

CINDY DUBUQUE-GALLO, LMSW, MAT

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EDUCATION

2018-Present Doctoral Student, UCONN School of Social Work, Hartford, CT

August 2010 Masters of Social Work, Policy Practice, UCONN School of Social Work, West Hartford, CT

May 2002 Master of Arts in Teaching, History Secondary Education, Quinnipiac University, Hamden, CT

May 2000 Bachelor of Arts in History, Wells College, Aurora, NY

ACADEMIC APPOINTMENTS

January 2012-Present Adjunct Professor, **University of St. Joseph**, West Hartford, CT

January- December 2013 Adjunct Professor, **Elms College**, Holyoke, MA

January 2000-May 2000 Student Teacher, **Amity High School**, Woodbridge, CT

PROFESSIONAL CREDENTIAL

License Master of Social Work #2836

COURSES TAUGHT

January 2012-Present: Social Welfare Policy; Human Behavior in the Social Environment; Methods II

January-December 2013: Introduction to Social Work; Social Policy

RESEARCH EXPERIENCE

Dubuque, C., Morales, J., and Ortiz, C. (2014). *Let's talk about it.* Hartford, CT: CT Latinos Achieving Rights and Opportunities.

PROFESSIONAL EXPERIENCE

Universal Health Care Foundation, Meriden, CT

Consultant, March 2019-June 2019

- Conduct grassroots community organizing strategies to garner support from small businesses, non-profits and individuals in support of public option health care bill.

Health Equity Solutions, Hartford, CT

Policy and Communications Specialist (part time), November 2017-November 2018

- Analyzed legislation, drafted policy analyses and briefs. Developed and executed legislative strategy. Acted as in-house communicator lobbyist. Produced factsheets, model comments, testimony and advocacy communications. Mobilized partners for advocacy.
- Monitored social media platforms, created and posted social media communications. Developed social media campaigns for policy initiatives. Utilized Salsa Engage for supporter data base management and email communications.
- Drafted comments in response to proposed state and federal regulations.
- Secured \$13,200 in grants for voter registration and civic engagement
- Executed civic engagement grants for Universal Health Care Foundation and Hartford Foundation for Public Giving. Coordinated voter registration of over 300 voters and over 400 voter pledges. Coordinated National Voter Registration Day event involving 5 partnering organizations yielding 73 registrations in one day.
- Conducted five legislative listening sessions statewide involving 50 participants from over 35 agencies.

Partnership for Strong Communities, Hartford, CT

Campaign Manager for Reaching Home Campaign, February 2016-August 2017

- Reviewed and utilized data to strategically develop policies that improve outcomes for ending homelessness, as well as to create messaging and advocacy communications.
- Organized legislative advocacy days, in-district site visits and legislative events with multiple partners, which yielded participation of over 200 community stakeholders.
- Coordinated statewide campaign to end homelessness utilizing collective impact model. Provided strategic policy planning and analysis of issues pertaining to homelessness and housing. Provided policy support for the campaign's multiple workgroups.
- Lobbied legislatively and administratively for policies impacting those experiencing homelessness and housing instability. Acted as the in-house communicator lobbyist.
- Drafted legislative fact sheets and communication materials for state and federal advocacy initiatives. Drafted testimony and testified on policy issues before municipal and state governing bodies.
- Supervised staff, provided mentorship, performance reviews, workplan development and opportunities for professional growth and development.

Foundation for Fair Contracting, Newington, CT

Executive Director, July 2015-February 2016

- Acted as the in-house communicator lobbyist on matters of prevailing wage, construction transparency, and bid shopping. Developed and executed legislative initiatives through providing testimony, conducting political advocacy and lobbying.
- Utilized research and data concerning prevailing wage and the United Way Asset Limited Income Constrained Employed ("ALICE") Report to create legislative fact sheets and talking points for lobbying efforts.
- Built Access Database to ensure quality data of case files, ran data sets to draft regular reports for Board of Directors.
- Represented the Foundation for Fair Contracting on the Construction Transparency Bidding Working Group as a working member; provided presentations and testimony before the committee and shaped taskforce outcomes.
- Met with Policy and Program Review Investigation staff regarding "Apprenticeship Study", provided recommendations and testified before the committee.
- Supervised staff and managed daily operations of the organization.

Connecticut Education Association (CEA), Hartford, CT

Student Program Consultant, January 2009-May 2013

- Provided program assistance and consultation to the Central CT State University, Eastern CT State University, Quinnipiac University, Southern CT State University, University of Connecticut and Western CT State University future teacher clubs. This included providing conflict resolution, mentoring and group development support to student leaders.
- Assisted with organizing conferences, recruiting events, community service event and awards banquet.
- Identified and groomed future leadership for individual chapters and state chapter.
- Assisted with writing grants to procure funding for individual chapter programs.

Office of the Attorney General, Hartford, CT

Executive Assistant: Director of Constituent Services, January 2011-May 2012

- Reviewed and revamped internal policies and procedures regarding constituent complaint process
- Managed agency wide internship, work study and volunteer programs which included developing program materials, reviewing applications and placing students, interfacing with colleges and universities and writing program reports. Increased summer internships by twenty-five percent.
- Reviewed and responded to constituent complaints.
- Advised the Attorney General on policy matters, wrote policy briefs and testimony.

Jepsen 2010 Campaign, Hartford, CT

Director of Volunteer Operations, July 2010-November 2010

- Created and managed multiple databases of volunteer projects.
- Managed 130 volunteers and responded to issues/complaints/concerns as they arose.
- Oversaw logistical operations for events, visibility, poll standing, and election enforcement.
- Wrote policy background briefs on bullying and privacy for policy initiative rollouts.
- Coordinated letter to the editor campaign.

Leeway, Inc., New Haven, CT

Temporary Housing Case Manager, November 2012-March 2013; Discharge Planner, April 2009-June 2010

- Provided supportive housing case management to individuals with HIV, MH/SA diagnosis.
- Assisted with establishing the application process for 10 new units of supportive housing.
- Reviewed process monitor and existing program policies for supportive housing program (SHP) audit.
- Identified safe and affordable housing options while navigating medical and social service systems.
- Coordinated medical and social services for residents upon discharge.
- Assisted with preparing 7 units of supportive housing for occupancy which included creating a budget for welcome baskets, advocating for security deposits from DSS, overseeing the moving in of unit furniture, and coordinating with service providers of future tenants.

Community Renewal Team, Inc., Milford, CT

Intervention Specialist, October 2005-December 2006

- Facilitated Reasoning and Rehabilitation as well as Treating Addiction Dependency groups.
- Provided individual counseling to clients as needed.
- Administered, scored and evaluated Level Service Inventory Revised (LSI-R), Self Assessment Inventory Revised (SAI-R), and Adult Substance Use Survey Revised (ASUS-R) assessments.
- Utilized motivational interviewing techniques and cognitive behavioral training skills with clients.
- Provided crisis intervention and referrals to services.
- Documented advancements, issues and milestones in client files.
- Monitored and documented the results of random urinalysis for Probation.

Seneca Center, San Leandro, CA

Classroom Counselor, August 2004-June 2005

- Provided support to severely emotionally disturbed youth for classroom teachers.
- Provided individual counseling, supported educational activities, and upheld program structure.
- Documented mental health services and daily treatment notes in medical record for MediCal.

Connecticut Women's Education and Legal Fund, Hartford, CT

Information and Referral Line (I&R) Specialist, Hate Crimes, July 2002-May 2004

- Managed 30 client case load, provided case management, advocacy and outreach for hate crime victims.
- Provided legal information and referrals on a variety of issues, including family and employment law, and Lesbian, Gay, Bisexual and Transgender (LGBT) hate crimes.
- Provided statewide trainings on hate crime laws and rights of LGBT persons.
- Compiled and synthesized data for quarterly and annual grant reports.
- Assisted with supervising and training interns on I&R.
- Developed projects with facilitated committees related to domestic violence and multiculturalism.
- Liaised relationships with attorneys and state agencies to promote I&R service.

COMMUNITY AND VOLUNTEER EXPERIENCE

First Congregational Church of Vernon, Chair of Board of Missions, Vernon, CT; September 2017-Present

Clare Kindall for Attorney General, Lead Advisor, Hartford, CT; November 2017-May 2018

CT Latinos/as Achieving Rights and Opportunities (CLARO), Hartford, CT
Intern, May 2010-August 2010; Vice Chair, 2012-2014, Member-Present

City of Hartford Lesbian, Gay, Bisexual, Transgender Commission, Hartford, CT
Founding Member/Secretary July 2003-May 2004; Secretary, June 2010-2011; Chair 2011-2012

CT Gay Lesbian Straight Education Network, Board Member, New Haven, CT; June 2009- November 2011

Congresswoman Barbara Lee, Congressional Intern, Oakland, CA; July 2005-August 2005

City of San Francisco Human Rights Advisory Board, Member, San Francisco, CA; May 2003-August 2004

Transcending Boundaries Conference, Director, Hartford, CT; 2003

Quinnipiac University Future Teacher Organization, President, Hamden, CT; August 2000-May 2002

Wells College Democrats, President, Aurora, NY; September 1996-May 2000

PRESENTATIONS

March 2008 "Issues Facing LGBT Students in Secondary Schools" Hartford Public Schools

March 2008 and 2009 "Self Defense Seminar" True Colors Conference

October 2014 "Transparency Working Group Proposal" State of Connecticut Construction Contracting & Bidding Transparency Working Group

May 2015 "Let's Talk About It" CLARO Gala

May 2016 "Building Your Contacts, Maintaining Relationships" Nancy Humphrey's Campaign School for Political Social Work

May 2016 "From Entry to Exit: The Coordinated Access Network" CT Coalition to End Homelessness Annual Training Institute

September 2016 "From Entry to Exit: The Coordinated Access Network" CT Housing Coalition Conference

August 2018 "The Courage to Serve: Military Service Under Don't Ask Don't Tell" Wadsworth Atheneum

AWARDS AND SCHOLARSHIPS

May 2010: Charlotte Kinlock Scholarship from UCONN School of Social Work

August 2000-January 2002: Graduate Assistantship from Quinnipiac University

May 2000: History and Political Science Prize from Wells College