

## SUMMARY STATEMENT OF THE QUALIFICATIONS AND EXPERIENCE OF DR. RENEE D. CHARLES



Dr. Renee Charles is one of the leading experts on minority health and racial and ethnic health disparities working on Long Island, in Nassau and Suffolk Counties of New York. She has devoted her professional life to sensitizing Long Island's health and behavioral health care community to racial/ethnic health care issues and health disparities. Dr. Charles is a Licensed Clinical Social Worker (LCSW-R) who has been continuously licensed in New York State since 1982. She is an alumnus of Stony Brook University (undergraduate Psychology and Doctorial Programs), Adelphi University School of Social Work and International University Graduate Studies. She holds an earned doctorate (Ph.D.) in Social and Organizational Psychology and possesses competencies as a professional coach with certifications in emotional intelligence, cultural intelligence, executive neuro-coaching, core energy leadership, cultural competence leadership, and faith-based counselor training.

Dr. Renee is a thought leader consultant, speaker, author, trainer and independent coach with the John Maxwell Group and the Institute for Professional Excellence in Coaching teams. She is also a corporate business strategist specializing in non-profit corporate formation, human capital, policy and board development, sustainability, and succession planning.

Dr. Charles' career has spanned clinical practice, program administration, clinical research, professional training and mentoring. In 1992, Dr. Charles founded the Center for Rapid Recovery (CRR) in Hempstead, NY, which carved out a mission, is to improve access to culturally and linguistically competent care, and reduce the prevalence of racial and ethnic disparities in health care.

CRR serves as a beacon of hope for the communities of color with the highest rates of AIDS per capita and who suffer from poorer access to quality healthcare and health outcomes than the rest of the country. CRR is dedicated to offering culturally and clinically relevant high-quality care to people with chemical dependency, developmental disabilities, HIV/AIDS, mental health concerns and families of such persons.

Dr. Charles is a National Cultural Competence Leadership Fellow her contributions to cultural competence and the elimination of health disparities among racial/ethnic minorities were recognized in 2007 when she was awarded the President's *Call to Service Award*. Dr. Charles' clinical work has been grounded in her mission and vision to develop an organizational structure and environment that supports culturally competent practices and evaluation outcomes. Today, Dr. Charles serves as the President and CEO of CRR and implements that vision through more than 10 programs and partnerships that offer secular and faith-based treatment for behavioral health problems and developmental disorders.

Dr. Charles developed a series of repeated measures questionnaires centering on health beliefs and client satisfaction that were validated in a study entitled *Examining Beliefs, Cultures, and Behaviors—Survey Findings from the Center for Rapid Recovery*, which was funded by the New York AIDS Coalition. Dr. Charles integrated the use of these questionnaires into CRR's substance abuse and HIV/AIDS, creating the first truly culturally congruent treatment program in

Nassau County. Also, she has authored three published papers including a dissertation entitled *Slave Narratives: Confession, Inhibition and Resiliency Implications for Policy and Prevention and Trauma of Change System Faith-based Model*.

Dr. Charles spearheaded efforts in Long Island, New York to adapt culturally and linguistically appropriate standards in 2009 for mental health, substance abuse, and HIV/AIDS treatment, and has been deeply involved in promulgating similar rules within the developmental disability system. She has served as a planner, cultural Competence trainer, and consultant to the NYS Department of Mental Health (OMH), NYS Department of Health (DOH), the NYS Office of Alcoholism and Substance Abuse Services (OASAS), and Office of Persons with Developmental Disabilities (OPWDD). Conference planners, policy and community advocates seek her involvement with programming and staff development training to ensure the provision of services are clinically and culturally relevant within New York State.

Dr. Charles'has over 30 years of clinical and C-suite administration experience, her overarching goal is to facilitate hope and wellbeing among those who are at the beginning stages of recognizing their own strength.