
Stephanie Rachel Speer,
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ACADEMIC APPOINTMENTS AND LECTURSHIPS

Bryn Mawr College
Graduate School of Social Work and Social Research
Assistant Professor, 09/2021 - present

Bryn Mawr College
Alexandra Grange Hawkins Lectureship in Social Work, 2024-2027

EDUCATION

University of Denver
Graduate School of Social Work
Doctor of Philosophy

University of Denver
Graduate School of Social Work
Master of Social Work
Certificate in Trauma Response and Recovery; High-Risk Youth Focus
Graduated with honors

University of Colorado
Bachelor of Arts
Spanish Language and Literature

RESEARCH INTERESTS

Parent-Child Relationships • Parenting • Psychological Health
Trauma • Power/Privilege/Oppression • Gender Identity • Intersectionality
Health Disparities • Inequity • Intergenerational Transmission • Dignified Design

TEACHING INTERESTS

Cognitive Behavioral Therapies • Power, Privilege, and Oppression
Human Behavior in the Social Environment • Child Development • Trauma and Violence
Evidence for Practice • Policy • Field Practice • Clinical Social Work

FELLOWSHIPS AND FUNDING

Digital Bryn Mawr Grant, Bryn Mawr College, 2024, \$2,616
Digital storytelling project at the Graduate School of Social Work and Social Research.

Faculty Awards and Grants, Bryn Mawr College, 2024, \$2,400

Funding for paper development and research assistant support.

Council on Social Work Education Minority Fellowship Program (MFP), Supported by the Substance Abuse and Mental Health Services Administration (SAMHSA), Pre-doctoral Fellowship, 2017–2020, \$72,000

Funding for doctoral research and professional development.

Graduate School of Social Work, University of Denver, Summer Mentored Scholarship Award, 2020, \$3,500

Award to support summer research activities.

Office of Graduate Education, University of Denver, Graduate Education Dissertation Fellowship, 2019–2020, \$2,500

Funding to support dissertation research.

Graduate School of Social Work, University of Denver, Dean's Dissertation Research Stipend, 2019–2020, \$18,700

Stipend to support dissertation research.

Office of Graduate Studies, University of Denver, Inclusive Excellence Doctoral Fellowship, 2017–2018, \$4,500

Fellowship supporting diversity and inclusion initiatives.

Office of Graduate Studies, University of Denver, Inclusive Excellence Doctoral Fellowship, 2016–2017, \$4,500

Fellowship supporting diversity and inclusion initiatives.

AWARDS

2023 Best Quantitative Article, *Families in Society*, December 2023

Awarded to Jangmin Kim, Jin Yao Kwan, Stephanie Rachel Speer, In Young Park, Jennifer L. Bellamy, Aaron Banman, Justin S. Harty, and Neil B. Guterman for *Parent-worker relationships in home visiting: Intersections of parental gender, ethnicity, and immigration status*.

Council on Social Work Education's Council on Disabilities and Persons with Disabilities Manuscript Award, 2016

Awarded to Shanna Kattari, Eugene Walls, and Stephanie Rachel Speer, for *Differences in experiences of discrimination in accessing social services among transgender and gender non-conforming individuals by (dis)ability*.

PEER-REVIEWED PUBLICATIONS

Speer, S. R., Park, I. Y., & Bellamy, J. L. (2024). Fathering dynamics: Linking depressive symptomology, parenting stress, and paternal warmth with beliefs in paternal role. *Journal of Family Psychology*. Advance online publication. doi.org/10.1037/fam0001226

Park, I. Y., Bellamy, J. L., **Speer, S. R.,** Kim, J., Kwan, J. Y., Powe, P., Banman, A.,

- Harty, J. S., & Guterman, N. B. (2024). Actor and partner effects of interparental relationship and co-parenting on parenting stress among fathers and mothers. *Families in Society*. 10443894231207442.
- Bellamy, J. L., Phillips, J.D., & **Speer, S. R.**, Banman, A., Harty, J. S., Guterman, N. B., & Morales-Mique (2024). Strategies to enhance father engagement in home visiting: Results from a qualitative study of Dads Matter-HV. *Journal of the Society for Social Work and Research*. doi.org/10.1086/720010
- Kim, J., Kwan, J. Y., **Speer, S. R.**, Park, I. Y., Bellamy, J. L., Banman, A., Harty, J., & Guterman, N. (2023). Parent-worker relationships in home visiting: Intersections of parental gender, ethnicity, and immigration status. *Families in Society*, 104(4), 451-464.
- Park, I. Y., **Speer, S. R.**, Whitfield, D., Kattari, L., Walls, N. E., Christensen, C. (2022). Predictors of bullying, depression, and suicide attempts among youth: The intersection of race/ethnicity by gender identity. *Children and Youth Services Review*, 106536. doi.org/10.1016/j.chilyouth.2022.106536
- Speer, S. R.**, Atteberry-Ash, B., Kattari, S. K., Kattari, L., Gupta, R., & Walls, N. E. (2022). An intersectional modeling of risk for nonsuicidal self-injury among LGBTQ adolescents. *Journal of Child and Family Studies*, 1-14. doi.org/10.1007/s10826-022-02250-z
- Brisson, D., McCune, S., Wilson, J., **Speer, S. R.**, & McCrae, J. S. (2020). A systematic review of the association between poverty and biomarkers of toxic stress. *Journal of Evidenced-Based Social Work*, 17(6), 696-713.
- Speer, S. R.**, & Atteberry-Ash, B., Kattari, S. K., & Gupta, R. (2020). “What I ended up doing with the feelings was just bottling them up:” Qualitatively examining the impact of microaggressions on racial/ethnic minorities. *Perspectives on Social Work Journal*, 15(2), 16-30.
- Atteberry-Ash, B., Kattari, S. K., **Speer, S. R.**, & Kinney, M. K. (2019). School Safety Experiences of Young Adults across Sexual Orientation and Gender Identity. *Children and Youth Services Review*, 104. Advance online publication. doi: 10.1016/j.chilyouth.2019.104403
- Atteberry-Ash, B. & **Speer, S. R.**, Kattari, S. K., & Kinney, M. K. (2019). Does it get better? LGBTQ social work students and experiences with harmful discourse. *A Journal of Gay and Lesbian Studies* 31(2), 223-241. doi 10.1080/10538720.2019.1568337
- Klawetter, S., Greenfield, J., **Speer, S. R.**, Brown, K., & Hwang, S. (2019). An integrative review: Maternal engagement in the neonatal intensive care unit and health outcomes for U.S.-born preterm infants. *AIMS Public Health*, 6(2), 160-183. doi: 10.3934/publichealth.2019.2.160
- Walls, N. E., Kattari, S. K., **Speer, S. R.**, & Kinney, M. (2019). Transfeminine spectrum parenting: Evidence from the National Transgender Discrimination Study. *Social Work Research*, svz005, doi: 10.1093/swr/svz005

Kattari, S. K., Walls, N. E., & **Speer, S. R.** (2017). Differences in experiences of discrimination in accessing social services among transgender and gender non-conforming individuals by (dis)ability. *Journal of Social Work in Disability & Rehabilitation*, 16(2), 116-140. doi:10.1080/1536710x.2017.1299661

Kattari, S. K., Walls, N. E., **Speer, S. R.**, & Kattari, L. (2016). The relationship between provider inclusivity and the mental health outcomes of transgender and gender variant people in Colorado. *Social Work in Health Care*, 55(8), 625-650. doi: 10.1080/00981389.2016.1193099

PUBLICATIONS UNDER REVIEW

Kim, J., Bellamy, J. L., Park, I. Y., **Speer, S. R.**, Banman, A., Harty, J. S., & Guterman, N. B. (in progress). Assessing father engagement in home visiting services: Measurement invariance between fathers and mothers.

PUBLICATIONS IN PROGRESS

Speer, S. R., & Tran, M. (in progress). Parent-Child Closeness as a Mediator Between Mental Health and Parenting Behaviors: An SEM Study of Racially Diverse Fathers.

Speer, S. R., Lee, K. & Higgins, J. (in progress). The Role of Deconstructive Conflict and Discrimination in Shaping Mental Health Among Racial and Ethnic Minority Fathers

Speer, S. R., Metzger, M., Higgins, J., Wilson, J., & Rossbert, L. (in progress). Designing with Equity: Applying Gensler's Equitable Strategies to the Dignified Design Process.

Speer, S. R. (in progress). Parenting Through Adversity: How Parenting Stress Mediates the Effects of Discrimination on Father-Child Closeness.

CHAPTERS

Bellamy, J. L., Hannah, M. D., Phillips, J. D. & **Speer, S. R.** (2020). Multidimensional engagement of families in child welfare. In M. D. Hanna, R. Fong, N. Rolock, & R. McRoy (Eds.). *Introduction to child welfare: Building a culturally responsive, multisystemic, evidenced-based approach*. San Diego, CA: Cognella, Inc.

BOOKS

Brisson, D., Holtzinger, C., Macur, R., Otteson, T., Rossbert, L., **Speer, R.**, Twigg, S., & Wilson, J. (2025). *Designing for Dignity: Elements of Practice*. ORE Editions.

MANUALS

Nurturing Dads and Partners Facilitators Manual (2022). Colorado Fatherhood Project.

SELECTED PRESENTATIONS

Rossbert, L., Wilson, J., **Speer, R.**, & Macur, R. (2023, May). Designing for healing, dignity, and

- joy: Using trauma-informed design to promote health and well-being. Conference for Supportive Housing, Philadelphia, PA.
- Park, I. Y., **Speer, R.**, Kim, J., Bellamy, J., Kwan, J., Paula, M. P., Banman, A., Guterman, N., Harty, J., & Morales-Mirque, S. (2023, January). Relationships between relationship quality, co-parenting, and parenting stress using actor partner interdependence model. Society for Social Work and Research Conference. Phoenix, AZ.
- Park, I. Y., & **Speer, S. R.** (2022, November). Predictors of bullying, depression, and suicidality among youth: Intersection of race/ethnicity by gender identity. Poster presented at the Council on Social Work Education Annual Program Meeting, Sacramento, CA.
- Bellamy, J. L. (2022, November). Building therapeutic relationships between parents and home visitors from an intersectionality perspective [**Contributor**]. Poster presented at the Council on Social Work Education Annual Program Meeting, Sacramento, CA.
- Kim, J., Bellamy, J. L., Park, I. Y., **Speer, S. R.** (2022, January). Assessing father engagement in home visiting services: Measurement invariance between fathers and mothers. Poster presented at the Society for Social Work Research Annual Conference, Washington, DC.
- Speer, S. R.**, Park, I. Y., Bellamy, J. L., & Kim, J. (2021, November). Relationships between relationship quality, co-parenting, and parenting stress using actor partner interdependence model. Poster presented at the Council on Social Work Education Annual Program Meeting, Orlando, FL.
- Speer, S. R.**, Atteberry-Ash, B., & Walls, N. E. (2020, January). “What I ended up doing with the feelings was just bottling them up.” Qualitatively examining the impact of microaggressions on racial/ethnic minorities. Poster presented at the Society for Social Work Research Annual Conference, Washington, DC.
- Speer, S. R.**, Atteberry-Ash, B., & Kattari, S. K. (2020, January). Examining the impact of bullying on nonsuicidal self-injury among adolescents across gender identity and sexual orientation. Poster presented at the Society for Social Work Research Annual Conference, Washington, DC.
- Speer, S. R.**, Atteberry-Ash, B., & Guz, S. (2019, October). School safety experiences of high school youth across sexual orientation and gender identity. Poster presented at the Council on Social Work Education Annual Program Meeting, Denver, CO.
- Bellamy, J. L., & **Speer, S. R.** (2019, January). Home visitors’ attitudes, expectations, and practice following training in Dads Matter: Results from a qualitative study. Symposium paper presented at the Society for Social Work Research Annual Conference, San Francisco, CA.
- Brisson, D., **Speer, S. R.**, & Wilson, J. (2019, January). A systematic review of the association between toxic stress and poverty. Poster presented at the Society for Social Work Research Annual Conference, San Francisco, CA.
- Speer, S. R.**, & Phillips, J. D. (2018, November). Examining the impact of military experiences

- on parenting behaviors. Paper presented at the Council on Social Work Education Annual Program Meeting, Orlando, FL.
- Brisson, D., **Speer, S. R.**, & Wilson, J. (2018, November). Poor health: A systematic review of toxic stress and poverty. Paper presented at the Council on Social Work Education Annual Program Meeting, Orlando, FL.
- Bellamy, J. L., & **Speer, S. R.** (2018, November). Engaging fathers in home visiting using Dads Matter: Results from an RCT. Paper presented at the Council on Social Work Education Annual Program Meeting, Orlando, FL.
- Speer, S. R.** (2017, October). Examining the impact of microaggressions on racial/ethnic minorities through qualitative analysis. Paper presented at the Council on Social Work Education Annual Program Meeting, Dallas, TX.
- Walls, N. E. & **Speer, S. R.** (2017, October). Parenting across the gender spectrum. Paper presented at the Council on Social Work Education Annual Program Meeting, Dallas, TX.
- Kattari, S. K., Walls, N. E., **Speer, S. R.**, & Kattari, L. (2017, January). Exploring the relationship between transgender inclusive providers and mental health outcomes among transgender/gender variant people. Paper presented at the Society for Social Work Research Annual Conference, New Orleans, LA.
- Speer, S. R.**, Kattari, S. K., & Walls, N. E. (2016, November). Differences in discrimination when accessing social services among trans individuals by (dis)ability. Paper presented at the Council on Social Work Education Annual Program Meeting, Atlanta, GA.
- Kattari, S. K., Walls, N. E., & **Speer, S. R.** (2016, November). Differences in discrimination when accessing social services among trans people with disabilities. Poster presented at American Public Health Association 144th Annual Meeting, Denver, CO.
- Kattari, S. K., Walls, N. E., **Speer, S. R.**, & Kattari, L. (2016, October). Exploring the relationship between transgender inclusive providers and mental health outcomes among transgender/gender variant people. Poster presented at American Public Health Association 144th Annual Meeting, Denver, CO.
- Meir, R., **Speer, S. R.**, Taylor, M., & Garcia, C. (2013, October). Anxiety and Depression Intervention. Intervention presented at the Collaborative Family Healthcare Association Annual Conference, Denver, CO.

COMMUNITY AND RESEARCH REPORTS

- Brisson, D., Holtzinger, C., Macur, R., Rossbert, L., **Speer, S. R.**, & Wilson, J. (2023). Designing for healing, dignity, and joy: Iterating on the Trauma-Informed Design Framework (V.2). *Shopworks Architecture, Group 14 Engineering, University of Denver Center for Housing and Homelessness Research, and Bryn Mawr College.*
- Bellamy, J. L., & **Speer, S. R.** (2018). *Bright Futures: Community Planning Basic Report.* Denver, CO: Graduate School of Social Work at the University of Denver.

Bellamy, J. L., & **Speer, S. R.** (2018). *San Miguel County: Community Planning Basic Report*.
Denver, CO: Graduate School of Social Work at the University of Denver.

Bellamy, J. L., & **Speer, S. R.** (2018). *Morgan County: Community Planning Basic Report*.
Denver, CO: Graduate School of Social Work at the University of Denver.

Bellamy, J. L., Phillips, J. D., **Speer, S. R.**, & Thomas, S. (2017). *The Colorado military veteran family study: A survey and interviews of Colorado veteran parents and their partners*.
Denver, CO: Graduate School of Social Work at the University of Denver.

RESEARCH EXPERIENCE

Bryn Mawr College, Graduate School of Social Work and Social Research, Bryn Mawr, PA
Principal Investigator, 2021-current

- Secondary data analysis
- Qualitative data collection, transcription, and analysis.
- Quantitative data collection and analysis.
- Manuscript preparation
- Conference preparation and presentation

University of Denver, Graduate School of Social Work, Denver, CO
Research Assistant, 2016 – 2021

Principal Investigator: Jennifer Bellamy, PhD, MSSW

- Project coordinator including training and supervision of staff, recruitment of subjects, and maintenance of community partnerships.
- Qualitative data collection, transcription, and analysis.
- Quantitative data collection and analysis.
- Manuscript preparation.

University of Denver, Graduate School of Social Work, Denver, CO
Research Assistant, 2015 – 2021

Principal Investigator: N. Eugene Walls, PhD, MSSW

- Secondary data analysis
- Manuscript preparation
- Conference preparation and presentation

TEACHING EXPERIENCE

Bryn Mawr College, Graduate School of Social Work and Social Research, Bryn Mawr, PA
Assistant Professor

- Clinical Social Work I
- Trauma-Informed Social Work
- Clinical Social Work II
- Assessment and Psychopathology Across the Lifespan
- Cognitive Behavioral Therapy and Approaches

University of Denver, Graduate School of Social Work
Adjunct Professor

- Advanced Standing Seminar
- Child and Adolescent Development: Building Resilience
- Cognitive Behavioral Therapies
- Power, Privilege, and Oppression
- Human Behavior and the Social Environment
- Trauma Response and Recovery

University of Denver, Graduate School of Professional Psychology
Adjunct Professor

- Group Interventions

SERVICE

Discipline

External Peer Reviewer:

Journal of Adolescent Health (2018 - present)

Family Relations (2020 - present)

Frontiers in Sociology (2022 - present)

College

Faculty Liaison for the Career and Civic Engagement Center (2022-2024)

Gender and Sexuality Studies Steering Committee (2023-2024)

Psychology Faculty Search Committee (Fall 2022)

School of Social Work and Social Research

Curriculum Teaching Group Co-Convener: Clinical Practice and Assessment/Psychopathology (2023-2024)

Curriculum Teaching Group Co-Convener: Trauma-Informed Social Work (2023-2024)

Faculty Search Committee (Fall 2023)

Policy Committee (2022-2024)

Doctoral Committee (2021-2024)

Admissions and Recruitment Committee (2021-2022)

POST-MSW CLINICAL EXPERIENCE

Glimmer and Growth, LLC

Owner, CEO, and Clinical Director

December 2024 – current

- Provide mental health services, clinical supervision for mental health professionals, and professional development training focused on mental health, trauma-informed care, and equity in practice.

PhoenixRISE and Rachel Speer, LLC, Denver, CO

Psychotherapist

May 2019 – June 2020

- Provide culturally competent individual therapy, family therapy, and couples therapy utilizing various modalities, theories, and interventions with a particular focus on clients struggling with challenges related to lesbian, gay, bisexual, and transgender/gender diverse identities.

Aurora Mental Health Center, Aurora, CO

Program Director, Fostering Healthy Futures Program

May 2015 – August 2016

- Participated in the development of long and short-term goals for the team that were consistent with program and organizational goals.
- Trained and supervised staff to maintain quality within the team, complied with Fostering Healthy Futures model, and encouraged growth and development of staff while instilling awareness of cultural diversity.
- Assisted with the financial planning, budgeting, and forecasting needs of the team. Took corrective action as needed to ensure compliance of established budget.
- Ensured accuracy, quality, and efficiency standards were met with regards to medical record standards and fidelity monitoring.
- Participated in weekly consultation to ensure accurate implementation of Fostering Healthy Futures.
- Facilitated weekly team meetings, group supervision, and didactic trainings.
- Recruited and enrolled youth participants for involvement in the prevention program.

Bilingual School-based Therapist

February 2010 – May 2015

- Provided culturally competent play therapy, individual therapy, family therapy, and couples therapy utilizing various modalities, theories, and interventions within a multidisciplinary team.
- Conducted bio-psychosocial assessments to complete a clinical formulation and identify applicable modalities and interventions for use in the therapeutic relationship.
- Provided supervision to Master's-level students and clinicians.
- Member of El Centro: Spanish-speaking group developed to identify barriers to services for the Spanish-speaking community, implement program changes based on barriers, provide support for bilingual and minority staff, and secure grants to increase culturally competent trainings for staff.
- Provided consultation and training for staff on diversity issues related to the gay, lesbian, bisexual and transgender community, and their intersecting identities.
- Trained staff and public on understanding mental health and first response techniques as a certified Mental Health First Aid Instructor.
- Member of the Disaster Response Team and assisted the community in response to community tragedies and disasters.

Emergency Services

July 2011 – November 2012

- Provided emergency mental health evaluations to adults and children in order to determine appropriate placement for persons who were admitted to the emergency room.

Synergy Outpatient Programs, Denver, CO

Bilingual MST Family Therapist

May 2009 – February 2010

- Provided culturally competent individual therapy, family therapy, and couples therapy utilizing various modalities, theories, and interventions including Multisystemic Therapy.
- Interfaced and developed relationships with various systems such as the Department of Probation, Human Services, and the courts.

COMPUTER APPLICATIONS

SPSS, Stata, Atlas.ti, Dedoose

LANGUAGES

English, Spanish

PROFESSIONAL AND COMMUNITY SERVICE

American Red Cross
Mental Health Volunteer

Denver, CO
2009 – 2021

- Provide emergency response mental health services to those affected by disasters such as the Boulder wildfires and other community tragedies.

TRAINING AND CERTIFICATIONS

Digital Storytelling certification
Teaching Online Workshop certification
Trained in Eye Movement Desensitization and Reprocessing (EMDR)
Certified as a Mental Health First Aid Instructor
Certified as a Working Minds suicide prevention trainer
Certified as a Behavioral Health Disaster Response trainer

MEMBERSHIPS

National Association of Social Workers (NASW), current
Caucus of LGBTQ Faculty and Students in Social Work, 2022 – current
[Sexuality | Relationships | Gender] Research Collective, 2021 – 2024
Council on Social Work Education (CSWE), 2017 – 2021
Society for Social Work Research (SSWR), 2017 – 2021