

## EDUCATION

**UNIVERSITY OF CALIFORNIA, BERKELEY: Berkeley, CA**

**Doctor of Philosophy in Social Welfare – June 2023**

Dissertation Topic: Identifying Patterns of Child Welfare System-Involvement and Socioeconomic Marginalization

Prior to Commercial Sexual Exploitation: A Statewide Case Study

Advisor: Dr. Jill Duerr Berrick

Committee Members: Erin Kerrison, Cecilia Hyunjung Mo, Rebecca Rebbe (UNC Chapel Hill)

**UNIVERSITY OF SOUTHERN CALIFORNIA: Los Angeles, CA**

**Master of Social Work – June 2015**

Concentration: Children & Families – Public Child Welfare

**SARAH LAWRENCE COLLEGE: Yonkers, NY**

**Bachelor of Arts in Liberal Arts – May 2013**

Concentration: Psychology, Spanish

## GRANTS & FELLOWSHIPS

[SB 855 Evaluation of California's SB 855 CSEC Program](#) (June 2021- June 2023)

Role: Project Director

PI: Daniel Webster, California Child Welfare Indicators Project

Funder: California Department of Social Services

Award: \$1.1 Million

Mary Ann Mason Graduate Fellowship Award (2020-2021)

Funder: University of California at Berkeley

Award: \$5,000

Berkeley Empirical Legal Studies Graduate Fellow (2019-2020)

Funder: University of California at Berkeley

Award: \$1,000

Dean's Leadership Scholar (2013-2015)

Funder: University of Southern California

Award: \$48,000

Order of Areté Recipient (2015)

Institution: University of Southern California

Dean's Award for Excellence and Innovation Recipient (2015)

Institution: University of Southern California

## RESEARCH EXPERIENCE

**TRANSITION AGE YOUTH RESEARCH HUB (TAY-HUB)**

Postdoctoral Researcher (Berkeley, CA)

2023 – present

- Designs and implements original quantitative research on placement mobility among 4 cohorts of nonminor dependents placed in extended foster care
- Conducts qualitative analyses of child neglect reports and investigation narratives pertaining to Transition Age Youth
- Provides subject matter consultation regarding queer sexual orientation and gender identity development in adolescence
- Writes grant proposals, preparing deliverables and drafting progress updates for funders

#### **CALIFORNIA CHILD WELFARE INDICATORS PROJECT**

Doctoral Student Researcher (Berkeley, CA)

2018 – 2023

- Designed and served as Project Director of a 2-year statewide policy evaluation of [Senate Bill 855: California's Opt-in Commercially Sexually Exploited Child Program](#)
- Provided technical assistance to the Department of Social Services' Research and Automated Data Division and Child Trafficking Response Unit
- Co-designed a mixed methods policy implementation study with researchers at the Urban Institute
- Co-developed model policies, procedures and protocols with child welfare administrators and policymakers to address the following child safety issues: substance misuse and dependence; mental health impairments; domestic violence; commercial sexual exploitation of children.
- Analyzed population-level, longitudinal administrative child welfare records and other health and human services administrative data using SAS, STATA and R software programs.
- Presented original quantitative analyses of administrative child welfare records at national and international academic, practice and policy-oriented conferences

#### **DIVISION OF CHILD AND ADOLESCENT PSYCHIATRY, DAVID GEFKEN SCHOOL OF MEDICINE, UCLA**

Research Affiliate (Los Angeles, CA)

2019-2020

- Analyzed court records from specialized Probation court program designed to support youth experiencing commercial sexual exploitation
- Analyzed measures of child service use, safety and wellness using multivariate statistical modelling
- Drafted and revised manuscripts published in the following peer-reviewed journals: *Child Abuse & Neglect*; *International Journal of Human Rights in Healthcare*; *Journal of Child and Adolescent Psychopharmacology*; and *Academic Pediatrics*.

#### **HUMAN RIGHTS CENTER, SCHOOL OF LAW, UC BERKELEY**

Graduate Student Researcher (Berkeley, CA)

2019-2020

- Provided consultation as a content area and methodological expert that informed the development of a program evaluation and IRB protocol to assess the impact and feasibility of a family-based foster care pilot program for youth at risk of commercial sexual exploitation that are served by San Francisco County's child welfare system.

#### **INNOVATIONS 4 YOUTH, SCHOOL OF PUBLIC HEALTH, UC BERKELEY**

Graduate Student Researcher (Berkeley, CA)

2018 - 2019

- Collected and analyzed qualitative data to evaluate the implementation of trauma-informed auxiliary support and emergency homeless services for young adults impacted by labor trafficking and commercial sexual exploitation.

#### **CHILDREN'S DATA NETWORK**

Research Assistant (Los Angeles, CA)

2014 – 2020

- Designed an ongoing randomized controlled trial in partnership with the Children and Families Commission of Orange County and the Social Services Agency of Orange County to assess whether a differential response pilot program would produce significant decreases in Child Protection System recidivism
- Wrote a grant proposal for discretionary funds from the Administration on Children, Youth and Families
- Evaluated linked administrative records for full birth cohorts in California
- Developed executive summaries and policy briefs for dissemination to service providers and government partners and drafted manuscripts published in the following peer-reviewed journals: *Prevention Science*; *Child Abuse & Neglect*; *Journal of Adolescent Health*; *International Journal of Population Data Science*; and *International Journal of Environmental Research and Public Health*

**TEACHING EXPERIENCE**

**SOWK 619 Social Work in Public Child Welfare Settings**

Lead Instructor, Suzanne Dworak-Peck School of Social Work (Los Angeles, CA)  
Fall 2023 (*Anticipated*)

**SOWK 699B: Advanced Applied Learning in Field Education**

Second Year MSW Practicum Instructor; Suzanne Dworak-Peck School of Social Work (Los Angeles, CA)  
Fall 2022; Spring 2023

**SOCWEL 105: Introduction to Child Welfare in California and the United States**

Lead Instructor, UC Berkeley School of Social Welfare (Berkeley, CA)  
Summer Session 2021

**SOCWEL 150L: Sexuality and Social Work**

Lead Instructor, UC Berkeley School of Social Welfare (Berkeley, CA)  
Summer Session 2019, 2020

**SOCWEL 230: Child, Youth, and Family Policy: A Social Welfare Perspective**

Guest Lecturer, UC Berkeley School of Social Welfare (Berkeley, CA)  
Spring 2019

**SOCWEL 250N: Public Child Welfare**

Guest Lecturer, UC Berkeley School of Social Welfare (Berkeley, CA)  
Spring 2019

**SOCWEL 410A: Foundation Field Practicum**

Guest Lecturer, UC Berkeley School of Social Welfare (Berkeley, CA)  
Fall 2018

**SOWK 621: Social Work Practice with Adolescents, Young Adults and their Families**

Guest Lecturer, University of Southern California Suzanne Dworak-Peck School of Social Work (Los Angeles, CA)  
Summer 2018; Fall 2018

**CLINICAL/PRACTICE EXPERIENCE**

**DEPARTMENT OF CHILDREN AND FAMILY SERVICES**

*Emergency Response Children's Social Worker (Bilingual English/Spanish) (Los Angeles County, CA)*  
2015 – 2018

- Provided crisis intervention and specialized case management services to youth at-risk/identified as Commercially Sexually Exploited Children (CSEC) who are recovered by law enforcement as part of a county-wide pilot initiative
- Developed training materials to assist DCFS children's social workers in better assessing for the risk associated with Commercial Sexual Exploitation (CSE)
- Coordinated monthly empowerment activities for youth at-risk/identified as Commercially Sexually Exploited Children (CSEC)
- Investigated allegations of child maltreatment and assessed the safety of children ages 0-18
- Linked English/Spanish-speaking families with preventative and early-intervention services to promote family preservation and prevent the need for children to be placed in out-of-home care
- Petitioned court orders and prepared court reports regarding Dependency Court-supervised families

#### DEPARTMENT OF CHILDREN AND FAMILY SERVICES

*Dual-site MSW Internship (Los Angeles County, CA)*

2014 – 2015

- Aided Emergency Response Children's Social Workers to investigate allegations of child maltreatment and assessing the safety of children ages 0-18 residing in Compton, CA and South Los Angeles, CA.
- Assisted Continuing Services Children's Social Workers in providing case management, service linkages and conducting child safety assessments among system-involved families residing in Compton, CA.

#### SHIELDS FOR FAMILIES

*Dual-site MSW Internship (Compton, CA)*

2014 - 2015

- Facilitated conjoint play therapy for toddlers and parents receiving Family Reunification services through the Department of Children and Family Services
- Conducted in-home individual Cognitive Behavioral Therapy and art therapy interventions with adolescent clients
- Facilitated conjoint parent-child therapy sessions in Spanish

#### MARYVALE LEVEL-12 RESIDENTIAL TREATMENT FACILITY

*Therapist Intern (Rosemead, CA)*

2013 - 2014

- Conducted individual and family Trauma-Focused Cognitive Behavioral Therapy interventions with adolescents placed in residential treatment by the Dependency and Delinquency Courts in English and Spanish
- Designed a 10-week trauma-informed and LGBTQI-inclusive sexual education curriculum

#### PEER REVIEWED PUBLICATIONS

Wiegmann, W., Gómez, A. & **Hammond, I.** (2022). "Foster care and siblings." *Oxford Bibliographies in "Social Work"*. New York: Oxford University Press, Entry March 23, 2022. DOI: 10.1093/OBO/9780195389678-0315.

Foust, R., Hoonhout, J., Eastman, A., Prindle, J., Rebbe, R., Nghiem, H., Suthar, H., Cuccaro-Alamin, S., Mitchell, M., Dawson, W., Palmer, L., Raj, S., Ahn, E., **Hammond, I.**, McNellan, C., Reddy, J., Chen, W.-T., Mayfield, K., Putnam-Hornstein, E. and McCroskey, J. (2021) "The Children's Data Network: Harnessing the Scientific Potential of Linked, Administrative Data to Inform Children's Programs and Policies", *International Journal of Population Data Science*, 6(3). doi: 10.23889/ijpds.v6i3.1702.

Putnam-Hornstein, E., Prindle, J. J., **Hammond, I.** (2021). Engaging Families in Voluntary Prevention Services to Reduce Future Child Abuse and Neglect: A Randomized Controlled Trial. *Prevention Science*.

**Hammond, I.**, Godoy, S., Kelly, M. & Bath, E. (2020). A Transgender Girl's Experience: Sexual Exploitation and System-Involvement. *International Journal of Human Rights in Healthcare*.

Bath, E., Barnert, E., **Hammond, I.**, Godoy, S., Mondals, S., Goitom, S., Farabee, D. & Barnert, E. (2019). Substance use, mental health, and child welfare profiles of juvenile justice-involved commercially sexually exploited youth. *Journal of Child and Adolescent Psychopharmacology*.

Barnert, E. S., Godoy, S. M., **Hammond, I.**, Kelly, M. A., Thompson, L. R., Mondal, S., & Bath, E. P. (2019). Pregnancy outcomes among girls impacted by commercial sexual exploitation. (2019). *Academic Pediatrics*.

Bath, E., Godoy, S., Morris, T., **Hammond, I.**, Mondals, S., Farabee, D. & Grella, C. (2019). A specialty court for U.S. youth impacted by commercial sexual exploitation. *Child Abuse & Neglect*, 104041.

Prindle, J. J., **Hammond, I.**, & Putnam-Hornstein, E. (2018). Prenatal substance exposure diagnosed at birth and infant involvement with child protective services. *Child Abuse & Neglect*, 76, 75-83.

**Hammond, I.**, Eastman, A. L., Leventhal, J. M., & Putnam-Hornstein, E. (2017). Maternal Mental Health Disorders and Reports to Child Protective Services: A Birth Cohort Study. *International Journal of Environmental Research and Public Health*, 14(11), 1320.

Putnam-Hornstein, E., **Hammond, I.**, Eastman, A. L., McCroskey, J. & Webster, D. (2016). Extended Foster Care for Transition-Age Youth: An Opportunity for Pregnancy Prevention and Parenting Support. *Journal of Adolescent Health*, 58(4), 485-487.

**REPORTS AND PRESENTATIONS**

**Hammond, I.**, Wiegmann, W., Magruder, J., Webster, D., Lery, B., Benatar, S., Chambers, J., Tucker, L.P., Brewsaugh, K., Loveless, A. and Norwitt, J. (2023). *Evaluating California's Efforts to Address the Commercial Sexual Exploitation of Children*.

Lery, B., **Hammond, I.** & Webster, D. (March 2023). Using a CQI evaluation framework to evaluate California's Commercial Sexual Exploitation of Children (CSEC) program. CQI Statewide Conference for Child Welfare and Probation: Davis, CA.

**Hammond, I.** & Magruder, J. (January 2023). Commercial Sexual Exploitation, Child Characteristics and Child Welfare Decision-Making in California: A Statewide Case Study. In *Examining Trajectories of Child Welfare System Involvement to Promote Equitable Outcomes for Transition Age Youth*. Society for Social Work and Research 27<sup>th</sup> Annual Conference: Social Work Science and Complex Problems: Battling Inequities + Building Solutions.

**Hammond, I.** & Magruder, J. (September 2021). Child Welfare System Involvement and CSEC: An Exploratory US-based Case Study. 18th Annual International Human Trafficking & Social Justice Conference (Virtual).

Hammond, I., Lery, B., Elliot, K. & Slama, D. (Accepted 2021 – withdrew due to COVID-19 Pandemic). Evaluating California's opt-in CSEC Program: A Collaborative Study on Senate Bill 855 Implementation and Resulting Youth Outcomes. County Welfare Directors Association of California 2021 Annual Conference: San Diego, CA.

**Hammond, I.** & Magruder, J. (Accepted – withdrew due to COVID-19 Pandemic). Child Welfare Involvement and Parenting Among Youth with Experiences of Commercial Sexual Exploitation. In *Trajectories of Dual System Involvement Among Girls: A Focus on Parenting, Crossover Youth, and Commercial Sexual Exploitation*. Society for Social Work and Research 25th Annual Conference.

**Hammond, I.**, Magruder, J., Brown, K. W. & Heimov, L. S. (October 2020). The Use of Administrative Data to Improve Identification and Outcomes for Youth who Experience Commercial Sexual Exploitation. County Welfare Directors Association of California 2020 Annual Conference: San Diego, CA. (Virtual due to COVID-19 Pandemic).

**Hammond, I.** & Magruder, J. (January 2020). Sociodemographic Differences in the Identification of Child Commercial Sexual Exploitation Risk and Victimization. Society for Social Work and Research 24th Annual Conference – Reducing Racial and Ethnic Disparity: Washington, DC.

Putnam-Hornstein, E., **Hammond, I.** & Prindle, J. (January 2020). Engaging Families in Services to Reduce Future System Involvement: A Randomized Controlled Trial. In symposium: Engaging Families in Services to Reduce Future System Involvement: A Randomized Controlled Trial. Society for Social Work and Research 24th Annual Conference – Reducing Racial and Ethnic Disparity: Washington, DC.

**Hammond, I.** & Magruder, J. (August 2019). Commercial Sexual Exploitation in California: Identification, Documentation and Response by the Child Welfare System. 2019 National Child Welfare Evaluation Summit - Leveraging Data and Evaluation to Strengthen Families and Promote Well-Being: Washington, DC.

Putnam-Hornstein, E., **Hammond, I.** & Prindle, J. (August 2019). Engaging Families in Services to Reduce Future System Involvement: A Randomized Controlled Trial. 2019 National Child Welfare Evaluation Summit - Leveraging Data and Evaluation to Strengthen Families and Promote Well-Being: Washington, DC.

**Hammond, I.**, Eastman, A.L., & Putnam-Hornstein, E. (January, 2017). Medically Documented Maternal Mental Health Disorders and Reported Maltreatment: A Birth Cohort Study. Society for Social Work and Research 21st Annual Conference - Ensure Healthy Development for all Youth: New Orleans, LA.

**Hammond, I.** (2017). *Policy Area Review: Child Welfare Prior Evidence*. Funded and Prepared for the Laura and John Arnold Foundation.

Eastman, A.L., Palmer, L., **Hammond, I.**, & Putnam-Hornstein, E. (November, 2016). A Prospective Examination of Next-Generation Maltreatment among Children Born to Young Mothers in Foster Care. American Public Health Association: Denver, CO.

Cuccaro-Alamin, S., **Hammond, I.**, McCroskey, J. Webster, D., & Putnam-Hornstein, E. (March 2015). Transition Age Youth and the Child Protection System: Demographic and Case Characteristics. Funded and Prepared for the Conrad N. Hilton Foundation.

**SERVICE & CONSULTING**

**OFFICE OF CHILD PROTECTION, LOS ANGELES COUNTY BOARD OF SUPERVISORS**

Volunteer, 2020-2022

- Identified evidence-informed, theoretically grounded impact and actionable indicators for use monitoring operational improvements in the County's prevention programming and policies for Los Angeles County's Prevention Metrics Initiative
- Gathered concerns, recommendations and other feedback relevant to the prevention of child maltreatment and the promotion of strong children, families and communities from stakeholders and subject-matter experts
- Co-created accessible, respectful and culturally sensitive infographics and data stories for the Office of Child Protection

**SCHOOL OF SOCIAL WELFARE, UNIVERSITY OF CALIFORNIA AT BERKELEY**

Hiring Committee Doctoral Student Representative, 2020-21 Academic Year

- Reviewed all materials submitted by approximately 50 applicants to a tenure-track Professor in Aging
- Participated in conducting preliminary applicant interviews and finalist candidate campus visits
- Facilitated finalist candidate meetings with graduate and undergraduate students
- Provided written and verbal feedback to the Hiring Committee Chair, Senate Faculty Members and school administration regarding all finalist candidates

**MOTIVATING, INSPIRING, SUPPORTING & SERVING SEXUALLY EXPLOITED YOUTH (MISSEY)**

Youth Drop-in Center Volunteer, 2019

- Provided psychosocial support to youth clients as they navigated housing, employment and other institutions and supervised infants while youth clients participated in enrichment activities
- Designed a six-week psychoeducation group designed to support parenting youth in understanding developmentally appropriate care and play practices, developing self and co-regulation strategies and building community through peer support and mentorship

**MEMBERSHIPS**

- Data Working Group on Substance Use in Child Welfare (2022-2023)
- Global Association of Human Trafficking Scholars (2021-Present)
- California Child Welfare Council's CSEC Data and Outcomes Workgroup (2019)
- California Child Welfare Council's CSEC Action Team (2018-Present)
- Society for Social Work Research (2018-Present)