



Valerie Stokes, PhD, LISW

Curriculum Vitae

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Dedicated to serving others by improving their quality of life and sense of dignity as well as helping others refine vocational calling and empowering others to be agents of social change in their communities.

EDUCATION

Ph.D.

August 2004 -August 2012

University of South Dakota, Vermillion, South Dakota

Degree: Human Development & Educational Psychology

Department: Counseling & Psychology in Education

Dissertation Title: Help-seeking in rural mothers who have experienced Intimate Coercive Control in Northwest Iowa: A phenomenological qualitative study

M.S.W.

August 1994-December 1997

University of Nebraska at Omaha, Omaha, Nebraska

Emphasis: Administration & Mental Health

B.A.

B.B August 1989-May 1993

Northwestern College, Orange City, Iowa

Major: Social Work

PROFESSIONAL PROFILE

Proven ability to initiate, collaborate and network with external resources

Skilled in communication and establishing community partnership relationships

Competent in organizational and program development

Committed desire to lead with optimism and integrity

CREDENTIALS

LISW (Licensed Independent Social Worker), June 2007 - current, Iowa #03668.

LMSW (Licensed Masters Social Worker, 1997-2007, Iowa #03668

AWARDS & NOMINATIONS

Teaching Excellence award, Northwestern College Professor of the Year, (2012)

U.S. Professors of the Year Program, nominated (2012)

PROFESSIONAL AFFILIATION

NASW (National Association of Social Workers)

NACSW (National Association of Christian Social Workers)

Rural Northwest Iowa NASW Branch co-coordinator, Iowa Chapter-NASW, 2007-2008, 2015-2017

Social Work Promotion/Membership Committee, Iowa Chapter-NASW, 2008-2010

Clinical Supervision Task Force, Iowa Chapter-NASW, 2010

Vice President, Iowa Chapter-NASW, 2011- 2014

ACADEMIC EXPERIENCE

August 2008 - present. **Northwestern College, Orange City, Iowa.**

Professor of Social Work, Tenured

Department Chair

Responsibilities: Teach core undergraduate foundational level social work courses at a private liberal arts college.

Courses include, but not limited to:

- Direct Helping Skills
- Group Theory & Practice
- Diverse Populations & Social Justice
- Social Policy & Advocacy
- Qualitative Research Methods
- Community Systems: Theory & Practice
- Family Systems: Theory & Practice

Other roles include service to the college campus through committee membership and to the larger community through action research and community development roles. Departmental chair and director role duties acquired fall 2008.

- January 2007. University of South Dakota, Vermillion, South Dakota. **Invited Guest Lecturer.**
Advanced Statistics – distribution/z-scores (Graduate course, EDER 762).
- August-January 2006. University of South Dakota, Vermillion, South Dakota. **Teaching Assistant.**
Advanced Statistics (Graduate course, EDER 762).
- November 2006. University of South Dakota, Vermillion, South Dakota. **Invited Guest Lecturer.**
Advanced Statistics – ANOVA, Correlation (Graduate course, EDER 762).
- January 2006. University of South Dakota, Vermillion, South Dakota. **Invited Guest Lecturer.**
Advanced Statistics: Experimental Design (Graduate course, EDER 861).
- August 2005 – December 2005. University of South Dakota, Vermillion, South Dakota. **Graduate Assistant.**
Ecology of Human Development (For the IdEA interdisciplinary undergraduate program).
- January 2000 – January 2003. Northwestern College, Orange City, Iowa. **Adjunct Professor of Social Work.**
Research Methods II (For undergraduate students during spring terms).

INSTITUTIONAL SERVICE AND ADMINISTRATIVE ROLES

Department chair, Social Work department, 2008 – present

Successfully led department through its re-affirmation process with CSWE (Council on Social Work Educators); developed a curriculum matrix for the 2008 and 2015 EPAS (Educational Program Accreditation Standards), developed new course syllabi, including a new Family Systems course. Currently establishing new learning goals for 2023 EPAS and rubrics for course syllabi.

Director of Academic Diversity Initiatives, appointed by VPAA, 2020 - present

The director of academic diversity efforts is responsible for moving forward diversity initiatives that relate to faculty and academic matters and for supporting faculty in these efforts in collaboration with existing structures where possible. The director co-chairs the Diversity Resource Committee and in collaboration with that committee develops an agenda for academic diversity initiatives that aligns with the institutional strategic plan and the college's vision for diversity.

Duties involve to support efforts to diversify representation in the faculty at large, including enhancing search processes to attract diverse pools of candidates, support the surviving and thriving of faculty of color, develop and implement departmental readiness initiatives and academic departmental diversity action planning, support diversity and inclusion in the classroom and academic advising for faculty through culturally responsive pedagogy, enable and support faculty development and growth related to diversity, equity and inclusion, and develop policies and procedures manual for repeating faculty diversity and equity initiatives and practices.

Diversity Resource Committee (DRC), co-chair appointed by VPAA, 2021 – present

Duties involve co-chair of a reconstituted DRC, which serves a resource for the campus wide diversity action planning initiative as well as campus training for diversity, equity and inclusion. In concert with Northwestern College's mission and policies, the Diversity Resource Committee (DRC) supports the college's Vision for Diversity in embracing diversity, lamenting human brokenness, reconciling with one another, and embodying shalom in the following ways:

- Supporting the recruitment and retention of diverse faculty, staff, Board of Trustees and student body to achieve higher enrollment and employment access and equity.
- Nurturing an inclusive campus climate in which members of the Northwestern college community feel a sense of belonging and are able to participate meaningfully in the life of the

institution.

- Ensuring faculty, staff and students receive preparation to teach, learn and live in a diverse world that is interconnected.
- Promoting intercultural humility and competencies through scholarship and research focused on domestic, international, and intersectional issues of diversity.

Diversity Action Plans Committee (DAPC), chair appointed by VPAA, 2023 – present

Duties involve chairing a new (2023) faculty committee, which serves to review academic diversity action plans as well as:

- Assist academic departments in their academic DAPs (Diversity Action Plans) and provide recommendations.
- Research and share best practices for DEI (diversity, equity and inclusion) in teaching and learning strategies for the classroom.
- Organize, assist, and provide resources to academic departments for their DEI efforts.
- Review DAP information, summarize and disseminate findings to the campus community, and make curricular and policy recommendations.
- Review institutional research related to academic diversity, equity and inclusion to make curricular and policy recommendations

Strategic Planning Committee, appointed by VPAA, 2021 – present, elected by peers, 2018 – 2020;

Duties involve assisting with long-term planning and vision for the college, establishing priorities for the institution. Co-developed workgroups for the Strategic Plan 2023, goal #4, “embrace and celebrate cultural and ethnic diversity,” in particular 4.1 to embody our Vision for Diversity in curriculum, 4.2 to hire diverse staff/faculty and leadership, 4.4 to address campus climate issues, and 4.5 to hire someone with gifts and leadership to strengthen ties with Latinos. 2018-2019, participated in the SP4.5 Work Group. With the May 2020 hire of a new Hispanic Community Liaison position, we accomplished SP 4.5. Starting in fall 2019, led the charge for SP 4.1 to develop a new joint SP 4.1 Work Group with MERC members to address culturally responsive pedagogy and curricular developments within academic life. In 2021, appointed by VPAA to serve role as strategic diversity consultant for SPC’s development of a new strategic plan for 2025.

Academic Program Assessment Committee, appointed by VPAA, 2018 – 2019

Duties involve assisting and providing resources to departments under review, as well as analyzing institutional assessment data and making curricular and policy recommendations.

Multiethnic Resource Committee, 3 yr. co-chair, elected by peers, 2013-2017

Duties as co-chair involved revising campus wide diversity objectives that led to the development of the Envision Diversity team and development of the institution’s first Vision for Diversity statement. Originating founder of the committee from an informal team into a sanctioned committee in the Faculty Handbook in 2013.

Envision Diversity campus-wide team, co-developer of institutional *Vision for Diversity*, 2014-2015

Duties involved gathering and leading a representative sample of faculty, staff and students to meet four consecutive sessions in a collaborative process of envisioning our institutional vision statement related to cultural and ethnic diversity.

Faculty Status Committee, elected by peers, 2016 - 2017

Duties involved assisting with the review of colleagues in the 2-year, 4-year, tenure review and post-tenure review process. Reviewed and revised the Faculty Handbook language for the FSC related to gender and racial equity.

Academic Administration Restructuring Task Force, 2015-2016

Duties involved reviewing the administrative structure of the faculty and departments to advise the President on options and the potential the development of a Dean's structure to support the VPAA.

Other past responsibilities included:

AHRC (Academic Honors & Retention Committee), 2009 - 2011
RED101 and Preview Days, faculty panels, ongoing
Faculty Interview workgroups, ongoing
New Faculty Orientation, faculty panels 2011 - 2014
New Faculty class, *Diversity in the classroom* presentation, October 2016
Fall Faculty Workshop, *Welcoming diverse learners in classroom* session presentation, August 2016
Admissions Department Showcase day, 2013 – 2016
Multiethnic Resource Team, 2008 – 2013
Day of Learning in Community 2014 committee, *Gospel and Justice*
Day of Learning in Community 2012 committee, *Different . . . Together? Exploring Our Voices & Stories*
Service Learning Advisory board, 2009 – 2011 Iowa Private College Week, faculty panel, 2011
Duke Racial Reconciliation Institute, campus-wide team, June 2010
RCA Multiracial Strategic Coalition, Northwestern's representative, February 2010
MERT (Multi-Ethnic Resource Team, Northwestern College, 2009-2013

**CLINICAL/SOCIAL WORK
EXPERIENCE**

July 2017 – present. **New Leaf Therapy, LLC, Le Mars (2017-2022) Orange City (2023 – present), Iowa.**

Private Practice Owner/Therapist

Responsibilities:

- Individual, children/adolescent, and family therapy, including intake, diagnosis, and treatment, specializing in trauma, anxiety, depression, eating disorders, attachment issues, grief/loss, and adjustment issues.
- Offer conference presentations, professional consultation, training programs and workshops for numerous colleges and non-profit organizations.
- Supervision of LMSW's seeking candidacy for their LISW licensure in Iowa.

January 2018 – present. **Promise Community Health Center, Sioux Center, Iowa.**

Behavioral Health Clinical Supervisor

Responsibilities:

- Supervision of LMSW seeking candidacy for their LISW and tLMHC's seeking licensure in Iowa.
- Provide, as needed, direct therapy services for individuals.

October 2010 – 2016. **Seasons Center for Behavioral Health, Spencer, Iowa.**

Consultant and Contract Supervisor/Therapist

Responsibilities:

- Supervision of LMSW's seeking candidacy for their LISW licensure in Iowa.

- Provide, as needed, direct therapy services for individuals.

May 2007 – June 2008. **The Bridge, Orange City, Iowa.**

Executive Director

Responsibilities:

- Administration of agency, including program & policy creation, budgetary allocation, staff/volunteer supervision, grant writing, overseeing facility operations, community collaboration, fundraising, and provision of referral networking service.
- Create the organizational infrastructure for a new non-profit providing shelter for homeless women and children in distress and transition.
- Organize the initial set up of agency policy and procedure as a cornerstone framework for future leadership modeled in a strengths-based, empowerment approach.

January 2000 – May 2007. **Northwestern College, Orange City, Iowa.**

Therapist (August 2004- 2007)

Responsibilities:

- Provide individual and group therapeutic counseling and psychosocial assessment for a broad range of personal concerns, including but not limited to: depression, anxiety, eating disorders, sleep disorders, crisis pregnancy, addiction, relational concerns.

Co-Director of Student Counseling Services (May 2000 – August 2004) Responsibilities:

- Administration of college counseling center, including program & policy creation, budgetary allocation, staff supervision, community collaboration, and provision of counseling services.
- The college was without a counseling center, this position provided the vision and mission for organizing the center from the ground up with no existing infrastructure.

Crisis Counselor (January 2000- May 2000) Responsibilities:

- Limited provision of on-call crisis intervention and referral to community resources.

November 1996 – March 1999. **Council on Sexual Assault and Domestic Violence, Sioux City, Iowa.**

Program Supervisor (July 1998- March 1999) Responsibilities:

- Supervision of diversity outreach program staff, grant writing, funding allocation, public relations and fundraising speaking engagements, strategic planning, program development, and facilitated sexual assault support groups.

Community Educator (June 1997 – June 1998)

Responsibilities:

- Public speaking on behalf of the center to educate the community about domestic violence and sexual assault, public relations with community systems (school districts, law enforcement, hospitals, civic and professional organizations, maintenance of quarterly/yearly statistical information.

Children's Coordinator (November 1996 – June 1997) Responsibilities:

- Facilitation of group therapy for children age's seven to twelve who had witnessed domestic violence in their homes, provided individual counseling for child victims, and on-call crisis intervention for hospital emergencies of adult/child victims of domestic violence and sexual assault.

November 1994 – 1995. **Opportunities Unlimited, Sioux City, Iowa.**

Residential Assistant

Responsibilities:

- Assisted a young woman with a quadriplegic disability due to a tragic brain injury with morning hygiene, dress, and breakfast.
- Assisted with quality home environment to meet resident's needs.

August 1993 – July 1994. **The Crittenton Center, Sioux City, Iowa.**

Social Worker

Responsibilities:

- In-home based counseling and skills development for families at-risk for child abuse, treatment plans, psychosocial histories, facilitated 15-week parenting course, needs assessments for maternal health program, developed and designed the search locator program manual for adoption search program, counseled adults adopted through the center and birth parents.

January – May 1993. **Sioux County Department of Human Services, Orange City, Iowa.**

Social Work Intern

Responsibilities:

- Monitored service agreements with contract agencies, formulated case permanency plans for voluntary and court-ordered services.

January – August 1989. **WACO, Sioux City, Iowa.**

Micro Film Coordinator

Responsibilities:

- Assisted adults with physical and/or developmental disabilities with workforce training on microfilm equipment to foster independent work and self-sufficiency.

**RESEARCH
EXPERIENCE**

October-November 2006. **University of South Dakota, Vermillion, South Dakota.**

Statistical Consultant for the VP Chief Diversity Officer. Prepared data, graphs, and statistical interpretation of results.

April 2005 – May 2006. **University of South Dakota, Vermillion, South Dakota.**

Qualitative Interviewer/Identified Matrix Developer. Research Project “Students’ perspectives on elements of engagement for successful learning” with Counseling & Psychology in Education Department.

September 2004. **Northwestern College, Orange City, Iowa.**

Principal Investigator. Research Project – Exploratory survey of sleep patterns, quality, quantity, and perceptions of undergraduate college students.

PROFESSIONAL TRAINING

Dr. Stokes completed EMDR (Eye Movement Desensitization Reprocessing) and ART

(Accelerated Resolution Therapy) trauma therapy training in June 2022. By end of September, she will also have completed the Traumatic Stress Studies Certificate program—a seven-month course under the direction of Dr. Bessel van der Kolk of the Trauma Research Foundation, Boston, Massachusetts in September 2023. Dr. Valerie Stokes completed a certificate program with Oregon State University on Search Equity Advocate training in June 2021, preparing her to develop a similar program for Northwestern in the future as an academic diversity initiative.

PUBLICATIONS & TECHNICAL REPORTS

- Stokes, V, et al. (unpublished paper, February 2020). *“A grounded theory approach to professors’ development of a diversity inclusive classroom and curriculum.”*
- Stokes, V., Kuipers, L, Cruse, K., Petitt, A. (unpublished paper, September 2019). *White Parents of Black Children: Adoptive Parents’ Perceptions on Racial Identity and Racial Oppression of Their Children.*
- Stokes, V. (2015). The expectations for boys and girls. *In All Things*. Andreas Center for Reformed Scholarship and Service.
- Stokes, V., Beeson, J., Beyer, A., Dahlquist, C., Ipema, C., Jordan, D., Powell, A., Scarlett, K., Twedt, H., and Wubben, A. (2015). *Housing research: realities & perceptions - a mixed model study of quantitative data for Sioux County, Iowa*. Report compiled for Community Healthy Partners of Sioux County.
- Stokes, V., Gritters, H., Hegstad, G., Kahanic, B., Prachar, K., Reyes, E., Rozeboom, C., Stubbe, K., Studer, T., Torres, G., Witt, T., and Yohe, M. (2014). *Temporary driver’s license legislation for undocumented workers: A three-part study*. Report compiled for CASA of Siouxland and disseminated by the NASW-IA chapter at <http://www.nasw-heartland.org/?page=IowaLinks>.
- Stokes, V., Anderson, E., Angus, J., Boon, R., Harms, J., Koster, H., Martinez, K., Shapiro, S., Spring, H., Van Gorp, A., and Wheeler, A. (2013). *ATLAS Orange City area: A ten-year agency evaluation*. Report for the board of directors, ATLAS, Orange City, Iowa.
- Reisetter, M, Schweinle, A, & Stokes, V. (2009). Elements of Engagement for Successful Learning, *The Qualitative Report*.
- Stokes, V., & Schweinle, A. (2007). Sleep and academic functioning. *Growth: The Journal of the Association for Christians in Student Development*, 7, 27-37.
- Almond-Reiser, T.M., & Stokes, V. (2007). *Texting is changing the social environment of adolescent females*. Paper presented at annual meeting of the Mid-West Educational Research Association. October 2007. St. Louis MO.
- Schweinle, A., Reisetter, M., & Stokes, V. (2006). Freshman student engagement at USD. (Submitted to the University of South Dakota.) Vermillion, SD: University of South Dakota, Educational Psychology Program.

JOURNAL REVIEWER

- December 2005. **University of South Dakota, Vermillion, South Dakota. Journal Reviewer.** Journal of Urban Education. Provided blind peer review of an article submission.

PRESENTATIONS & TRAININGS

- Stokes, V. (2022, April). *The Mess of Incarnational Living*, invited keynote at Genesis House annual

banquet.

Stokes, V. (2022, March). *Racial Stress and Trauma*, invited presentation at the 2nd annual Northwestern Trauma-Informed conference.

Stokes, V. (2021, October). *Covid coping responses of Iowa mental health and social workers*, presented at the NASW-IA virtual Symposium.

Stokes, V. (2021, October). *Equipping faculty in critical DEI conversations at Christian institutions in higher education*, presented at CSWE conference in Orlando, Florida.

Stokes, V. (2021, November). *Equipping faculty in critical DEI conversations at Christian institutions in higher education*, presented at the NACSW virtual conference in Glendale, California.

Stokes V. & Sween, B. (2021, July). "The effects of ACEs score on academic achievement in college students: A mixed methods approach," Presentation, Western Iowa ACES Coalition, virtual, Iowa.

Stokes, V. (2020, June). "Ethical decision-making: The brain and clinical self-regulation" Dr. Stokes hosted a virtual ethics workshop for mental health professionals in collaboration with Elevate therapy services on June 11, 2020. Participants joined from across the state as well as other regional states.

Stokes, V. (2019, April). "Vicarious Trauma & Compassion Fatigue: "I thought about quitting today" Invited presentation for 2nd Annual NWC Trauma Informed Conference for Schools.

Stokes, V. (2018, October). "Anxiety and children." Invited presentation for NW IA Elementary Counselors Association.

Stokes V. (2018, August). *Clinical Supervision in Social Work: Monitoring and mentoring social work practitioners*. 6-hour CEU presentation designed for clinical supervisors by NASW-IA, Orange City, Iowa.

Stokes, V. (2018, May). "Polyvagal theory and caregiving: Mindfulness Exercises" Invited presentation for NW IA Aging Association.

Stokes, V. (2018, March). "Polyvagal theory in the classroom" Invited presentation for Trauma-Based School Conference, Orange City, IA.

Franklin, R., Stokes, V., and Elliot, J. (2016, September). *Embracing Diversity: Theological vision statements and assessment plans*. Presentation for a national meeting of the CCCU, New York City, NY.

Stokes, V. (2016, October). "Bone of my bones and flesh of my flesh" – Christian Survivors' Experiences in the Church. Presentation for a regional meeting of the CCDA, Sioux Center, Iowa.

Stokes V. & Van Peurse, D. (2016). *Ethical Issues in the Age of Social Media*. Presentation, Northwestern Ethics Conference, Orange City, Iowa.

Stokes V. & Van Peurse, D. (2016, July). *Ethical Dilemmas surrounding Social Media and Technology for Social Workers in Rural Practice Settings*. Presentation at the Rural Social Work Caucus/Annual National Institute on Social Work and Human Services, Vermillion, South Dakota.

Stokes V. & Buhman, M. (2012, August). *Clinical Supervision in Social Work: Monitoring and mentoring social work practitioners*. 6-hour CEU presentation designed for clinical supervisors by NASW-IA, Sioux City, Iowa.

- Stokes V. & Kuik, N. (2012, April). *“I just want to be a normal kid: A phenomenological study of undocumented Latino youth in Northwest Iowa.* Presentation, NASW-Iowa Symposium, Des Moines, Iowa.
- Stokes V. (2009, December). *Racial Climate on Campus Report.* Presentation to Northwestern College administration and campus community, Orange City, Iowa.
- Stokes, V. (2009, July). *Community Needs Assessments on Immigration: Issues in a Small Rural Community.* Presentation at 34th Annual National Institute on Social Work and Human Services in Rural Areas, Duluth, MN.
- Stokes, V. (2009, April). *One Rural Community’s Needs Assessment on Immigration.* Presentation at Iowa Chapter National Association of Social Workers, Des Moines, Iowa.
- Stokes, V. (2008, March). *Domestic Violence and Education: How witnessing trauma influences learning process.* Invited presentation for Family Crisis Center’s Empowering in Unity workshop, Sioux Center, Iowa.
- Stokes, V. (2008, February). *Domestic violence: prevalence, dynamics, patterns, and power issues.* Invited guest lecturer for Northwestern College psychology students, Orange City, Iowa.
- Stokes, V. (2008, January). *A Nurse’s guide to domestic violence: How to ask the right questions and recognize abuse from examination cues.* Invited guest lecturer for Northwestern College nursing students, Orange City, Iowa.
- Schweinle, A. & Stokes, V. (2007, April). *Student Engagement Research: Paper Roundtable Discussion,* AERA, Chicago, IL.
- Stokes, V. Kooima, C, and Dr. Reitsma, A. (2007, April). *Eating Disorder Awareness Community Panel,* Northwestern College, Orange City, IA.
- Stokes, V. (2006, March). *Faith and Identity.* Hospers’ All-Hall Retreat, Northwestern College, Orange City, IA.
- Stokes, V. (2006, September). *Anorexia nervosa and bulimia in school aged children.* Presentation for the Counseling & Psychology in Education doctoral candidates.
- Stokes, V., & Lancaster, A. (2005, April). *Bi-racial identity development.* Presentation for the Counseling & Psychology in Education doctoral candidates.
- Stokes, V. (2005, March). *Eating disorders and self-esteem.* Invited presentation to the Northwestern College student body, Orange City, Iowa.
- Stokes, V. (2005, June). *Edge of Night: College students burning the midnight oil.* By invitation of the Association for Christians in Student Development, George Fox University, Portland, OR.
- Stokes, V., Anderson, E., & James, S. (2004, June). *Helping residence life staff cope with an exhausting student: Borderline personality disorder and other difficult emotional disorders.* Association for Christians in Student Development, John Brown University, Siloam Springs, AR.
- Stokes, V. (2004, September). *The looking glass: Is everyone else perfect?* Invited presentation to the Northwestern College student body, Orange City, Iowa.

Stokes, V. & Andres, J. (2001, 2002, 2003, Fall) *RA training and orientation workshop*. Invited topic to the Northwestern College Student Development staff, Orange City, Iowa.

Stokes, V. (2004, Spring). *RA training: Suicide prevention*. Invited topic to the Northwestern College Student Development staff, Orange City, Iowa.

Stokes, V. (1988, April). *Children in crisis: Domestic violence and child victimization*. Invited presentation at the Marian Health Center one-day workshop entitled, Breaking the Silence: Coming to terms with Abuse with Marilyn VanDerbur, Sioux City, Iowa.

PROFESSIONAL & COMMUNITY SERVICE

Quarterly Joint Providers meeting of Sioux county, attending member, ongoing
Plymouth and Sioux County Health Planning Councils, attending member, ongoing
Consultation for local agencies, e.g. Promise, Genesis House, ALTAS of OC, per request
Lights for Liberty, immigration protest, community organizer, summer 2019
Conexciones, Trinity Reformed church, organizing member, 2016 - present
NASW-IA, NW Iowa representative of Chapter board, August 2016 - present NASW-IA, Vice-President of Chapter board, June 2011 - 2013
DACA Immigration Clinic, community organizer, December 2012
NASW-IA – State Promotions/Membership committee, 2010-2011
NASW-IA – State Board Iowa Social Work Licensure Advisory committee, 2010-2011
NASW-IA –NW Iowa Region Trainer for clinical supervision seminars and workshops, 2011
CASA of Sioux County, board member, 2010-2014
Family Crisis Center, consultant/researcher, 2009 – 2010
Iowa Chapter, National Association Social Workers, Social Work Promotions Committee, 2009 – 2014
Tri-County Domestic Violence Coalition, member, February 2008 – 2012.
Iowa Coalition on Homelessness, board member, June 2007 – 2009
The Bridge, Orange City, Iowa, volunteer grant writer. March 2007
State of Iowa Suicide Prevention Task Force, June 2002 – June 2006
Community Health Partners, Orange City, IA, board member, August 2001-August 2004
Healthy 2010 Coalition, Sioux County, IA, member, August 2001 – August 2002
CASA (Court Appointed Special Advocate), 3rd Judicial District, IA, volunteer, April 1998- November 1999
CSADV (Council on Sexual Assault and Domestic Violence), volunteer, 1995-1996
Opportunities Unlimited, Sioux City, Iowa, volunteer, November 1994 – May 1995
Domestic Violence Aid Center, Sioux Center, Iowa, volunteer, October 1990 – February 1991
Children’s Haven International, Reynosa, Mexico, service project volunteer, March 1990
Salvation Army, Sioux City, Iowa, volunteer, November of 1987 and 1988

COMMUNITY ORGANIZING

Fall 2023

Dr. Stokes engaged senior social work majors on the following community organizing projects the fall term 2023, including

- one group worked with pastor Deb Rensink of Whispers of Love, Hope and Joy and local shelters/outreach organizations in order to create community awareness about the needs of domestic violence survivors.
- A second group focused on hunger and food insecurity in Sioux county. They worked with Orange City area local food pantries to help the families who are experiencing stress because of the lack of financial stability and created an informational video to promote their services.

Fall 2022

Dr. Stokes engaged senior students on several community organizing projects the fall term 2022, including

- starting a campus chapter of Active Minds with an awareness week on mental health,
- participating in a walk/march against human trafficking with A21 organization and campus ministry,
- developing an awareness campaign about those un-housed in Sioux county with Community Health Partners and Promise Community Health centers, and
- developing a new nonprofit, IMPACT180, to serve youth in an afterschool program in which Dr. Stokes serves an originating board member

Fall 2020

Racial Injustice Prayer Vigil

Co-organizers: Bailey Banwart, Hannah Johnson, Rachel Wyborny, Calli Shaw

Organized a time for prayer, lament, and reflection on the past and current events of racial injustice in the US. During the vigil, there were several prayer stations as well as prayer leaders available to pray.

A Call to Change: Addressing Injustice & Rebuilding Relationships

Co-organizers: Tori Conner, Kailee Jenness, Lexi Van Surksun, Brittany Pickard

Organizers noted summer protests in larger cities and asked about racial injustice here. What are we doing to change? An information booth offered anonymous stories from members of our community about their lived experience of racial injustice. An online petition offered another means for voices to be collected and disseminated to community leaders.

Fall 2019

Promoting Empathy Through an Immigration Simulation

Co-organizers: Lindsey Kuipers, Cassidy Bultena and Amy Tuttle

Community organizers aimed to challenge the “us” versus “them” mentality that has become prevalent regarding immigration policy in the United States. In order to do so, an immigration simulation was offered for eighth grade students at Sioux Center Middle School on November 12th, 2019. The simulation allowed students to step into an “immigrant’s experience” upon arriving in the US. Multiple volunteer facilitators filled roles such as ICE agents, translators, social service providers, embassy workers, etc. to make the simulation as authentic as possible. Students gained greater awareness of immigration processes in the United States as well as hurdles many immigrants face. This hands-on experience helps one understand the constantly shifting world of immigration policy. Furthermore, hands-on experience fosters empathy towards those considered different from oneself.

30 Day Eco-Challenge: A Lifetime Invitation to Follow Jesus

Co-organizers: Ally Pettit, Kadence Cruse, Madison Wingert, and Shania DeBoer

Environmental justice is not only a way to obey God’s call to care for his creation but also obeys God’s call to love our neighbor. Choices made in regard to consumption creates a larger impact than ourselves. Pollution and other environmental injustices disproportionately affect low income populations. Fall 2019, campus NED talks and other Christian Formation events had an emphasis on environmental justice. Organizers decided to partner with these campus events to encourage Northwestern students to push action. Community organizers launched a 30-day challenge to replace negative habits with positive habits. They spoke at a NED talk halfway through the challenge to encourage undergraduate students to be aware of their consumption habits and create positive change.

Food Insecurity and a NW Iowa Local Community

Co-organizers: Wesley Milligan, Mariah Davis, Shelby Goodrich, and Tiffany Pettus
Organizers designed a simulation titled “Food for a Week” with the intent of helping participants further understand the issue of food inequality at both a local and national level. This awareness campaign and simulation was educational. It educated on the experience of food inequality hardships that undergraduate students might not have experienced on a daily basis.

Fall 2018

Microaggressions & Transracial Adoption Community Forum

Co-organizers: Hannah Lindsey, Megan Cleveringa, & Aubrey Jorde
Organizers offered a panel discussion from the experiences of families who have been impacted by transracial adoption and accompanying microaggressions at Townsquare coffee house.

Sex Trafficking Awareness Event

Co-organizers: Kasandra Amos, Emmalyne Farwell, Morgan Tilgner, Jasi Vasher
Collaborating with Family Crisis Center in Sioux Center provided an educational forum on sex trafficking awareness and prevention in their community for the general public.

Spring 2015

Advocacy in Art

On February 18, 2015, the social work class – Violence Against Women – participated in the 7th annual Day of Learning in Community (DLC). In partnership with CSADV (Council on Sexual Assault and Domestic Violence) and FCC (Family Crisis Centers), we created an interactive exhibit that allowed participants to hear the voices of those who have been impacted by violence against women, such as domestic violence, adult sexual assault, childhood sexual abuse, and stalking. *Advocacy in Art* allowed survivors the opportunity to have their voice and experience heard. Breaking Silence created a space for survivors to share their stories in a healing and impactful way. By using the stories of those who have been impacted by interpersonal violence, Breaking Silence was able to present their stories in an individual and powerful way. Each participant was provided with an audio player and was invited to listen to the story of a survivor while walking through the setting that brings certain aspects of their experience to life. By recreating the familiar worlds of a dorm room, a kitchen, or a family room the imagery that was painted in one’s mind allowed for the establishment of active empathy. This interactive exhibit won “best-in-show” for the DLC.