



TENISHA MURRY

Hoover, AL 859. 420. 3631
TeNisha.Murry2@gmail.com

PROFESSIONAL PROFILE

Results-driven, agile DEI agent with 12+ years of experience researching best diversity practices, benchmarking, developing programs, and presenting as a DEI subject matter expert. Proven history of independent consultation and influence at all levels of an organization, including senior leadership.

Extensive experience in assessing and analyzing existing practices and processes to inform the design and implementation of a DEI strategy. Passion for diversity, equity, and inclusion is needed to persist in generating program support and solving complex problems.

PROFILE OF SKILLS

Inclusion Strategy	Internal Customers	Contract Negotiations
Key Stakeholders	Business Partners	Market Analysis
Human Resources	Diverse Communities	Sexual Harassment
Diversity Business Process	Cultural Differences	Stakeholder Management
	Regulatory Compliance	Community Agencies

PROFESSIONAL EXPERIENCE

MENTAL HEALTH INTAKE COORDINATOR | BIRMINGHAM VA MEDICAL CENTER, BIRMINGHAM, AL
2021 - Present

- Create, promote, and foster a diverse workforce, equitable practices, and an inclusive workplace within mental health, combating health and race-based trauma disparities.
- Stay current on DEI best practices and relevant skill sets by facilitating on-job training and mentoring new hires, retaining 80-90% of employees.
- Facilitate DEI initiative and awareness by analyzing employee survey results, developing action plans, and conducting focus groups to address areas needing improvement.
- Managed and implemented the corporate diversity strategy while building and tracking metrics that measured the progress of diversity initiatives.
- Foster DEI initiative efforts by leading monthly DEI advisory council and interdisciplinary team meetings.
- Promote care and well-being of veterans by screening 15 veterans referred to General Mental Health weekly to determine treatment plans entered into the program.
- Provide overall direction and management in developing and implementing the agency's affirmative action, diversity plans, and activities by serving as diversity officer to identify and eliminate barriers in the workplace.
- Strengthen understanding mental health disparities and effects on diverse veteran populations by communicating and partnering with cross-functional teams to change internal culture and behaviors.
- Review 125 charts weekly to answer clinical queries to improve quality and boost patient safety.
- Conduct psychosocial assessment and diagnostic evaluations for veterans by filling 13-page assessment form 3* a day, reducing the risk of post-deployment injury.
- Ensure veterans have timely access to high-quality mental health care by providing veterans with a continuum of care and delivering mental health service treatment plans.
- Administer appropriate interventions for veterans with mental health issues to reduce the high rate of suicide among veterans and provide quality of life after service.
- Coach veterans on telehealth applications to enhance health care delivery, improving Veterans' health and well-being.



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PROFESSIONAL EXPERIENCE

SOCIAL WORKER | TUSCALOOSA VA MEDICAL CENTER (RRTP), TUSCALOOSA, AL 2017 - 2019

- Offered guidance to improve the individual, team, and organizational DEI Culture effectiveness by serving as an advisor to the organization.
- Offered limited progressive case management services by identifying high-risk patients to promote long-term housing stability.
- Identified and met individual goals by providing evidence-based psychotherapy in groups and individuals, lessening symptoms, improving quality of life, and promoting recovery.
- Conducted problem-solving conversations with veteran households to identify naturally occurring resources, existing support networks, and alternative housing options to quickly resolve veteran homelessness.

MEDICAL SOCIAL WORKER | LINCOLN MEDICAL CENTER, FAYETTEVILLE, TN 2016 - 2017

- Promoted continuity of care by establishing and maintaining a social service program and drafting supporting policies, procedures, and guidelines for the program.
- Collaborated with DEI champions and stakeholders to create an inclusive network driving DEI advancement and systems change in the community.
- Obtained insurance authorizations for admitted patients to receive post-discharge services by assessing patients' healthcare needs and ensuring a successful outcome of care plan goals.
- Fostered discharge planning activities for complex patients to ensure a timely discharge while providing appropriate linkage with post-discharge care providers.
- Advocated for patient and family empowerment and independence to make autonomous health care decisions and access needed services within the health care system.
- Met patients' needs and requirements by providing information and referral services for patients and families/caregivers regarding experimental and environmental conditions for survivors of physical and sexual assault.

SOCIAL SERVICES DIRECTOR | LONG TERM CARE FACILITY, HUNTSVILLE, AL 2015 - 2016

- Championed continuous process improvement initiatives by providing leadership and guidance to operationalize strategies developed for enterprise-wide scope and impact.
- Addressed patient complaints and grievances to protect patients and reduce liability by developing policies and procedures fostering attraction, retention, and promotion of a diverse and inclusive workforce for the organization.
- Attained and individually maintained the resident's medically related emotional and social needs based on individual goals.
- Enhanced therapeutic interventions to aid residents in coping with their transition and adjustment to a long-term care facility, including their social, emotional, and psychological needs.

THERAPIST | THE RILEY BEHAVIORAL AND EDUCATIONAL CENTER, HUNTSVILLE, AL 2013 - 2014

- Conducted applied behavior therapy to children aged 2-6 by delivering a diverse and qualified prospect pool reflecting communities served.
- Utilized principles of behavior analysis to aid patients in advancing social, play, language, and academic skills while reducing maladaptive behaviors.
- Reinforced positive behaviors by delivering 1:1 behavioral intervention to decrease maladaptive behavior and acquire replacement behaviors and needed skills.



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ADDITIONAL WORK EXPERIENCE

SOCIAL WORKER | BIRMINGHAM VA MEDICAL CENTER (VTEL), BIRMINGHAM 2019 - 2021

GRADUATE INTERN | MADISON COUNTY HEALTH DEPARTMENT, HUNTSVILLE, AL 2014 - 2015

TEAM LEADER AMERICORPS NATIONAL CIVILIAN COMMUNITY CORPS (NCCC), VICKSBURG, MS 2011 - 2012

RESIDENT ADVISOR | RESIDENCE LIFE, UNIVERSITY OF KENTUCKY, LEXINGTON, KY 2009 - 2011

LICENSE & TRAINING

Licensed Independent Clinical Social Worker (LICSW) Basic

Life Support (BLS) Provider - expires in 2023

Cognitive Processing Therapy (CPT) Provider

Action Based Leader Class 13 Birmingham VA Medical Center Motivational

Interviewing

Cognitive Behavioral Therapy for Chronic Pain (CBT-CP)