



Multicultural Organizational Development/ Health and Wellness Coaching Services



BIOGRAPHICAL SKETCH

Deborah A. Wilcox, PhD, MPA

Dr. Wilcox is the Founder and Chief Executive Officer of Confluency Consultants and Associates, a consulting enterprise that offers comprehensive Multicultural Organizational Development and Whole Person Health and Wellness, and Executive Coaching services. Her consultancy's main goal is to incorporate multicultural competency into organizational life by bringing people together across human and cultural differences in the workplace and within communities. Additionally, she helps organizations learn how to navigate complex issues and make effective decisions through sustained deliberative organization development engagement and dialogue.

Dr. Wilcox has provided consultation and training services with over 100 organizations within multiple sectors, facilitated numerous professional development workshops, and has been involved in numerous applied research projects.

Associate Professor of Psychology and Counseling, Wilberforce University (HBCU), Wilberforce, Ohio. Dedicated to teaching Mental Health Peer Support that promotes Wellness and Resilience in all of her courses.

Principal Investigator for Wilberforce University's National Alliance for Mental Illness (NAMI) Grant for Black Suicide Prevention (2024 -Present). This initiative has an active and dedicated group of student leaders who have established an on-campus **Mental Health Peer Support organization titled: WU Culture**, a peer mental health support organization committed to reducing stigma, increasing awareness, and providing a safe space for students to talk, heal, and thrive. The student-led group operates on a foundational belief: *mental health matters, and no one should struggle alone.*

Dr. Wilcox's **current applied research (2018-Present) is entitled: Wellness and Recovery Story Circles.™ (Story Circles)**. This Peer-Centered Mental Health Wellness and Recovery Story Circles applied research approach promotes collaborative engagement with Peers and providers of services. Story Circles has been implemented within culturally diverse organizations and populations, with artists, senior citizens, mental health drop-in centers, faith-based communities, and within the disability community. Data has been collected to measure the outcomes generated from this applied practice within multiple sectors.

These Story Circles open a space for Peers, persons with lived mental health experience, clinical providers, and related community constituents with the opportunity to build community across human and cultural differences, engage in collaborative partnerships, and listen to one another differently. Participants become actively involved in sharing their life and recovery experiences through the art of storytelling and sharing wellness and recovery challenges.

Dr. Wilcox was **awarded the 2020 The New York Association for Psychiatric Rehabilitation Services (NYAPRS) Board of Directors, Quincy Boykin Memorial Award** for her contributions to mental health recovery, empowerment, and integration of the full diversity of all people with mental health and trauma-related challenges.

She was also **awarded the 2014 Multicultural Award of Distinction from the Psychiatric Rehabilitation Association (PRA)**, which recognizes her outstanding contribution to the field of Multicultural Competency in the practice of Psychiatric Rehabilitation, and her leadership has continued to set the bar for the best practices in community mental health.

Principal Investigator (PI) Evidence-Based Applied Practice Research in Mental Health Wellness and Recovery (WMR): Applied Research Study 2006 -2013; funded by Ohio Department of Mental Health and Addiction Services (OMHAS) via Southeast Healthcare, Inc., Columbus, Ohio to transform mental health agencies throughout the state, including two psychiatric hospitals, from the medical model service delivery to Peer Support Wellness and Recovery cultures of services, that generated sustained mental health wellness and recovery with Peers throughout the state.

This applied research provided the foundation for the establishment of a **Peer Support Evidence-Based Practice and the Ohio Wellness Management and Recovery Coordinating Center of Excellence (WMR CCOE)**. WMR was implemented for over seven years and within 26 community mental health agencies, and two psychiatric state hospitals, with over 2,300 Ohioans, both Peers and providers of services, participating. The outcome data indicated that 64% of individuals who completed WMR applied Peer-Centered group process demonstrated greater efficacy in their mental health recovery, and these positive gains were sustained for at least 6 months or longer, and developed collaborative approaches to effectively achieve a healthier and improved quality of life. *Bullock, W., Smith, M., Wesp, K., Wilcox, D. A., Rich, S. & Pieples, G. (2009). From illness to wellness: An evaluation of Ohio wellness management and recovery (WMR) program in community mental health and consumer-operated service agencies. New Research in Mental Health: Ohio Department of Mental Health, 18, 1-16.*

During Covid (2020-2022), Dr. Wilcox co-facilitated with a team an online virtual series entitled: **In Defiance of Racism: Sustaining Black and African American Well-Being Through Integrative Health Care**. This series is designed to support health equity and was focused on whole person and community wellness and promoted integrative health care via the complementary and alternative health care practices (yoga, acupuncture, massage, meditation, herbs and nutritional supplements, chiropractic, healing touch and more) and education with a primarily mission of promoting emotional and whole-person wellness and reducing and preventing chronic diseases and advocated the mantra, *there is no health without mental health*.

Applied Research Areas

- Multicultural Organizational Development
- Peer-Centered Mental Health Wellness and Recovery
- African-Center Rites of Passage: Youth and Elder Connections
- Mental Health Wellness and Recovery Story Circles.

Board Service:

Co-Chair of **The Alliance for Rights and Recovery Cultural Competency Committee** (June 2025 – Present).

Dr. Wilcox served on the **Georgia Southern University Advisory Council for the Cross-Cultural Counseling and Education Conference for Research, Action, and Change** (10 years).

Executive Board member of the National Wellness Institute (NWI), and served as Chair of the Multicultural Competency Committee. Completed a 6-year tenure of service.

Active Professional Memberships:

Alliance for Rights and Recovery

American Counseling Association (ACA)

Denver-Rocky Mountain Association of Black Psychologists

National Association of Black Psychologists (ABPSI).

Dr. Wilcox holds a Doctorate Degree in Counseling Education (PhD) and a Master's Degree (M.Ed.) in Community Clinical Counseling from Kent State University Graduate College of Education, Department of Counseling and Human Development. She also has a Master's Degree in Public Administration (MPA) from the School of Business and Management at Kent State University, and a Bachelor of Arts Degree (BA) in Sociology and Political Science from Fisk University, Nashville, TN.

Dr. Wilcox has an adult son and a 17-year-old grandson, and enjoys music, dancing, swimming, biking, tennis, and hiking.

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Chief Executive Officer, she | her | hers

Confluency Consultants & Associates

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