

Jane A. Rousseau, PhD  
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## EDUCATION

**PhD**, Faculty of Human and Social Development, University of Victoria, BC. 2014

Dissertation: *Empowered or Tokenized? The Experiences of Aboriginal Human Service Workers and Organizational Responses In a Historically Oppressive Child Welfare System*

Major areas of study: Diversity/Cultural Competence/Aboriginal Child Welfare Policy and Organizational Approaches

**MSW**, Faculty of Social Work, Communities, Organizations, Management and Policy.  
University of Calgary, AB, 2002

Thesis: *Aboriginal Agencies and Collaboration*

Completed an eight-month practicum with two Aboriginal organizations - focus on community development and agency collaboration processes involved in the re-organization of Aboriginal Children's Services in Calgary.

**BSW**, Faculty of Social Work, University of Calgary, AB, 1993

**Diploma in Communications, Journalism:** Mount Royal College, Calgary, AB, 1989

## ACADEMIC EXPERIENCE

**Assistant Professor**, California State University, Department of Social Work, Turlock, CA  
August, 2014 to Present

- Teach foundation year micro and macro practice and policy classes in the MSW program.
- Field liaison to students in their field placements providing individual and group support through bi-monthly seminars.
- Chair and reader for students completing MSW thesis and/or project.
- Current faculty advisor to the MSW Student Association.
- Chair of the Student Affairs Committee.

**Teaching Assistant**, University of Victoria, Victoria, BC, 2010,

ADMN 420: Public Policy Processes, Instructor Dr. Laurie Brown.

**Instructor**, Bow Valley College, Communications 183: Therapeutic Communication, Health & Community Care, Calgary, AB, 2006

- modified curriculum and instructor approach to facilitate the needs of learners that were primarily new Canadians with English being their second language. Introduced a strong diversity component in both the resources and the approach to learning.

**Curriculum Development**, Alberta Learning, Bow Valley College, Health & Community Care, Aboriginal Family School Liaison Program Calgary, AB, 2006

- Developed comprehensive (First Nation culturally competent – through extensive consultation) curriculum and instruction manuals for the following four courses:
  1. Cross-Cultural Communication and Interpersonal Relationships
  2. Therapeutic and Professional Communication
  3. Human Development Across the Lifespan
  4. Introduction to Exceptionalities
- \* Bow Valley College was contracted by Alberta Learning to develop a program curriculum for a province-wide initiative to train and develop First Nations individuals as community-school liaison workers. The program has been offered throughout satellite locations in the province beginning since 2006/2007.
- \* In addition to formal academic experience I have provided extensive professional learning opportunities and supervision for practicum, internship candidates, as well as for staff in a number of different positions that I have been in.

## ACADEMIC PUBLICATIONS

Rousseau, J. (2014). Empowered or tokenized: The experiences of Aboriginal human service workers and organizational responses within a historically oppressive child welfare system. Dissertation

Rousseau, J. (2015). The elusive promise of reconciliation in British Columbia child welfare: Aboriginal perspectives and wisdom from within the BC Ministry of Children and Family Development. *First People Child and Family Review*, 10(2), 44-61.

## ACADEMIC PRESENTATIONS

Ethnography and Qualitative Research Conference (January, 2016) Las Vegas, NV. The experiences of Aboriginal human service workers and organizational responses within a historically oppressive child welfare system.

Keynote Speaker: British Columbia Cross-Ministry Aboriginal Recruitment and Retention Conference (April, 2016) Victoria, British Columbia, Canada. The experiences of Aboriginal human service workers and organizational responses within the British Columbia Ministry of Child and Family Services.

The 2nd International Neurosequential Model Symposium: Advances in Implementation and Innovation in Practice, Program Development and Policy (2016) Banff, Canada. The experiences of Aboriginal human service workers and organizational responses within a historically oppressive child welfare system.

## PROFESSIONAL EXPERIENCE

### **Ministry of Children and Family Development, Provincial Office, Victoria, BC:**

#### **Senior Director, Aboriginal Services Branch. 2011 – 2014**

Liaison to the Provincial Director *Child, Family and Community Services Act* (CFCSA) with respect to child welfare services for Aboriginal children served by all delegated Aboriginal agencies in BC. Responsible for establishing and monitoring operational and practice standards on behalf of the Director CFCSA: ensuring adequate training is provided to agency staff; monitoring delegation of agency staff; overseeing and supporting the work of delegated agencies through practice support and audit functions; and directing the independent review of child deaths, other critical incidents and reviews of decisions with respect to foster homes. This involved managing a large team of practice analysts/support specialists to support delegated Aboriginal agencies across the province in the provision of effective services to Aboriginal children, youth, families and communities they serve.

#### **Manager, Aboriginal Policy, Legislation and Treaty Support 2009-2011**

Development of policy and protocols related to both internal and external Aboriginal approaches to child and family services through stakeholder collaboration processes. Strong role in support of negotiations and implementation of First Nations child and family legislation drawn down through provision in the MCFD Treaty Mandate concerning First Nations that are and have entered treaty. Chaired a number ministry and cross-ministry committees and working groups which involve focus and skill in the area of stakeholder engagement and relationships.

#### **Policy Analyst, Provincial Office, Child Welfare Policy Team. 2008 – 2009**

This position involves the development of policies, protocols, and legislation relating to child welfare. Extensive use of information gathering, research and analytical skills.

### **Calgary and Area Child and Family Services, Government of Alberta Children and Youth Services 1996–2006:**

**Contract Manager/Diversity Resource Specialist, 2005-2006.** Responsible for tendering, supporting, and evaluating contracts with the diverse and Aboriginal community agencies providing a range of child and family services within the Calgary region area. Involved sitting on a number of practice and community service collaborating committees within the Calgary Aboriginal child protection community.

**Team Leader, Calgary Inner City, 1999–2001.** Managed a community-based child protection team serving the diverse inner city communities in Calgary. Provided clinical supervision and support to six child protection workers. Managed the service delivery, fiscal, and administrative aspects of the team as well as initiating collaborative efforts to coordinate child protection services with human service agencies and other stakeholders in the community.

**Child at Risk Response Team, 1999.** Worked collaboratively with a police partner in a specialized team where focus was placed on coordinated response by child protection investigators and police to emergent cases of child maltreatment. Situations were most often crisis oriented and required effective clinical skills in de-escalation and crisis response.

**After Hours/Crisis Response, 1997-1999.** Responded to emergent child maltreatment

calls after regular office hours on evenings and weekends. Critical skills for this position were the ability to quickly assess situations for safety and to respond with interventions including the provision of social and economic support to families.

**Child Protection Worker - Native Services Unit, 1996-1997.** Delivered a wide range of child protection and support services to Aboriginal children, youth and families. Emphasis was placed on utilizing Aboriginal approaches to working with individuals including collaboration with formal and informal Aboriginal community supports to assist families and children.

**Nakoda Nation: Stoney Child & Family Services**

**Child Protection Worker/Team Leader - Morley, AB, 1995-1996.**

Within this First Nation delegated child welfare program responsibilities included child protection screening, investigation, assessment, referral and evaluation of support services, and court appearances. This position provided opportunity to learn more about Aboriginal models of intervention and understand the unique challenges and opportunities that exist within delegated Aboriginal children's services programs. As team leader I provided clinical support and mentoring to a team of Aboriginal child protection workers and administrative staff.

**Alberta Child Welfare, 1992-1995:**

**Child Protection Worker – High Level & Peace River, AB, 1993 – 1995.** Responsible for a wide range of child protection functions in these rural northern settings: Dene Tha First Nation, Woodland Cree First Nation, and Lubicon Lake First Nation.

**Case Aide - Lac La Biche, AB, 1992.** Summer internship with a child protection team in this rural northern community that also serves First Nations and Metis communities in the area.