - 1/2022 - present
- **Certification - Gottman Method Couples Counseling, Level Three**, The Gottman Institute - 9/2021
- **Advanced Perinatal Psychotherapy Training**, Postpartum Support International - 8/2021
- **Maternal Mental Health Certificate Training**, Postpartum Support International - 5/2021
- **Certification - Problem-Solving Treatment Psychotherapist**, University of Washington - 3/2018
- **Certification – Gottman Method Couples Counseling, Level Two**, The Gottman Institute – 3/2018
- **Certification – Gottman Method Couples Counseling, Level One**, The Gottman Institute – 2/2018
- **Engage Therapist Training**, University of Washington – 10/2017

- **Organizing Institute**, Coalition of Anti-Racist Whites – 10/2014 – 11/2014
- **Somatics, Trauma, and Social Justice Intensive**, Generative Somatics – 04/2010
- **Registered Yoga Teacher**, The Yoga Alliance - 9/2009
- **200 Hour Yoga Teacher Training**, The Samarya Center - 5/2009

Service and Activities

- **Committee Member** - Center for Excellence, Permanente Clinician Patient Communication - 9/18 - 8/22
- **Executive Team Member** - National Capacity Building Learning Center on Domestic Violence in LGBTQ Communities - 3/2013 - 9/2016
- **Project Partner**– Learning from What Goes Well Project, Full Frame Initiative – 04/15 – 09/16
- **Steering Committee**–National Conference on Health & Domestic Violence, Just Futures – 02/14 – 09/16
- **Co-Organizer**–Toward a Broader Spectrum of Community Responses to Violence Summit – 11/11

Professional Memberships

- Member - Washington State Society of Clinical Social Work
- Member - National Association of Social Workers
- Member - Postpartum Support International
- Member - Perinatal Support Washington