



Mary Pender Greene, LCSW-R, CGP

Psychotherapist | Executive Coach | Consultant | Professional Speaker



Curriculum Vitae

EDUCATION

Master of Science in Social Work, **New York University School of Social Work**

Bachelor of Science in Pre-Social Work, **New York University**

CERTIFICATIONS & ADVANCED TRAINING

William Alanson White Institute – The Organization Certificate Program

American Group Psychotherapy Association – Certified Group Psychotherapist

S.U.N.Y Science Center at Brooklyn/The Family Therapy Institute – Post-Graduate Training and Certification in Family Therapy

Ackerman Institute – Sex Therapy Training

The Gottman Institute – Couples Therapy Training Courses

A.K. Rice Institute, courses in Organizational Development and Group Dynamics

Tavistock Institute, Leicester England – Training Organizational Development and Group Dynamics

National Association of Black Social Workers – African Centered Social Work Practice Certificate

Peoples' Institute: Undoing Racism Training – Understanding Institutional Racism

PROFESSIONAL EXPERIENCE

Mary Pender Greene, LCSW-R, CGP, is the President & CEO of MPG Consulting (MPGC). She is a career/executive coach, consultant, trainer, and a psychotherapist with a private practice in Midtown Manhattan. Mary is a thought leader in the social services industry, recognized by her peers for her wisdom, contributions, and novel ideas on implicit bias, structural racism, and supporting organizations and leaders in their pursuit of creating an inclusive, fair, and respectful workplace that values all individuals and embraces diversity-with the goal of eliminating barriers to success in the workplace. Through coaching, training, and mentoring, she also works with executives and senior managers in creating and developing their antiracist/anti-oppressive leadership style.

Mary is the former Assistant Executive Director at the Jewish Board of Family and Children's Services. She is the author of *Creative Mentorship and Career-Building Strategies: How to Build Your Virtual Personal Board of Directors* (2015) and co-editor of *Strategies for Deconstructing Racism in the Health and Human Services* (2016).

MPG Consulting is committed to ensuring that organizations serving diverse populations are prepared to provide transformative culturally and racially attuned programmatic, clinical, and administrative services with justice and dignity. MPGC understands the constructs and intersections of race and racism with gender (including gender fluidity), LGBTQIA+, class, religious (including anti-Semitism and Islamophobia), intellectual, emotional, and physical bias and other systemic forms of oppression based on social identity. Our multiracial diverse team is composed of social workers, educators, psychologists, psychiatrists, business experts, researchers, social justice advocates, and community organizers.

MPGC works closely with and aligns with the principles of the People's Institute for Survival and Beyond, who, based in New Orleans, are recognized nationally and internationally for their Undoing Racism™ & Community Organizing Workshops. To ensure that all our consultants are fully equipped with a complete understanding of working within an

antiracist framework, each consultant is required to attend the Undoing Racism™ workshop before working on any MPGC assignment.

The New York State Education Department recognizes MPG Consulting **as an approved provider of continuing education credits for: LCSWs, LMSWs, LCATs, LMHCs, LMFTs, Psychoanalysts. MPGC is certified in New York as an M/WBE.**

Mary's background includes executive and management responsibility for America's largest voluntary mental health and social services agency – The Jewish Board of Family and Children's Services, a non-sectarian mental health and social service organization. During her tenure at The Jewish Board Mary held several leadership roles, including Assistant Executive Director, Chief of Social Work Services, Director of Group Treatment and Director of the agency's Confronting Organizational Racism Initiative. The Jewish Board of Family and Children's Services serves 70,000 families of diverse racial and ethnic backgrounds each year in 160 programs with a staff of 3,400.

Prior to joining the Jewish Board of Family and Children's Services, Mary was Director of an outpatient patient mental health clinic at the Children's Aid Society and the Supervisor at Brooklyn Psychiatric Center's Outpatient Clinic.

PRESENTATIONS & WORKSHOPS

Mary has designed and facilitated presentations and workshops in the United States and abroad. With her uplifting and compelling style, she engages audiences and empowers them with life-changing insights. She employs a genuine passion for people to get to the heart of an issue and delivers knowledge and tools that can be applied for a lifetime. Her presentations inspire people to act, overcome obstacles, and strive for excellence. Her organizational consultation, leadership development programs and keynotes include:

ORGANIZATIONAL CONSULTATION & TRAINING

- Organizational Assessment
- Organizational Diversity, Equity and Inclusion Strategic Planning
- HR anti-racist/anti-oppressive review
- De-biasing hiring process & hiring best practice recommendations
- Professional Development
- 360 Evaluations
- Coaching (individual and group) for Workers, Supervisors, Managers & Executives
- Multiracial/Multicultural team building
- Staff Retreats
- Leadership Development
- Recruitment of Culturally, Racially, and Linguistically Competent Staff
- Customized Training/Workshops/Supervision on Providing Culturally/Racially Attuned Services, including:
 - Anti-racism and anti-oppression
 - Microaggressions
 - Implicit Bias
 - Anti-racist/oppressive Accountability Strategies
 - Cross racial supervision
 - Difficult Dialogue Training re: age, race, gender, ethnicity, religion, sexual orientation, gender expression, sexual identity, disabilities, language, cultural background, family or immigration status or any issues of otherness

All MPG Consulting services, training and coaching are informed by an anti-racist/oppressive lens.

MPGC CONSULTATION & TRAINING SERVICES

The services we provide that are relevant to this project include those listed below. We have the capacity to provide other training as needed and to provide case consultation to direct service providers and their supervisors.

- Organizational Assessment
- Organizational Diversity and Inclusion Strategic Planning
- De-biasing the hiring process & hiring best practice recommendations

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- Professional Development for various levels of staff
- Coaching (individual and group) for Workers, Supervisors, Managers & Executives
- Multiracial/Multicultural team building
- Retreats
- Leadership Development
- Recruitment of Culturally, Racially, and Linguistically Competent Staff
- Customized Training/Workshops/Supervision on Providing Culturally/Racially Attuned Services, e.g.
 - Anti-racism and anti-oppression
 - Microaggressions
 - Implicit Bias
 - Anti-racist/anti-oppressive Accountability Strategies and Protocols
 - Cross racial supervision
 - Supervision for Trauma-Informed Practice
 - Difficult Dialogue Training re: age, race, gender, ethnicity, religion, sexual orientation, gender expression, sexual identity, disabilities, language, cultural background, family or immigration status or other social identity issues.
 - Trauma informed counseling and case management for patients whose health problems are impacted by racial stress, and the stress of bias and violence toward LGBTQIA+ and gender non-conforming people.
 - the nature and impact of personal and structural racism
 - leadership training for executives and managers
 - effective cross-racial supervision
 - microaggressions (racial, queer, trans, and physically challenged)
 - unpacking the gender binary
 - working with transgender colleagues and patients
 - intersectionality of race with gender identity and sexual orientation

PROFESSIONAL WORKSHOPS

Anti-Racist Leadership • Preparing to Lead • Women in Leadership Series • Challenges Posed by Gender, Race and Sexual Orientation • Building a Thriving Psychotherapy Practice • Knowing When It's Time to Move On: Exiting with Grace • Re-Wiring Not Retiring: Preparing for the Next Phase • The Art of Kissing Up • Mental Health & the Clergy Sex Talk for Non-Sex Therapists • Self-Care for Caregivers

KEYNOTES

ADP – How to Build Your Virtual Personal Board

Black Enterprise Women of Power Summit – The Value of Having Multiple Mentors

Leaving a Legacy – Fortifying Yourself for the Journey

Graduation Speaker- **New York University Silver School of Social Work**

Anti-Racist Alliance: The Elephant is Not Pink! Talking about White, Black, and Brown to Achieve Excellence

NASW (NYC) Annual Meeting – Creative Mentoring: Sustaining the Profession

NYU Silver School of Social Work – Effective Leadership in Social Service Organizations

PUBLICATIONS

- Co-editor: Strategies for Deconstructing Racism in the Health and Human Services (2016).
- Author: Creative Mentorship and Career-Building Strategies: How to Build Your Virtual Personal Board of Directors (2015).
- Chapter co-author: "Healing Those Who Hurt," and "Each Person Is Sacred: Leading Toward Full Inclusion in Faith Communities," Learning to Lead: Lessons in Leadership for People of Faith (2012)
- Co-editor: Racism and Racial Identity: Reflections on Urban Practice in Mental Health and Social Services (2012)
- Co-author: "The Elephant is Not Pink! Talking about White, Black, and Brown to Achieve Excellence in Clinical Practice," Clinical Social Work Journal – **New York University Silver School of Social Work**, 50th Anniversary Special Issue of the Clinical Social Work Journal (2010)
- Co-editor: "Beyond Diversity and Multiculturalism: Towards the Development of Anti-Racist Institutions and Leaders," Journal for Non-Profit Management (January 2008)

HONORS & AWARDS

- NASW Top Leader Award
- National Network for Social Work Managers' Organizational Excellence Award for Undoing Racism Project
- **New York University Silver School of Social Work** – First Annual Distinguished Alumni Award
- Human Services Council Leadership Award
- The Network Journal 25 Most Influential Black Women in Business

ORGANIZATIONS

- Former President National Association of Social Workers – NYC
- Founding Member of The Anti-Racist Alliance
- **Inaugural Board Member** The McSilver Institute for Poverty Policy and Research at **NYU Silver School of Social Work**
- Founding Member of National Registry of Certified Group Psychotherapist – (AGPA)
- American Association of Sexuality Educators, Counselors and Therapists (AASECT)
- The Society of Sex Therapy and Research (SSTAR)
- Member of The New York State Education Social Work Board
- Past Member/Board of Trustees – The Hudson Guild & Assoc. for Advancement of Social Work w/Groups
- Executive Committee of Black Agency Executives

PARTIAL CLIENT LIST – CONSULTING & TRAINING

ADP • Bureau of Environmental Disease and Injury Prevention • Barrier-Free Living • Callen-Lorde Community Health Center • Care for the Homeless • Center for Court Innovation • Citizens Crime Commission of New York City • Columbia Psychiatry Department Women's Faculty Group • Cooperman College Scholars • Community Resource Exchange • Counseling In Schools • Edwin Gould Services for Children & Families • Hyde Leadership Charter School • Family Services/Hudson Valley • First Look Media • JP Morgan Chase • GMHC • Life Camp, Inc. • Legal Services NYC • Metropolitan Council on Jewish Poverty • Montefiore Health System • Morris Heights Health Center • National Dance Institute • NYC Cure Violence • NYC Dept. of Health & Mental Hygiene • NYC Mission Society • SNUG Project NYC Mission Society • NYS Psychiatric Institute (NYSPI) • **NYU McSilver Institute** • PR Society of America • Safe Horizons • Sanctuary for Families • SBU • SSEU Local 371 • The Bedford-Central Presbyterian Church • The Black Psychiatrists of Greater New York • Children's Village • The Concord Baptist Church of Christ • The Hub • The Institute for Family Health • The Jewish Board of Family and Children's Services (JBFCS) • The NYC Admin for Children's Services • YWCA of the City • Vera Institute

MEDIA

ABC News • The Morning Show • Good Day New York • Newsday • New York Post • Huffington Post • WBLS • WRKS • WBAI • Cocoa Express Internet Radio Show • Essence • Ebony • Parenting • Women's Day • NY1 • WLIB