

LaTashia Nicole Raymond
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Education

William James College Doctoral Student in Clinical Psychology (Psy.D.); APA Accredited Program (expected graduation June 2023)	Newton, MA
William James College Master of Arts in Professional Psychology	Newton, MA Awarded 2020
Keller Graduate Masters of Arts in Human Resource Management	Cary, NC Awarded 2012
DeVry University Bachelors of Science in Human Resource Management	Cary, NC Awarded 2010

Clinical Training Experience

Clinical Practicum - Year Two/Testing Administrator Psychological Associates of Warwick, RI <i>Supervisors: Dr. Andrea Lavigne, Ph.D., ABA; Dr. Kate Roarr, PsyD</i>	August 2019 – June 2020
<ul style="list-style-type: none">• <u>Population(s) served:</u> children, adolescents, and adult patients from diverse cultural backgrounds in a private practice office setting.• Conducted comprehensive psychological clinical interviews and assessments to assess intelligence, attention/executive skills, memory, visual-motor integration, language processing, non-verbal functioning, social perception, and emotional/behavioral functioning in school, home, or work environments.• Administered, scored, and interpreted cognitive, and neuropsychological instruments.• Increased independent report writing and administration skills.• Attended client feedback sessions	
Clinical Practicum – Year One Doc Wayne Youth Services, Boston MA <i>Supervisors: Jonathan Baum, LICSW; Francis Carradine, LICSW; Megan Willette, LICSW</i>	August 2018-June 2019
<ul style="list-style-type: none">• <u>Population(s) served:</u> children and adolescents (ages 5-18) in the Boston public school setting seeking emotional and behavioral support to cope with mental, emotional, and physical hardships.• Facilitated sports-based group therapy and psycho-educational groups for more than 80 at-risk youth using CBT and DBT to help with side effects from diagnoses such as ADHD, PTSD, ODD, anxiety and depressive disorders, etc.• Conducted psychosocial assessments and intakes.• Maintained clinical records and complete Child and Adolescents Needs and Strengths (CANS) assessments, individual assessment plans, comprehensive assessments, and progress notes.	

Professional Clinical/Military Experience

EUCOM ARE, J3 NCOIC – Operations NCO

October 2020 – Present

United States Army Reserves, Fort Devens, MA

- Serves as the subject matter expert on operational administrative issues. Manages the J3 NCO daily operations, accountability, property management, IT support tracking and management, supply requests, and coordinates additional duties. Serves as the principal NCOIC responsible for the performance of a variety of technical, analytical, advisory, liaison, and coordinating duties for the European Command Joint Operations Center, Operations NCO maintains liaison with senior enlisted leadership throughout the Command and United States Army Reserves Command (USARC). Receives, processes and prepares reports; facilitator of weekly Enterprise Level Application System (eLAS) meetings; assists in the preparation, coordination, and execution of all missions; maintains sections equipment.
- Areas of special emphasis: Master Fitness Trainer, Master Resilience Trainer, suicide prevention; Sexual Harassment/Assault Response & Prevention; equal Opportunity, eLAS Task Manager, Situation Reports (SITREP), Operations Order (ORORD) review and publication. Commanders Critical Information Requirements (CCIRs), USEEUCOM Support Defense of Civil Agencies (DSCA).

EUCOM ARE, Sr. Enlisted Training Advisor

October 2019 – September 2020

United States Army Reserves, Fort Devens, MA

- Level of expertise set me above my peers to be selected to create, develop and maintain training programs throughout the ARE. As the trusted adviser to the commander, I established and sustain a mentorship program ensuring junior Soldiers are prepared for Basic Leadership Course. I constructed a monthly training curriculum where Soldiers are required to teach mandatory training with appropriate training aids to ensure the ARE is prepared for its wartime mission. The cumulations of this training is a multiple-day field training exercise for Soldiers to demonstrate and be evaluated on their preparedness. As the William James College Veteran (WJC) Community Student Leader, I secured approval to open this training to WJC students in the Military and Veteran Psychology concentration as a required military immersion event.

Contracted Clinician

September 2019- June 2020

Doc Wayne Youth Services, Boston MA

Supervisors: Jonathan Baum, LICSW; Tory Kinnard, LICSW

- Population served: 13-year-old male adolescent in the Boston public school setting seeking emotional and behavioral support to cope with mental, emotional, and physical hardships.
- Created a positive relationship with a client by offering structured, one-to-one, strength-based support services to support specific goals on the child's behavioral treatment plan such as developing social skills, conflict resolution, interpersonal skills, and problem-solving strategies.
- Coached, supported, and trained the client in age-appropriate behaviors to ensure the youth's success in navigating various social contexts, learning new skills, and making functional progress.
- Worked closely in collaboration with the child's family, school, and clinical team to achieve specific skill-building goals.

EUCOM ARE J5 NCOIC (Contingency Plans NCO)

October 2018 – October 2019

United States Army Reserves, Fort Devens, MA

- Refined and exercised primary military/political policy and planning for command activities involving relations with other U.S. combatant commands, allied, and international military organizations, as well as subordinate commands.
- Responsible for maintaining the sections readiness: rescheduled attendance, pay, evaluation tracking, records reviews, DD93s, SGLVs, SGLIs, ORB/ARB updates, birth month audits, IPERMS, awards processing, family care plans, Meal Entitlement program, and other administrative related tasks.

Master Fitness Trainer

July 2017 – Present

United States Army Reserves, Ft. Jackson, SC

- Trained in all aspects of the Army's physical readiness training to advise units on physical readiness issues. Monitor unit and individual physical readiness to improve operational readiness and propel the Army to a more agile and ready force.
- Provide balanced training geared to increase Soldier physical readiness, decrease accession losses, reduce injury rates, standardize unit training in accordance with Army training doctrine, and provide easier integration of new Soldiers into operational units.
- Areas of emphasis include Army fitness regulations and policies, exercise science, physical fitness assessment, exercise training principles, sports/performance nutrition, running form analysis, exercise prescription, exercise leadership, and development of individual and unit physical readiness programs per current Army doctrine and regulations.

Victim Advocate & Domestic Violence Shelter Advocate

March 2016-Present

Health Imperatives, Brockton, MA

- Provide confidential crisis intervention/counseling, client-centered advocacy, and emotional support to all victims of sexual assault, family members, and friends during the Emergency Department visit.
- Offer information about resources and referrals for both immediate and long-term patients' needs such as safety, availability, and need for temporary shelter, transportation, and clothing.
- Provide free information and assistance for direct follow-up support for the survivor at the rape crisis center regarding 1) confidential counseling and support groups, 2) accompaniment during court proceedings and 3) assistance with the victim compensation process.
- Ensure the safety and comfort of all shelter families by addressing any emergencies that arise and being available to de-escalate, comfort, and support clients who may have trauma reactions.
- Respond to all hotline calls and identify clients in imminent danger to intake into the shelter. Successfully walk victims fleeing abuse through the intake protocol and enter them into the shelter while offering support and stability in the immediate aftermath of the trauma.
- Developed and implemented a Domestic Violence Support Group for shelter residents. This program was created to ensure that survivors of domestic violence have the necessary tools to ensure their success after leaving our facility. Participants meet weekly in a group setting to learn about: the cycle of violence, safety planning, support systems, self-care, healthy boundaries, parenting, how to set (and accomplish) attainable goals, financial literacy, effective communication, etc. Residents participate in a weekly individual check-in where we discuss individual goals, needs, services, etc.

Equal Employment Opportunity Specialist

September 2016-July 2018

Department of Veteran Affairs, Boston, MA

- Provided advice on the broad range of EEO and affirmative employment issues impacting the facility. Responded to complex inquiries related to EEO program goals or planned initiatives.
- Generated the facility's Federal Equal Opportunity Recruitment Program Disabled Veterans Affirmative Action Plan.
- Reviewed, interpreted, and updated EEO policies and guidance as necessary.
- Conducted fact-findings, and analyzed complex EEO matters. Counseled employees in the discrimination complaint process. Recommended and/or provided conflict resolution services or alternatives to employees. Conducted conciliation sessions with parties to attempt informal resolution of complaints. Coordinated with management/counselors to negotiate possible settlements.
- Collected and maintained statistical data to analyze trends regarding demographic data and prepared reports. Analyzed outreach activities and recommended constructive changes to increase the effectiveness of selected organizational units.

- Collaborated with Human Resources to identify and eliminate systematic barriers to equal employment and the recruitment and employment of targeted groups. Provided advice regarding EEO and affirmative employment issues. Conducted investigations/inquiries to solve a wide variety of problems ranging from individual complaints, elimination of systemic barriers, to equal employment opportunity inherent in the practices of an assigned organizational segment. Developed concrete action plans and advised management on strategies to eliminate barriers to equal employment.

Human Resource Specialist

August 2015 – September 2016

Department of Veteran Affairs, Brockton, MA

- Provided HR support for the Human Resource (HR) Officer and Assistant HR Officer.
- Screened applications to determine if they meet minimum requirements for initial entry; applying specified factors to place applicants in the rank of order on a register.
- Managed the Education Debt Reduction (EDRP) and Student Loan Repayment Program (SLRP) for Boston Healthcare and VISN 1 (MA, ME, NH, VT, RI, CT), a \$1 million-plus project. Created a VISN EDRP tracker that was adopted as best practices nationwide by Healthcare Talent Management.
- Responsible for contracts above \$100K and accountable for equipment inventory totaling more than \$60K.
- ❖ **Lean Sigma Six** - Lean Six Sigma concentrates on improving flow to meet customer requirements in the least amount of time by eliminating eight kinds of waste: Defects, Over-Production, Waiting, Non-Utilized Talent, Transportation, Inventory, Motion, and Extra-Processing.

Equal Opportunity Advisor

March 2015 – October 2017

United States Army Reserves, Ft. Jackson, SC

- Regional-level expert responsible for formulating, developing, and implementing equal opportunity programs, plans, policies, and procedures to promote equal opportunity for a geographically dispersed population of approximately 1655 Soldiers and Civilians. Oversaw and direct the work of 13 Equal Opportunity Leaders within the region.
- Interpreted and articulated civil rights laws, regulations, Commandant Instructions, and policies to include the Civil Rights Act, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act, the Equal Pay Act, and other federal statutes and regulations applicable to civilian EEO programs.
- Received, counseled, and assisted in processing individual complaints of discrimination and harassment. Responsible for Alternative Dispute Resolutions (ADR) which included recommending appropriate cases for mediation and coordinating/ conducting mediations to resolve complaints at the lowest possible level.
- Prepared statistical input for the Quarterly Narrative Statistical Review reports regarding complaints filed within the fiscal year. Provided advisory assistance to commanders and investigating officers concerning administrative inquiries and investigations. Conducted command climate surveys and addressed social climate issues as well as assist in developing sustainable Equal Opportunity Action Plans.
- Instructor for Equal Opportunity Leaders Courses.
- ❖ Certified Department of Defense Mediator.

Observer Controller/Trainer

October 2017 – September 2018

United States Army Reserves, Newport Naval Station, RI

- Serves as a Staff OC/T responsible for observing, controlling, training, mentoring, and providing constructive feedback in assigned Battalion/Brigade staff areas. Serve as the interface between the

EXCON and the training audience, whose orientation is on collecting information on unit performance during planning and execution. Provide doctrinal training and best practices to unit staff sections and Deputy Commander during the exercise. Assist in the preparation of unit SOPs and battle drills.

Victim Advocate

October 2012 – February 2015

United States Army Reserves, Cary, NC

- Provided comprehensive advocacy services to survivors of sexual assault and sexual harassment.
- Conducted assessments with clients to evaluate needs and risks and referred to appropriate services.
- Ensured victims of sexual assault receive all needed guidance and emotional support during administrative, medical, investigative, and legal procedures.
- Accompanied survivors and provided support in securing medical treatment, safe shelter, protective orders, court hearings, education, transportation, financial services, and provided follow-up assistance.

Drill Sergeant

May 2011 – February 2015

United States Army Reserves, Cary, NC

- Performed duties as a Drill Sergeant in a Basic Combat Training Platoon consisting of up to 60 Initial Entry Training Soldiers each 10-week cycle. Skillfully executed the mission of transforming civilians into competent and confident Soldiers. Established and maintained high military standards while teaching the concepts of Army Values, Soldiering, discipline, good health, welfare, and morale. Developed and maintained discipline and ensured the health and personal well-being of all assigned Soldiers. Prepared, executed, and assessed rifle marksmanship training, combat fitness training, and common tasks skills training. Planned, coordinated, and tracked the movement of assigned Soldiers to and from all required training events, ranges, and field training exercises.
- Advised the Commander on all Equal Opportunity (EO) Program issues, taught mandatory classes, and prepared command climate surveys.
- Performed duties as a Drill Sergeant for Task Force Marshall conducting joint operations with Navy Individual Augmentee Center Training (NIACT) in support of the Global War on Terrorism. Responsible for the health, welfare, and training of 114 Sailors per cycle. Provided instruction in all common skills and ensured strict adherence to safety procedures during training and live-fire exercises. Conducted all training to standard using the assist and insist method of training. Areas of special emphasis included: Basic Rifle Marksmanship (M4 and M9), Operations in Urban Terrain, First Aid, Convoy Operations, Crew Serve Weapons Familiarization; MRAP and HEAT (HMMWV Egress Assist Trainer) training; Improvised Explosive Device training, and Warrior Tasks and Battle Drill training.

Master Resiliency Trainer

October 2011 – Present

United States Army Reserve, Cary, NC

- Teach mental skills, resilience, and performance enhancement techniques to military Soldiers, Families, and DA Civilians. Training is conducted in group and individual settings and includes general education in human performance along with personalized training on how to acquire and apply specific mental skills and techniques that cultivate the mental and emotional strength necessary to thrive in an environment of overwhelming demands and persistent conflict.
- Instill mental skills and techniques such as Building Confidence, Goal Setting, Attention Control, Energy Management, Integrating Imagery, and Team Building. Help Soldiers to become high-performing “tactical athletes” and help foster high-performing “unit teams” in preparation for, during, and following combat operations. Teach performance psychology to further promote excellence and efficiency during physical, technical, and tactical training, as well as during the challenges of combat operations. Provide tailored education to facilitate Wounded Warriors in their transition back to their units or civilian life.

- Attend training exercises and field operations as requested by individual units to serve as a performance enhancement consultant and to coach the clients and leaders on the acquisition of performance psychology techniques and their application to individual military tasks and unit operations.
- Provides tailored educational programs and workshops to help Families and Civilians living and working in demanding environments achieve success and accomplish personal, professional, and family goals.
- Conducts assessment, assists in program evaluation, and supports research projects being conducted locally.
- Deliver program overview briefings to VIPs and high-ranking leaders when required.
- Develops and maintains professional development relating to all aspects of performance enhancement, academic proficiency, and military-related knowledge.

U. S. Army Reserve Unit Administrator

September 2009 – August 2015

Department of Defense, Cary, NC

- Served as the central point of contact for the Commander by providing authoritative explanations and resolving operational problems.
- Directed and reviewed the work for two full-time personnel to ensure all transactions were processed in accordance with regulations and standard operating procedures for 120 Soldiers.
- Processed pay inquiries, pay actions, affiliation bonuses, travel vouchers, advance payments and resolved numerous pay problems from the past fiscal year. Managed the development of unit and individual training, recommended changes to unit training programs, schedules, and plans. Managed the unit supply program and ensured requests for logistical support for the weekend and annual training are submitted to include subsistence for unit training assemblies. Oversaw the Unit Food Service Program.
- Knowledge of and ability to interpret and apply laws, regulations, policies, and practices to provide advice and guidance to officials, supervisors, and employees on a variety of HR functions. Advised on position management policies including supervisory ratios, appropriate use of assistant and leader positions, fragmented organizational structures, job restructuring; and provided recommendations for improvements in position and organization structures. Interpreted command policies and provided advice on other personnel issues such as reduction in force, substance abuse, sexual harassment, hours of work, job-related stress, smoking in the workplace, leave administration, pay entitlements, affirmative action, etc.

Research Experience

Graduate Clinician/Consultant

September 2020 – Present

Massachusetts Department of Mental Health, Boston, MA

Supervisor: Dr. Kathy Sanders, M.D.

- Research and evaluate how mental health policies are created and enforced with a focus on streamlining the process(es) utilizing Lean Sigma Six.

Research Affiliate

June 2020 – Present

Harvard University (Nock Lab), Cambridge, MA

Supervisors: Dr. Matthew Nock, Ph.D.; Dr. Kelly Zuromski, Ph.D.

- Assist with research on preventing suicide among US servicemembers and Veterans.
- Assist principal investigator with summarization, analysis, and organization of data for publication; assist with the preparation of grant applications; keeps abreast of current publications relative to methods, techniques, and developments within the area of research; will assist, teach, and supervise the training of junior research personnel.

Research Assistant

February 2019 – June 2020

William James College, Newton, MA - Office of Research

Supervisor: Dr. Sonia Suri, Ph.D.

- Provided research and evaluation support to the Director of Program Development, Monitoring, and Evaluation, on an investigative team of 12. Ongoing projects involved academic, governmental, and non-profit agencies evaluated through data management, analysis, conceptual support, executive summaries, and report production.
- Supported grant writing with needs assessments, literature reviews, logic models, evaluation plans, and report summaries.
- Assisted on program evaluation projects including but not limited to:
 1. Department of Veteran's Services (Grant #CT VET 1000 4-MSPPHOM) – Grant funds support, outreach, training, and recruitment efforts targeting careers in mental health for veterans. Additionally, funds supported program development and training of civilian providers who serve veterans in their clinical work.
 2. Juvenile Court Clinics of Norfolk and Suffolk County – This project provides court-ordered evaluations in care and protection, a child requiring assistance, and delinquency cases.
 3. Time 2 Track – This complex monthly report monitors the clinical hours entered by WJC students from the sites they are serving as part of their experiential learning. Individual reports were generated for degree programs, cohorts, and areas of emphasis.

Clinical Research Protocol Coordinator

November 2014 – July 2015

Dwight D. Eisenhower Army Medical Center's Department of Clinical Investigation, Ft Gordon, GA

- Provided administrative and technical support for the Scientific Review Committee (SRC), Institutional Animal Care and Use Committee (IACUC), and Department of Clinical Investigation (DCI).
- Managed and coordinated actions supporting animal and benchtop laboratory research protocols.
- Reviewed draft protocols to ensure investigator compliance with federal and Army regulations.
- Managed and coordinated the publication clearance process.
- Entered and validated data in the electronic research management database.
- Prepared correspondence for Institutional Official's approval and signature.

Million Veteran Programs – (Volunteer)

June 2014-August 2014

DORN VA Medical Center, Columbia, SC

- Ensured that all Veterans who participated in studies on military-related diseases were well informed of their rights. The goal of MVP is to partner with Veterans receiving their care in the VA Healthcare System to study how genes affect health. To do this, MVP built one of the world's largest medical databases by safely collecting blood samples and health information from one million Veteran volunteers.

Leadership Activities
Latino Mental Health Mentor

January 2021 - Present

William James College

Supervisor: Dr. Mari Carmen Bennasar

- Help students interpret program guidelines and William James's policies and procedures.
- Clarify unwritten or vague aspects of program expectations for coursework, exams, and research.
- Teach students how to break down potentially overwhelming projects into manageable tasks.

Center for Deployment Psychology Summer Institute

June 2020

Uniformed Service University, Bethesda, MD

- An intensive program designed to strengthen trainees' backgrounds in military behavioral health as they gain first-hand knowledge of military culture, the work of psychologists serving in uniform, and evidence-based strategies to treat active-duty service members and their families. Through didactics, experiential exercises, and panel/group discussions led by CDP faculty and experts in the field, participants gained first-hand knowledge about:
 - Types of clinical and assessment opportunities for military psychologists (i.e., PTSD, TBI, sleep-related problems).
 - Deployment cycle stress, family challenges, and clinical problems experienced by military members.
 - Ethical dilemmas faced by providers working with military patients.
 - Cognitive-behavioral treatments used at military regarding assessment and crisis intervention for suicide.

Military & Veteran Community Student Coordinator

February 2019 – June 2020

William James College, Newton, MA

Supervisors: Dr. Robert Dingman, Ed.D.; Dr. Sonia Suri, Ph.D.

- Ensured training for students to become effective clinicians while working with veteran populations; therefore, providing culturally competent mental health services to veterans and their families.
- Designed William James College's (WJC) first military immersion event. This event would have provided WJC students and faculty the opportunity to learn and engage in several military events – military fitness test, land navigation, firing various weapons systems, team-building/obstacle courses, repelling, mount training (clearing rooms), convoys, foot march, etc. The purpose of this immersion was to allow students to experience events that their future clients have experienced. The goal was to provide a narrative when working with clients to help establish rapport with our nation's military populations. This event is pending due to COVID-19.
- Hosted and attend outreach initiatives to veterans to consider careers in mental health.
- Provided a supportive community for student veterans, family and friends of military personnel, and for those interested in working with veterans and military families.
- Mentored incoming veteran students to support integration into the school and community.

William James College Interview Day - Student Representative

January 2019-May 2019

- Interviewed and completed paperwork required for prospective doctoral students.

APA Campus Ambassador

October 2018 – May 2019

- Served as a bridge between APA and campus peers — shared key information, new tools, and resources to help educate students on the value of becoming an APA student affiliate and part of the APA community.

Professional Development/Conferences

Cognitive Behavioral Therapy for Suicide Prevention	December 2020
Suicide Prevention Research Methods for Early Career Researchers	October 2020
Doctoral Student & Trainee Certificate of Clinical Excellence in Clinical Suicidology	October 2020
Cognitive Behavioral Therapy for Insomnia	July 2020
Mastering Differential Diagnosis with the DSM5: A Symptom-Based Approach	May 2020
Serving Our Veterans Certificate -Center for Deployment Psychology	May 2020
Master Clinician Series: The Adverse Childhood Experiences Study	March 2020
Trauma Conference: The Body Keeps Score -Trauma Healing	January 2020
Improving Psychological Assessment Report Writing	January 2020
Dialectical Behavior Therapy (DBT) Certificate Course	December 2019

MA Domestic Violence/Sexual Assault Training for Behavioral Health Professionals	December 2019
Effective Clinical Interventions Related to Suicide, Substance Abuse, Violence & More	December 2019
Adult ADHD: Interventions to Improve Functioning & Bring Order to the Disorganized Mind	November 2019
CBT Techniques for Treating Anxiety, Depression, Trauma, and Family-Based Turmoil	November 2019
Applications of the Polyvagal Theory: Trauma, Attachment, Self-Regulation & Emotions	October 2019
2019 APA Conference	August 2019
APA Emerging Leaders in Psychology Academy	June 2019
Multicultural Awareness & Diversity: Advancing Client Rapport & Cultural Competence	June 2019
ODD Children & Adolescents: Non-medication Approaches to the Most Challenging Behaviors	June 2019
2019 ACHE Congress	March 2019
30 th Annual International Trauma Conference	May 2019
Differential Diagnosis Challenges: Trauma, Self-Injury, Impulsivity & Complex Behaviors	May 2019
Introduction to Victimology	April 2019
Certified Clinical Trauma Professional	March 2019
Massachusetts Psychological Association Conference	October 2018
Mastering DSM-5 Differential Diagnosis & Mental Health Documentation	September 2018
Equal Employment Opportunity Commission EXCEL Conference	June 2017
Certified Mediator: Defense Equal Opportunity Management Institute	August 2016
North Carolina State University Equal Opportunity Institute	May 2009

Affiliations

Massachusetts Psychological Association Graduate Students	July 2020 - Present
American Association of Suicidology	June 2020 – Present
American Board of Professional Psychology (ABPP), Student Affiliate	September 2019 – Present
Massachusetts Psychological Association (MPA), Student Affiliate	September 2018 – Present
American College of Healthcare Executives (ACHE)	April 2017 – Present
American Psychological Association (APA), Student Affiliate	December 2015 – Present
Division 19, Society for Military Psychology, Student Affiliate	December 2015 – Present
Division 45, Society for the Psychological Study of Culture, Ethnicity and Race	December 2015 – Present
Division 56, Trauma Psychology, Student Affiliate	December 2015 – Present
Division 35, Society for the Psychology of Women, Student Affiliate	December 2015 – Present
Division 40, Society for Clinical Neuropsychology, Student Affiliate	December 2015 – Present

Awards

Outstanding Professional Development Portfolio Award – William James College	May 2019
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Languages

Some proficiency in Spanish