

LEE WESTGATE, MBA, MSW, LCSW-C (HE/ HIM/ HIS)

AREAS OF EXPERTISE Training & Education; Diversity, Equity, & Inclusion; Public Speaking; Behavioral Health; Harm Reduction; Trauma-Informed Care; Diversity & Inclusion; Health Equity; LGBTQIA+ Health Equity; Healthcare Practice & Policy; Care Management; Care Coordination; Population Health; Pedagogy & Curriculum Design

CERTIFICATIONS, PUBLICATIONS & ACADEMIC CONTRIBUTIONS

University of Maryland, School of Social Work Faculty Bio:

<https://www.ssw.umaryland.edu/academics/faculty/lee-westgate/>

Licensure: Licensed Certified Social Worker - Clinical, Maryland
Board Approved Clinical Supervisor in the State of Maryland

Fellowship & Grant Opportunities: Awarded Fellowship to the Alcohol and Other Drugs Program Study in Boston, MA, 2017

- Intensive, immersion fellowship with an emphasis on integrating empirically-based research and practice in Social Work curriculum

Participation in AIDS Education and Training Center on behalf of the University of Maryland, School of Social Work, Baltimore, MD since 2017

Participation in the MidAtlantic AIDS Education and Training Workgroup on COVID and HIV

Participated in the design of inter-professional curriculum through the University of MD focused on "Bridging Curriculum Gaps in Pediatric and Adolescent Transgender Care".

- The IPE project is designed to improve interprofessional education focusing on the care of transgender and gender diverse pediatric and adolescent patients.

Certificates and Certifications: LifeBridge Emerging Leaders Program
Basic and Advanced CISD training for Individuals and Groups

Publications & Interviews:

- Population Health Management – The Social Work Connection, *Social Work Today*, 2017
- Poised to Take the New Payment Leap, *Provider Magazine*, 2016
- Emergency Department (ED) Diversion Programs from The Inside-Out, *Infusion Magazine*, 2014
- The Limitations of Traditional EAP Metrics, *Journal of Employee Assistance*, 2008
- Over-hauling the Image of the Social Worker, *The New Social Worker*, 2006

Committee Work: Served on a national CSWE Trauma Task Force

- Completed literature review on the subject of the intersection of ethics and trauma-informed practice. CSWE Standards were successfully published in 2018 and serve as the practice standards for creating Trauma-informed Care curricula.

Board Membership:

FreeState Justice, Vice President, Current Board Membership

University of MD, School of Social Work, Board Member Alumni Relations, Past Board Membership

EDUCATION

TOWSON UNIVERSITY/ UNIVERSITY OF BALTIMORE, BALTIMORE, MD, 2015

Masters of Business Administration

UNIVERSITY OF MARYLAND, SCHOOL OF SOCIAL WORK, BALTIMORE, MD, 2006

Masters in Social Work

DICKINSON COLLEGE, CARLISLE, PA, 2001

B.A. in English and Minor in Philosophy

HONORS, AWARDS & RECOGNITION

Honors & Awards:

- Recipient of the Dean's Teaching Award, University of MD School of Social Work for every consecutive semester taught, 2014-2020
- Exemplary Faculty Member of the Year Award, 2016
- Dean's Teaching Award, University of MD School of Social Work, 2015
- Dean's Teaching Award, University of MD School of Social Work, 2014
- Superstar Award, Sinai Hospital 2014
- Delta Epsilon Iota Academic Honor Society, 2014
- Champion of Care, Sinai Hospital, 2011
- Muriel Gray Scholar, 2006

EDUCATION & CONSULTING EXPERIENCE

Extensive experience designing and providing customized educational training on a variety of topics to a diverse array of organizational partners and collaborators. Educational topics and services include but are not necessarily limited to:

- Keynote addresses
- LGBTQIA+ Affirming Practice
- Diversity, Equity, & Inclusion
- The Impact of COVID on Clinical Practice
- Advance Care Planning
- Bioethics
- Behavioral Health
- Health Disparities
- Trauma-Informed Practice

Previous organizational clients include but are not necessarily limited to:

- American Case Management Association
- Case Management Society of America
- Community Behavioral Health Association of Maryland
- Focused Solutions LLC
- Frederick Memorial Hospital
- Health Quality Innovators
- Qlarant
- Catholic Charities
- LifeBridge Health
- Mary's Center
- National Association of Social Workers - MD
- University of MD, Continuing Education Program

PROFESSIONAL
EXPERIENCE

Manager of Policy & Advocacy/ National Association of Social Workers – DC

7/2021 - Current

Work in collaboration with numerous coalitions and other policy stakeholders to advance NASW's advocacy agenda. NASW's robust social justice and workforce policy portfolio includes economic equity, criminal and juvenile justice, healthcare equity, immigration, voting rights, environmental justice, LGBTQ+ issues, among others, which intersect with racial equity and civil rights, outlined in the 2021 Blueprint of Federal Social Policy Priorities.

Independent Consultant, Public Speaker, and Educator

9/2012 - Current

Provide consulting and customized training services to a variety of organizational clients ranging from small not-for-profits, to associations, to healthcare organizations to a variety of inter-professional audiences ranging from emerging to tenured professionals.

Lead Behavioral Health Therapist, Ascension/ St. Agnes

5/2020 – 7/2021

Provide programmatic and clinical support in the establishment of a behavioral health service line in conjunction with designed PCP practices within the Ascension/ St. Agnes system.

National Director of Behavioral Health, AbsoluteCARE Patient Centered Ambulatory ICU Medical Center

12/2018 - 4/2020

Provided strategic direction for program development with attention to complex behavioral health needs to include complex trauma, pain management, addictions and substance abuse disorders.

Professor/ Clinical Instructor, University of MD, School of Social Work

July 2016 - Current

Researched, authored and taught the following graduate courses: Integrated Behavioral Health, Human Behavior in the Social Environment; Advanced Health Care Policy; Social Policy; Clinical Practice with LGBTQIA+ Individuals & Communities; Working with Individuals with Chronic and Life-Threatening Illnesses; Integrated Behavioral Health (Advanced Clinical Practice).

Director of Community Care Coordination, LifeBridge Health

May 2017 – November 2018

Served as Director of Community Care Coordination Program (grant-funded) which embedded within the Care Management Department, and is charged with creating strategies for effective management of clinically and socially high risk patients with an emphasis on both quality and cost containment of care.

Consultant to the Care Management Department, LifeBridge Health

June 2016 – May 2017

Served as a Consultant to the Care Management Department and co-created the LifeBridge Skilled Nursing Facility (SNF) Collaborative, aimed at enhancement and standardization of the LifeBridge Post-Acute Network.

Adjunct Professor, University of MD, School of Social Work

August 2013 – June 2016

Researched, authored, and taught graduate multiple courses on Human Behavior in the Social Environment as well as on Advanced Health Care Policy.

Inpatient Clinical Social Worker, LifeBridge Health

August 2009 – June 2016

Served as Inpatient Clinical Social Worker in the Intensive Care Unit and oversaw the care and psycho-social needs of 30+ critically ill surgical, cardiac, neuro, and medical patients. Served as Inpatient Clinical Social Worker on the Inpatient Oncology Unit and oversaw the care and psycho-social needs of approximately 30 critically and/ or terminally ill OBGYN, surgical, IV chemotherapy patients.

Employee Assistance Specialist, COPE Incorporated

April 2006- August 2009

Provided employee assistance services for major contracts such as but not necessarily limited to: The National Geospatial Intelligence Agency, NASA, DC Child and Family Services, and DC Government. Provided organizational consulting and strategic planning services to account contracts. Assisted in preparation and production of contract reports, major proposals, and marketing products.

PRESENTATIONS &
CONTINUING
EDUCATION
PROGRAMS

Program Sponsor: American Case Management Association (Connecticut Chapter)
Title: Navigating the Complexity of Behavioral Health in Acute and Ambulatory Settings

Program Sponsor: National Association of Social Worker – MD
Title: Leading During a Pandemic (Clinical/ Macro Conference)

Program Sponsor: National Association of Social Worker – MD
Title: The 4th Wave: The Mental Health Crisis Created by COVID-19 (Clinical/ Macro Conference)

Program Sponsor: Frederick Memorial Hospital
Title: Light in Dark Places: The Ethical Paradoxes of Caring for Others in the Era of COVID (Ethics Keynote)

Program Sponsor: Catholic Charities
Title: The Risk of Being Yourself: Providing Affirming Care to LGBTQIA+ Populations

Program Sponsor: : National Association of Social Worker – MD
Title: We Are All In It: Lessons Learned, Insights, and Opportunities for Change in the Era of COVID 19

Program Sponsor: IPRO Quality Innovation Network | Quality Improvement Organization
Title: What We Bring Into the Room – Reflecting on the Impact of Implicit Bias in Care (Virtual)

Program Sponsor: CMSA (Maryland Chapter)
Title: Do We Have Lines in this Play: The Role of Care Management Teams in the Deployment of the COVID-19 Vaccine

Program Sponsor: MidAtlantic AIDS Education and Training Center
Title: Logistics and Engagement: Next Steps in Deploying the COVID-19 Vaccine

Program Sponsor: SSWIM & NASW Maryland 16th Annual Maryland School Social Work Virtual Conference
Lecture Title: Keynote: A Lamp, A Lifeboat, or a Ladder: A Call to Heal (Virtual)

Program Sponsor: National Association of Social Worker – MD

Lecture Title: We Are All In It: Lessons Learned, Insights, and Opportunities for Change in the Era of COVID-19 (Virtual)

Program Sponsor: MidAtlantic AIDS Education and Training Center

Lecture Title: Virtual Advance Care Planning: Interprofessional Insights on Advance Care Planning in the Era of COVID 19 (Virtual)

Program Sponsor: University of MD, School of Medicine (New Student Orientation)

Lecture Title: Keynote: The Struggle (Virtual)

Program Sponsor: MidAtlantic AIDS Education and Training Center

Lecture Title: Forecasting the Industry Trajectory of Healthcare Systems During COVID-19 (Virtual)

Program Sponsor: MidAtlantic AIDS Education and Training Center

Lecture Title: Taking Control in the Face of Uncertainty: Interprofessional Insights on Advance Care Planning in the Era of COVID 19 (Virtual)

Program Sponsor: National Association of Social Worker – MD

Lecture Title: Honoring Invisible Messengers: The Ethical Case for Integrating Pain Management into Clinical Practice (Virtual)

Program Sponsor: National Association of Social Worker – MD (Annual Conference)

Lecture Title: The Risk of Being Yourself: The Ethical Case for Providing Effective Care to LGBTQIA+ Individuals (Virtual)

Program Sponsor: American Case Management Association, Maryland Chapter

Lecture Title: Expanding Our Understanding of the SDoH: Assessing Human Connection (Germantown, MD)

Program Sponsor: American Case Management Association, Maryland Chapter

Lecture Title: The Ethical Case for Confronting the Health Consequences of Financial Vulnerability (Hunt Valley, MD)

Program Sponsor: American Case Management Association, Maryland Chapter

Lecture Title: Understanding the Needs of LGBTQIA+ Patients (Riverdale, MD)

Program Sponsor: Mary's Center

Lecture Title: Understanding the Needs of LGBTQIA+ Patients (Washington, DC)

Program Sponsor: University of MD, School of Social Work (New Student Orientation)

Lecture Title: The Struggle (Keynote), (Baltimore, MD)

Link: <https://www.youtube.com/watch?v=LnPWxVZPFNA>

Program Sponsor: Baltimore County Department of Health, Bureau of Behavioral Health

Lecture Title: A Trauma-Informed Vision of Health Equity (Keynote), (White Marsh, MD)

Program Sponsor: Health Quality Innovators

Lecture Title: A Trauma-Informed Vision of Health Equity, (National Webinar)

Program Sponsor: Community Behavioral Health Association of Maryland

Lecture Title: The Ethical Dimensions of Vicarious Trauma and the Plight of the Wounded Healer (Baltimore, MD)

Program Sponsor: CarePort Health, Post-Acute Care Thought Leadership Series
Lecture Title: Standardizing Industry Framework: The Necessity and Methodology of Aligning Care Coordination Models (National Webinar)

Program Sponsor: Spring Grove Hospital (Grand Rounds)
Lecture Title: Understanding the Needs of LGBTQIA+ Patients (Catonsville, MD)

Program Sponsor: PointRight
Lecture Title: Crossing the Care Collaboration Chasm with Data: It's Sink or Swim (National Webinar)

Program Sponsor: Collingswood Nursing and Rehabilitation
Lecture Title: The Ethical Case for a Trauma-Informed Lens in Health Care Practice (Rockville, MD)

Program Sponsor: University of Maryland School of Social Work, Office of Continuing Education
Lecture Title: Understanding the Needs of LGBTQIA+ Patients (Howard County, MD)

Program Sponsor: World Congress Summit on Post-Acute
Lecture Title: Panel Discussion on the Integrated Behavioral Health Models (Washington, DC)

Program Sponsor: ACMA – Maryland Chapter
Lecture Title: Post-Acute Collaboratives: The Journey to Reducing Readmissions and Providing Improved Quality of Care (Rockville, MD)

Program Sponsor: World Congress Summit on Post-Acute
Lecture Title: Panel Discussion on the Post-Acute Landscape (Alexandria, VA)

Program Sponsor: Suny Binghamton University
Lecture Title: Living and Dying by the Numbers: The Role of Health Disparities in Individual and Community Outcomes (Binghamton, NY)

Program Sponsor: Society for Social Work Leadership in Health Care
Lecture Title: Refuting the Numbers – Leading in the Era of Big Data (Baltimore, MD)

Program Sponsor: University of Maryland School of Social Work, Office of Continuing Education
Lecture Title: Living and Dying by the Numbers: The Role of Health Disparities in Individual and Community Outcomes (Baltimore, MD)

Program Sponsor: LifeSpan Leadership Summit (Annual Conference)
Lecture Title: Factors Accelerating the Development of Preferred Post-Acute Provider Networks (Ellicott City, MD)

Program Sponsor: National Association of Social Worker – MD (Annual Conference)
Lecture Title: The Ethical Dimensions of Vicarious Trauma and the Plight of the Wounded Healer (Linthicum, MD)

Program Sponsor: St. Agnes Hospital
Lecture Title: Understanding the Needs of LGBTQIA+ Patients (Baltimore, MD)

Program Sponsor: University of Maryland School of Social Work, Office of Continuing Education
Lecture Title: Calling the Code: Navigating Life and Death Decisions with Families in Crisis
(Shady Grove, MD)

Program Sponsor: Collingswood Nursing and Rehabilitation
Lecture Title: The Ethical Dimensions of Vicarious Trauma and the Plight of the Wounded
Healer (Rockville, MD)

Program Sponsor: Collingswood Nursing and Rehabilitation
Lecture Title: Care Transitions and Care Gaps: The Ethical Dilemmas of Today's World of
Healthcare (Rockville, MD)

Program Sponsor: Collingswood Nursing and Rehabilitation
Lecture Title: Calling the Code: Navigating Life and Death Decisions with Families in Crisis
(Rockville, MD)

Program Sponsor: University of Maryland School of Social Work, Office of Continuing Education
Lecture Title: Bridging the Divide: Business Skills and Techniques for Establishing and Sustaining
Your Private Practice (Baltimore, MD)

Program Sponsor: University of Maryland School of Social Work, Office of Continuing Education
Lecture Title: From Episode to Continuum: The Emergence of Population Health Management
(Baltimore, MD)

Program Sponsor: The National Home Infusion Association
Lecture Title: From Episode to Continuum: The Emergence of Population Health Management –
NHIA's Annual Conference and Executive Briefing (Orlando, Florida)

Program Sponsor: Focus Rx
Lecture Title: From Care Coordination to Population Management: The New Paradigm of
Healthcare - Presented at Stony Brook University Hospital (Stony Brook, NY)

Program Sponsor: The National Home Infusion Association
Lecture Title: Emergency Department (ED) Diversion Programs from the Inside-Out:
Understanding Care Management Challenges in the ED and Opportunities for Home Infusion
Providers - NHIA's Annual Conference (Dallas, Texas)

Program Sponsor: University of Maryland School of Social Work, Office of Continuing Education
Lecture Title: House Rules: Navigating the Hospital System and Creating Care for Patients
Caught in the Middle (Baltimore, MD)

Program Sponsor: University of Maryland School of Social Work, Office of Continuing Education
Lecture Title: Restoring Order Amidst the Storm: Taking Care of You and Your Loved One After a
Cancer Diagnosis (Baltimore, MD)