



Time	Event
5-8 pm	Early Conference Check-In Party ( <b>5<sup>th</sup> Avenue Prefunction</b> )
	What to expect? Early access to the WIBA party! *The first 50 people to check in will receive a free drink ticket from <b>Portia ABA Clinic Software</b> . *Sign up for the Mentor Session hosted by Amarie Carnett & Leslie Neely *Live music by Nashville's Sammy Kay *Access to the WIBA Swag Store *Access to our cash bar that will feature the conference cocktail, Whiskey = SR+ *Access to our Hollywood inspired photobooth *Access to our vendors and their swag



Time	Event						
6:00-7:00 am	PiYo Class – Instructed by Anna Brasfield ( <b>Grand View Terrace</b> ) Pre-Registration Required						
7:30-8:55 am	Conference Check-In & Breakfast ( <b>5<sup>th</sup> Avenue Prefunction</b> )						
9:00-9:15 am	Introduction – Devon Sundberg & Sarah Cox ( <b>Broadway Ballroom E/F</b> )						
9:20-10:10 am	<b>Keynote 1</b> <b>Shahla Ala'i</b> Culture, Social Justice and the Discipline of Behavior Analysis <b>(Broadway Ballroom E/F)</b> (1 Ethics CEU)						
10:15-11:05 am	<b>Invited Speaker 1</b> <b>Carol Pilgrim</b> Women and Leadership and Behavior Analysis: Oh, Yes!! <b>(Broadway Ballroom E/F)</b> (1 General CEU)						
11:05-12:35 pm	Lunch on Your Own						
	<b>Broadway Ballroom E/F</b>	<b>Broadway Ballroom J/K</b>	<b>Broadway Ballroom A/B</b>	<b>Broadway Ballroom C/D</b>	<b>Broadway Ballroom G/H</b>	<b>Cumberland 1/2</b>	
12:40-1:30 pm	<b>Rue, Chong, Litvak, Callahan, Sundberg</b> Using Our Science and Professional and Ethical Compliance to Address Discrimination in Professional Settings (1 Ethics CEU)	<b>Karimi, Shampo</b> Children in the Workplace: The Ultimate Innovation in Employee Benefits (1 General CEU)	<b>Pollard, Brockman, Custer, Monlux</b> Unique Applications of Telehealth in the Delivery of ABA Treatment (1 General CEU)	<b>Green, Kirby, Morrison</b> Increasing Ethnic Diversity in ABA Leadership and Why it Makes Sense for your Therapy Business (1 General CEU)	<b>Vasquez, Cortes-Hernandez, Levy, Ellis</b> The Power of Supervision: Harnessing the Potential of Future Female Leaders to Make a Difference (1 Supervision CEU)	<b>Quigley, Matsuda, Murray,</b> Functional Assessment without Boundaries: Applying our Science Across Gender, Culture, and Language Barriers (1 General CEU)	

1:45-2:35 pm	<b>Carnett</b> Racial, Gender, and Linguistic Diversity in Applied Behavior Analysis: An Analysis and Implications for Training and Practice (1 Ethics CEU)	<b>Van Etten</b> Behavior Analysts and Motherhood: How to Manage it All! <b>Rodrigue</b> Having our Cake and Eating it Too: How Family Friendly is our Field?	<b>Sy</b> Predictive Accuracy of Paired-Stimulus Preference Assessments Conducted in Analogue and Natural Settings <b>Phillips</b> Clarification of Ambiguous	<b>Jackson, Jennile, Sheibanee, Shorter, Bouie-Lindsay</b> Black Women in Behavior Analysis: An Interactive Dialogue of Black Representation (1 Ethics CEU)	<b>Myers-Kemp, Raetz, Kelley</b> Leadership in ABA, Lessons Learned from Athletics (1 General CEU)	<b>Darnell, Isen</b> Challenges of Being a Woman Working in a Maximum Security Forensic Psychiatric Hospital (1 General CEU)
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		(1 General CEU)	Escape Results with a Corrective Feedback Assessment (1 General CEU)			
2:35-3:05 pm	<b>Snack Break (Hallway outside of Broadway A-G)</b>					
3:05-3:55 pm	<b>Yakos, Knight</b> Compassionate Communication: Having Difficult Conversations with Empathy and Clarity (1 Ethics CEU)	<b>LaCerra, Desmarais</b> Power, Patriarchy, and Predation: A Behavioral Analysis of Sexual Misconduct (1 Ethics CEU)	<b>DeQuinzio</b> Ameliorating Social Referencing Deficits of Children with Autism: Practice and Research Implications (1 General CEU)	<b>Dickson, Berens, Bailey</b> <b>Stengal, Nix Berens</b> Working Together: Valuing Diversity and Fostering Inclusion in the Workplace (1 General CEU)	<b>Hodges</b> Pediatric Hospitals: The Power of Embedding Behavior Analysis (1 General CEU)	<b>Morrell</b> Development and Implementation of a Pay for Performance System: the Good, the Bad, and the Ugly (1 General CEU)
3:55-4:55 pm	<b>Break</b>					
5:00-6:30 pm	<b>Poster Session &amp; Cocktail Party</b> (followed by announcement from Director of Marketing on evening events)					
	<b>Total CEUs: 5</b>					
	<b>Optional:</b> Nashville Inspired Scavenger Hunt					



Time	Event					
6:00-7:00 am	Yoga Class – Instructed by Joyce Tu (Grand View Terrace) Pre-Registration Required					
7:30-8:30 am	Conference Check-In (5 <sup>th</sup> Avenue Prefunction)					
8:30-8:40 am	Introduction – Devon Sundberg & Sarah Cox (Broadway Ballroom E/F)					
8:40-9:30 am	<b>Keynote 2</b> Ramona Houmanfar Contingency Analysis of Wellbeing in Organizations and Beyond <b>(Broadway Ballroom E/F)</b> (1 General CEU)					
	<b>Broadway Ballroom E/F</b>	<b>Broadway Ballroom J/K</b>	<b>Broadway Ballroom A/B</b>	<b>Broadway Ballroom C/D</b>	<b>Broadway Ballroom G/H</b>	<b>Cumberland 1/2 King</b>
9:45-10:35 am	<b>Newbold-Coco, Tsami, Ala’I, LeBlanc</b> Cultural Responsiveness in Behavioral Analytic Practice (1 Ethics CEU)	<b>Hinman</b> The Science Behind Why Words Hurt: A Contextual Behavioral Account of Verbal Abuse (1 General CEU)	<b>Weaver, Becraft</b> Emerging Quantitative Analyses to Evaluate Single Case Designs: Randomization Tests and Multi-Level Models (1 General CEU)	<b>Cruz, Pedraza-Rodriguez</b> Cultural Diversity as a Skill Set (1 General CEU)	<b>Stone, Junker, Henig</b> Stand by Me: An Evaluation of a Large-Scale Mentoring Intervention for New Hire Retention (1 General CEU)	<b>King</b> An Overview of Negotiation in the 21 <sup>st</sup> Century: Addressing Barriers & Strategies for the Intersectional Communities (1 Supervision CEU)
10:50-11:40 am	<b>Wright</b> Cultural Humility and the Practice of Applied Behavior Analysis (1 Ethics CEU)	<b>Polick, Dickens</b> Tools, Tips and the Tricks for Female BCBA Supervisors and Leaders (1 Supervision CEU)	<b>Nighbor</b> Examining Interrelationships between the Cigarette Purchase Task and Delay Discounting Among Pregnant Women <b>Rey</b> Barriers to Long-Acting Reversible Contraceptives Among Opioid-Maintained Women (1 General CEU)	<b>Trump, Quinland, Zabala</b> A Gender Non-Conforming Queer and Two Women of Color Walk into a Bar: Identifying Stimuli Signaling Safe Work Environments (1 Ethics CEU)	<b>McGillivray, Young-Rivard</b> The Benefits of Mindfulness for Professionals Working with Families of Children with Special Needs (1 General CEU)	<b>Torsiello, Leonardo</b> Behavior Analysis in Child Welfare: An Innovative Approach to Restoring Parental Protective Capacities (1 General CEU)
11:40-1:05 pm	Lunch on Your Own					
1:05-2:00 pm	<b>Invited Speaker 2</b> <b>Mark Mattaini</b> Behavioral Systems Science Supporting Social and Environmental Justice <b>(Broadway Ballroom E/F)</b> (1 General CEU)					
2:10-	Expert Panel- 2 Ethics CEUs- Broadway Ballroom E/F					

3:50 pm	<p style="text-align: center;">Leaders in Diversity, Respect and Inclusion  Moderated by Jennifer Zarcone  Shahla Ala'i Ramona Houmanfar, Carol Pilgrim, Mark Mattaini, Tyra Sellers and Ellie Kazemi</p>					
	<b>Happy Hour &amp; Networking Sessions (bar &amp; food available until 5:25 pm)</b>					
	<b>Broadway Ballroom E/F</b>	<b>Broadway Ballroom J/K</b>	<b>Broadway Ballroom A/B</b>	<b>Broadway Ballroom C/D</b>	<b>Broadway Ballroom G/H</b>	<b>Cumberland 1/2</b>
4:00-5:00 pm	<b>Carnett &amp; Neely</b> Mentor Your Mind: 1:1 Advice from the Top Minds in the Field of Behavior Analysis	<b>Elzy &amp; Riley</b> Wine and Wisdom: Taking Risks and Connecting with Employees <b>Hope Group</b>	<b>Tu</b> Finding Comfort and Self-Care in our Professional World <b>Center for Behavioral Sciences, Inc.</b>	<b>Hunter, Rao, Heath, Palmeri, Gonzalez-Lopez</b> A League of Our Own: Ways to Get a Home Run with our Company <b>Aveanna Healthcare</b>	<b>Landers, DiMartino, Rodriguez</b> Braving the Arena: a behavior analyst's guide to leaning into your values, getting your ass kicked, and rising together. <b>Autism Learning Partners</b>	<b>DiNovi</b> Attracting a Diverse Millennial Workforce to Scale Your Organization <b>Brett DiNovi &amp; Associates</b>  (1 General CEU)
	<b>Total CEUs: 7</b>					
	<b>Optional:</b> Country Music Hall of Fame Tour + Custom Made WIBA Poster (\$30 – register online)					



Time	Event
8:00-8:45 am	Workshop Check-In ( <b>Hallway outside of Broadway A-G</b> )
9:00 am- 12:00 pm	<b>Morning Workshop-Cumberland 1/2</b> <b>Tyra Sellers and Linda LeBlanc</b> Developing Critical Professional Repertoires: Public Speaking and Effective Meeting Management (3 General CEUs)
12:00-1:15 pm	<b>Lunch on Your Own</b>
1:15-4:15 pm	<b>Afternoon Workshop-Cumberland 1/2</b> <b>Ellie Kazemi</b> Taking a Functional Approach to Supervision (3 Supervision CEUs)
	<b>Total CEUs: 6</b>

# Presentation Descriptions:

## **“Culture, Social Justice and the Discipline of Behavior Analysis”**

**Shahla Ala’I, Ph.D., BCBA-D, University of North Texas and North Texas Autism Project**

Section 1.05 of the BACB Compliance Code focuses on professional relationships between people of differing ages, genders, races, ethnicities, national origins, religions, sexual orientations, disabilities, languages and socioeconomic status. Ideally, behavior analysts in clinical practice should be non-discriminatory and be developing increasingly more cultural responsiveness when working with people of differing backgrounds, life experiences and preferences. Cultural responsiveness is closely yoked with experience, ethical perspectives and social justice. This presentation will review behavior analytic conceptualizations of culture and cultural responsiveness, the WEIRDness of our discipline, ethical perspectives, and some inherent barriers and possibilities within our discipline. The presentation will close with a summary of suggested pathways leading to cultural responsiveness and social justice.

## **“Women and Leadership and Behavior Analysis: Oh, Yes!!”**

**Carol Pilgrim, Ph.D., University of North Carolina Wilmington**

Recent years have witnessed increased discussion of the necessary participation of women in leadership positions for organizations and ventures of all kinds. Unfortunately, and despite these discussions, women continue to be woefully under-represented in important leadership roles. There are many reasons for this state of affairs, but perhaps central among them is that pursuing and/or accepting a leadership position represents an impactful decision for any woman – one that can influence many dimensions of her career direction and development. This talk will reflect on some lessons learned from my own experiences with leadership roles in academia and professional organizations, with special emphasis on ways in which fundamental behavior-analytic principles can help to inform effective leadership strategies and skill development.

## **“Using Our Science and Professional and Ethical Compliance to Address Discrimination in Professional Settings”**

**Hanna Rue, PhD, BCBA-D**

**Ivy Chong, Ph.D., BCBA-D**

**Sara Litvak, BCBA**

**Emily Callahan, Ph.D., BCBA-D**

**Carl Sundberg, Ph.D., BCBA-D**

**Panel**

Sparked in part by the #MeToo movement, thousands of individuals have taken to social media to share incidents of harassment, discrimination and inappropriate treatment in the workplace over the last year. The field of ABA is not immune to such issues. The BACB Guidelines for Responsible Conduct (Standards 1.05 (c), (d), (e), (f) and Standards 1.07 (a), (b)) address harassment, discrimination, and exploitation in professional relationships. Further, the BACB Professional and Ethical Compliance Code provides guidance on what professionals should do when potential issues arise. This panel will discuss the importance of supervision and mentorship to proactively address inappropriate workplace behaviors and difficult conversations. Additionally, the panel will guide discussion on personal experiences that shaped their respective careers and provide suggestions on how to document and make data-based decisions regarding potential ethical violations.

## **“Children in the Workplace: The Ultimate Innovation in Employee Benefits”**

**Kathleen Karimi, MHA, Behavior Change Institute**

**Melany Shampo, MA, BCBA, Behavior Analysis Center for Autism**

**Symposium**

With a growing number of women of childbearing age entering the behavior analyst workforce, businesses have a unique opportunity to establish meaningful policy, procedure and benefit programs designed to effectively reconcile work and family life for employees. Our presenters will introduce two models for supporting working parents aimed at promoting long-lasting employee commitment and satisfaction. Beyond a general introduction to each model, presenters will discuss essential considerations in introducing a benefit redesign, resources required for successful implementation, and benefits achieved by both the employer and the employee.

## **“Unique Applications of Telehealth in the Delivery of ABA Treatment”**

**Joy Pollard, Ph.D., BCBA-D, Behavior Change Institute; Stanford University School of Medicine**

**Stephanie Brockman, M.A., BCBA, Southwest Autism Research and Resource Center**

**Taylor Custer, M.A., BCBA, Garden Academy**

**Katerina Monlux, M.S., BCBA, Stanford University School of Medicine**

**Symposium**

Rural Americans face a unique combination of factors that create health access disparities, particularly for on-going intensive treatments, such as Applied Behavior Analysis (ABA). With nearly one-fourth of the U.S. population living in rural areas, Telehealth solutions have been employed to address the challenges families face in accessing care. We will discuss three unique applications of a telehealth service delivery model to provide ABA treatment to individuals. The symposium will highlight the benefits of the service model with a focus on the challenges that arose and problem-solving strategies implemented to increase treatment effectiveness.

**“Increasing Ethnic Diversity in ABA Leadership and Why it Makes Sense for your Therapy Business”**

**Landria Seals Green, M.A., CCC-SLP, BCBA; Executive Director of Momentum Autism Therapy Services;**

**Principal Consultant of Landria Green, PLLC**

**Beverly Kirby, M.A., BCBA**

**Suzette Morrison, M.S., BCBA, LBA (KY & AZ), Executive Director of Wee Can Autism and Behavioral Consulting Panel**

Diversity and inclusion practices across corporate sectors have intentionally increased their attention towards ethnically diverse professionals across staff and leadership levels. This focused recruitment of racial and ethnically diverse individuals is slow to catch on in service-based fields particularly in applied behavior analysis. With a large number of technicians being from ethnically diverse groups, the leadership and key decision makers don't often mirror the technician staff nor the client population in urban and suburban areas. This panel will explore the need to increase the visual diversity at the clinical leadership level, microaggressions and branding messages that hinder onboarding and retention, and the business line benefits of diversity and inclusion practices in your therapy organization.

**“The Power of Supervision: Harnessing the Potential of Future Female Leaders to Make a Difference”**

**Janet Vasquez, M.S., BCBA, WeTherapy**

**Alexandria Cortes-Hernandez, M.S., BCBA, WeTherapy**

**Allison Levy, M.A., BCBA, WeTherapy**

**Claire Ellis, M.S., BCBA, LBA, Navigation Behavioral Consulting**

**Panel**

Leadership development is critical in the advancement of future leaders in behavior analysis. Therefore, it is imperative that we prepare our supervisees to be effective leaders by equipping them with the necessary skill set. Research has shown BST to be best practice in the acquisition of new skills, but how is this standard of practice being actively implemented in the field in relation to leadership development? This panel will discuss strategies related to this question as it pertains to women and their unique circumstances. With a focus on harnessing leadership potential, the discussion will include considerations associated with gender differences, cultural sensitivity and work-life balance.

**“Functional Assessment without Boundaries: Applying our Science Across Gender, Culture and Language Barriers”**

**Jennifer Quigley, M.A.Ed., BCBA, BSL, The Chicago School of Professional Psychology**

**Kozue Matsuda, BCBA, LBA, The Chicago School of Professional Psychology/Children Center Inc**

**Andrea Murray, BCBA, LBA, The Chicago School of Professional Psychology**

**Symposium**

Functional analysis is the standard in experimental analysis for creating a function-based treatment plan, yet barriers to its execution remain. These authors will present three novel approaches to overcoming issues in training methodology and in completing functional analyses. Barriers targeted include the setting (languages and cultural differences in Japan), in FA procedures (alternative methods), and in training (behavior skills training and Telehealth) and have been reduced via the presented research. All three studies extend the current research on functional behavior assessments and aim to make the science of functional assessments more available to educators and clinicians.

**“Racial, Gender and Linguistic Diversity in Applied Behavior Analysis: An Analysis and Implications for Training and Practice”**

**Amarie Carnett, Ph.D., BCBA-D, LBA**

**Symposium**

Diversity may be defined along a number of dimensions including, but not limited to the presence of a variety of genders, races, ethnicities, languages and socio-economic statuses (Silverman, 2010). As a field, ABA has made great strides in some areas of diversity. This study investigates the results of survey polling individuals in the field of ABA related to racial and gender identity, linguistic diversity, and presence of diversity related coursework in training programs. Results related to formal training on diversity training within programs, recruitment of traditionally underrepresented populations, and continuing education will be discussed, as well as recommendations.

**“Behavior Analysts and Motherhood: How to Manage it All!”**

**Nissa Van Etten, M.A., BCBA, Cultivate Behavioral Health & Education  
Symposium**

Managing a caseload, training staff, and maintaining CEUs are all part of the role of a BCBA. The daily grind includes traveling to clients, writing reports, teaching children, and parent training. Throw into the mix, children of your own and all of a sudden self-management and time management become a huge component of staying above the grind. As a working mom of three, utilizing behavior analytic tools in the home setting with my children is essential to "doing it all." Teaching self-management in conjunction with a marble reinforcement system allows motherhood and behavior analysis to flow in our household.

**“Having our Cake and Eating it Too: How Family Friendly is our Field?”**

**AJ Rodrigue, M.A., BCBA, LBA, The Behavior Momma**

Almost a year ago, a prominent researcher in the field alleged that after female behavior analysts have children that they do not return to being professional behavior analysts. Being a parent and a committed behavior analyst is equally challenging, but not impossible. However, is it really possible for parenting behavior analysts to have their cake and eat it too given demands from our field and societal expectations? How family friendly is the line of work with the seemingly limited choices that we have given long hours and high work demand? In this lecture, we will discuss survey results of current behavior analysts' perspectives on the nature of our field regarding family friendliness after having children and possible company policies in place that reinforce or diminish work life balance. Additionally, we will review current social science research on expectations of the mother role versus father role in high demand positions – such as that of the behavior analysts. Finally, the audience will be educated on possible policy changes beyond legal parameters (e.g., FMLA) that can be presented to their agencies to the increase a focus on family orientation.

**“Predictive Accuracy of Paired-Stimulus Preference Assessments Conducted in Analogue and Natural Settings”**

**Jolene R. Sy, Ph.D., BCBA-D; University of Maryland, Baltimore County**

**Symposium**

Preference assessments conducted in analogue settings can identify reinforcers; however, less is known about efficacy of preference assessments administered in natural settings. Conducting assessments in natural settings (e.g., classrooms) may minimize instructional time missed and identify reinforcers that compete with peer attention. We examined the validity of conducting preference assessments in natural settings by comparing reinforcing value of stimuli ranked as high, moderate, and low preferred in assessments conducted in analogue and natural settings using progressive-ratio assessments. Similar preference hierarchies were obtained across assessments. For some students, the assessment conducted in a natural setting identified more effective reinforcers.

**“Clarification of Ambiguous Escape Results with a Corrective Feedback Assessment”**

**Cara L. Phillips, Ph.D., BCBA-D; May Institute**

Response variability during a functional analysis (FA) of problem behavior may make results difficult to interpret, indicating the need for additional assessment. In the current study, four individuals with autism spectrum disorder (ASD) engaged in problem behavior nearly exclusively, but not consistently, in the demand condition of an FA or while completing academic demands. We evaluated the effects of different forms of corrective feedback (i.e., verbal, physical, combined) on problem behavior. Results were idiosyncratic across subjects, but, in each case, a specific type of feedback evoked problem behavior. Results informed the treatment for problem behavior in demand contexts.

**“Black Women in Behavior Analysis: An Interactive Dialogue of Black Representation”**

**Kathryn L. Jackson, M.Ed., Founder and Interim Secretary of Black Applied Behavior Analysts**

**Davina Jennile, M.A., Interim President of Black Applied Behavior Analysts**

**Bahijah D. Sheibanee, M.A., Executive Director, Bedrock Clinic and Research Center**

**Dominique Shorter, M.A., BCBA**

**Kiah Bouie-Lindsay, M.A., BCBA**

**Panel**

A highly-interactive panel session consisting of five black behavior analysis professionals explore opportunities to tell stories around various dimensions of how their career roles in ABA contribute to their underrepresented communities with the purpose of providing opportunities to show why “BLACK” representation matters.

**“Leadership in ABA, Lessons Learned from Athletics”**

**Kristin Myers-Kemp, Ph.D., BCBA-D, ABA Technologies, Inc. and Florida Institute of Technology**

**Paige Raetz, Ph.D., BCBA-D, Southwest Autism Research & Resource Center**

**Kristen Kelley, PhD, BCBA-D, Kristen Kelley Behavior Consulting, LLC**

**Panel**

Panelists, all woman leaders who are or have been high level managers in behavior analytic organizations, will share how their experiences as athletes shaped their professional and leadership skills. Panelist will discuss the role of a coach or mentor, important lessons learned from participation on a team, and how the experience of winning and losing influenced them as leaders.

### **“Challenges of Being a Woman Working in a Maximum Security Forensic Psychiatric Hospital”**

**Lily C. Darnell, Licensed Behavior Analyst, BCBA, State of Tennessee**

**Rena Isen, Psy. D., Licensed Psychologist, Certified Forensic Evaluator, State of Tennessee**

#### **Symposium**

This symposium will explore many topics encountered by two female practitioners who work at a maximum security forensic psychiatric hospital. Working with such a difficult and dangerous population requires the female practitioner to constantly focus on boundaries that maintain her physical and emotional safety, which can make it challenging to simultaneously provide empathetic and therapeutic care. Reliability, consistency, and honesty are paramount. Dr. Rena Isen will explore the development of appropriate boundaries while Lily C. Darnell will review the comprehensive behavior program that is in place for the patients at this hospital.

### **“Compassionate Communication: Having Difficult Conversations with Empathy and Clarity”**

**Jennifer Yakos, MA, BCBA**

**Cecilia Knight, MA, BCBA, Center for Autism and Related Disorders (CARD)**

#### **Presentation**

BCBAs are ethically bound to engage in ongoing, honest, and accurate communication with clients and stakeholders. Effective communication is required for gathering pertinent information, explaining interventions, gaining consent for treatment protocols, and monitoring program efficacy. As challenges faced by families in ABA programs can be overwhelming, BCBAs must demonstrate compassion and empathy when discussing matters with those they serve. This presentation will discuss strategies for effective and compassionate communication with caregivers, specifically demonstrating empathy, attending to body language and emotional cues, using listener-appropriate vocabulary, providing effective feedback, and providing rationale to clients when delivering difficult messages.

### **“Power, Patriarchy, and Predation: A Behavioral Analysis of Sexual Misconduct”**

**Valerie LaCerra, M.A., BCBA**

**Melinda Desmarais, M.A., BCBA**

#### **Presentation**

This presentation will address issues related to sexual misconduct with a specific focus on sexual harassment. Sexual harassment will be defined and explored as a type of gender-based harassment using the framework of behavior analysis. Topics include an examination of contingencies that promote and maintain sexual harassment and influence its reporting, a review of literature and prevalence data, a discussion of ethical implications, examples of sexual harassment affecting the field of behavior analysis, and recommendations for detecting, preventing, and responding to sexual harassment across settings.

### **“Ameliorating Social Referencing Deficits of Children with Autism: Practice and Research Implications”**

**Jaime A. DeQuinzio, Ph.D., BCBA-D, Alpine Learning Group**

#### **Presentation**

Responding to the affective behavior of others (i.e., facial expressions), is an important component of the development of social behavior. One type of social interaction that relies heavily on the ability to respond to the facial cues of others is known as social referencing. During social referencing, infants as young as 6 months of age look to others when confronted with unfamiliar or unexpected events in the environment as a means of determining how to respond to such events. Typically, approach or avoidance responses are learned by responding to positive and negative affective cues of the parent or caregiver (e.g., smiling and frowning). Unfortunately, social referencing repertoires are limited, delayed, or completely lacking in children with autism. Despite these documented social deficits, little research has focused on ameliorating social referencing deficits. I will present a behavior-analytic conceptualization of social referencing, discuss the implications for ameliorating these deficits in children with autism, focus on the implications for both educational and research programs in this area, and present data from ongoing treatment analyses.

### **“Working Together: Valuing Diversity and Fostering Inclusion in the Workplace”**

**Chata A. Dickson, Ph.D., BCBA-D, LABA, New England Center for Children and Western New England University**

**Nicholas M. Berens, Ph.D., Fit Learning**

**Kathleen Bailey Stengal, M.S., BCBA, Aveanna Healthcare**

**Kimberly Nix Berens, Ph.D., BCBA-D, LBA, Fit Learning**

#### **Symposium**

This session will feature two presentations, followed by a discussion. Nick Berens will discuss gender stereotypes and norms related to masculinity, and the effects of these can have in limiting men's ability to be authentic and connected with others in the workplace. Reflecting on traditional socialization of boys and men and his own learning history, he'll address

perspectives on participating in and contributing to an inclusive workplace. Kathleen Bailey Stengel will discuss her commitment to fostering diversity and inclusion in the workplace, the importance of representation of people from non-dominant groups, and the actions she's taken to ensure that the diversity of staff in a given location reflect that of the local community. Finally, Kimberly Nix Berens will pull together these presentations with a discussion of values and the effects of building organizational and individual goals around explicitly stated and collectively held values.

#### **“Pediatric Hospitals: The Power of Embedding Behavior Analysis”**

**Ansley C. Hodges, M.S., BCBA, Nemours Children's Hospital & Florida Institute of Technology Symposium**

In this presentation, I will describe my journey of embedding behavior analytic services within a pediatric hospital. Behavior analysis services integrated into a pediatric hospital presents both tremendous advantage and some challenges. First, most physicians are not trained in the science of behavior, and often have their own approaches to treating problem behavior, increasing compliance with treatment protocols and developing new skills. Thus, we must train physicians in the fundamentals of our field. To accomplish this, behavior analysts must develop positive, effective relationships; simple pairing can be an essential element of this process. Once this is accomplished, then behavioral strategies can be integrated into other departments such that a more thorough, effective way of treating medical problems may be implemented. Moreover, behavior analysts can assist other departments in their processes. For example, different departments might well benefit from organizational strategies constructed in tandem with the ABA department. Finally, conducting behavioral research with our division and multi-disciplinary research projects can provide studies with far-reaching implications, while disseminating our research and science into the medical field.

#### **“Development and Implementation of a Pay for Performance System: the Good, the Bad and the Ugly”**

**Cresse Morrell, M.S., BCBA, LBA (CT), Milestones Behavioral Services Presentation**

Many center-based schools serving students with disabilities struggle with the challenge of retaining direct care staff. Direct care staff may have short tenures, increasing training and recruiting costs and negatively impacting the development of a stable and experienced workforce. Behavior Analytic research, as well as contemporary business sources, suggest that adding a pay for performance system may increase productivity and staff retention. Data and lessons learned will be presented specific to the development and implementation of a pay for performance system at a center-based school for over 200 employees over a seven month time period.

#### **“Contingency Analysis of Wellbeing in Organizations and Beyond”**

**Ramona Homanfar, Ph.D., University of Nevada, Reno**

A growing body of scientific evidence suggests implicit biases influence ways our actions may affect others to the extent that may favor some and detract from others. Biases can be deleterious and throw decisions off course just enough to harm others (e.g., women and minorities) or unjustifiably protect special interests. Moreover, the numerous examples of ways diversity can promote organizational success and quality of healthcare have generated interests of organizational leadership in relation to bias and diversity across industries. In their role as guides, leaders create new verbal relations between the current and future state of the organization, between the future organization and its niche in the future environment, and between current employees and the future organization. In many ways, leaders' communication and decision making shape the interlocking behavioral contingencies, aggregate products (i.e. metacontingency), and the behavior topographies of consumers (i.e., cultural practices and macrocontingency). In addition, this process can bear positive or negative influences on the wellbeing of the organizational members plus the external environment (including the physical and social environment). This presentation provides an overview of ways behavior science can contribute to the design of healthy environments in organizations and beyond that support the well-being of all and reduce inequitable use of resources.

#### **“Cultural Responsiveness in Behavioral Analytic Practice”**

**Rain Newbold-Coco, Ph.D., BCBA-D, Affiliate Professor, ABA Online Program, The Chicago School of Professional Psychology, Online Campus**

**Loukia Tsami, M.A., BCBA, Research Associate Center for Autism and Developmental Disabilities University of Houston, Clear Lake;**

**Shahla Ala'i, Ph.D., BCBA-D, Associate Professor, Department of Behavior Analysis, College of Health and Public Service, University of North Texas**

**Linda LeBlanc, Ph.D., BCBA-D, President, LeBlanc Behavioral Consulting**

**Symposium**

This symposium will familiarize the audience with issues related to effectively and collaboratively providing services in culturally diverse settings. The first presentation will focus on the mentoring variables that African American female

professionals attribute to professional growth. The second talk will discuss telehealth parent training data from rural and urban families from Greece, Turkey, Saudi Arabia, Costa Rica, U.S., Mexico, Ukraine, and Russia. The final talk will address social validity and the “Ethics of Care”, an approach that embraces traditionally feminine virtues. Throughout the presentations we will explore issues related to culturally responsive practices in behavior analysis.

#### **“The Science Behind Why Words Hurt: A Contextual Behavioral Account of Verbal Abuse”**

**Jessica M. Hinman, M.S., Southern Illinois University, Carbondale**

##### **Presentation**

In 1993, Sidman stated that, “...verbal abuse can keep children and spouses subservient to your own needs and desires”. Verbal abuse is a maladaptive form of verbal behavior which has negative effects on the listener and is a prominent issue within many interpersonal relationships. The current paper examines verbal abuse from a basic and contextual behavioral approach and discusses behavioral methods for reducing its harmful repercussions. The psychological effects of verbal abuse will be examined from a Relational Frame Theory perspective and implications for utilizing Acceptance and Commitment Therapy with individuals who have experienced verbal abuse will be discussed.

#### **“Emerging Quantitative Analyses to Evaluate Single Case Designs: Randomization Tests and Multi-Level Models”**

**Emily S. Weaver, M.Ed., BCBA, Department of Special Education, Vanderbilt University**

**Jessica L. Becraft, Ph.D., BCBA-D, Department of Behavioral Psychology, Kennedy Krieger Institute**

##### **Symposium**

Behavior analysts infrequently employ statistical analyses in their work. Recently, however, there has been increased interest in quantitative methods in our field. This set of talks will discuss two growing methods of data analysis to supplement visual analysis. In the first, we will review the conceptual basis for randomization tests, and discuss their application to single case designs with rapidly alternating conditions. Second, we will provide an overview of multi-level models to meta-analyze single case data. We will show example analyses of empirical data sets and identify future directions for research and practice for both techniques.

#### **“Cultural Diversity as a Skill Set”**

**Yulema Cruz, M.S., BCBA, Global Behavior Consultants, Inc.**

**Paloma Pedraza-Rodriguez, Ph.D., BCBA-D, First Steps Interventions, Inc.**

##### **Presentation**

This 1.0 hour paper will describe the diversity of professionals and clients with whom we interact, as well as provide a rationale for increasing cultural awareness competence. As behavior analysts it is imperative that we operationally define competence, identify barriers, and create assessments for staff and clients that pinpoint potential biases. Becoming competent in cultural diversity can increase implementation adherence, and ethical aptitude. Literature proposing standards for cultural competence, as well as specific BACB guidelines for cultural competence will be discussed.

#### **“Stand By Me: An Evaluation of a Large-Scale Mentoring Intervention for New Hire Retention”**

**Michele Stone, M.S., BCBA**

**Melissa Junker, M.A., BCBA**

**Donna Henig, M.S., BCBA**

##### **Symposium**

Recent research cites stress and lack of emotional support in the field of ABA as frequent causes of burnout and resignation among newly hired direct care staff (Pohlson et al., 2017). This symposium presents topics related to improving staff retention through a mentoring program. The first provides an overview of the program implemented at an ABA agency. The second evaluates the effect of the program on newly hired interventionists using a group design. The third discusses the impact that being a mentor had on seasoned staff’s burnout levels. Results are discussed in terms of a variety of measures.

#### **“An Overview of Negotiation in the 21st Century: Addressing Barriers & Strategies for the Intersectional Communities”**

**Andrea King, M.A., Psy Ed, BCBA, McRory Pediatric Services**

##### **Presentation**

Intersectionality refers to the complex and cumulative way that different forms of discrimination (such as racism, sexism, and classism) combine, overlap, and intersect—especially in the experiences of marginalized people or groups. While negotiation is a form of communication experienced in all aspects of life—in the home, community, and the workplace—the barriers that prevent successful negotiations can be amplified within intersectional communities. This presentation will

address three critical barriers and identify solutions toward successful negotiations from a behavior analytic perspective as well as present resources to participants to further improve their ability to engage in successful negotiation practices.

### **“Cultural Humility and the Practice of Applied Behavior Analysis”**

**Patricia Wright, Ph.D., MPH, BCBA-D, NEXT for AUTISM**

#### **Presentation**

Applied behavior analysis' (ABA) intent is to improve the human condition. The unique culture of ABA creates barriers to achieving this desired outcome. Cultural humility provides a framework for both institutional and individual reflection to guide changes that can build acceptance, bridge cultures, address disparity and improve outcomes. This session will discuss the barriers and propose application of cultural humility to the field of ABA to improve influence and impact in social service delivery.

### **Tools, Tips, and Tricks for Female BCBA Supervisors and Leaders**

**Amy S. Polick, Ph.D., BCBA-D, Florida State University Panama City**

**Nikki Dickens, M.S., BCBA, FSU Early Childhood Autism Program**

#### **Presentation**

According to the BACB Professional and Ethical Compliance Code (PECC) when behavior analysts are supervisors, “they must take full responsibility for all facets of this undertaking” (BACB, 2016). However, supervising is not always easy, and the facets of this role often involve dealing with difficult or uncomfortable situations with clients, staff, or other professionals. Additionally, female BCBA supervisors and leaders encounter an even greater variety of challenges as a BCBA simply because they are female. This presentation will provide a primer of sexism and feminism, how these social phenomena impact human interactions, and discuss tools, tips, and tricks that female BCBA's can use to navigate the ABA professional world as a female leader and supervisor.

### **“Examining Interrelationships between the Cigarette Purchase Task and Delay Discounting Among Pregnant Women”**

**Tyler D. Nighbor, Ph.D., BCBA-D, Vermont Center on Behavior and Health, University of Vermont**

#### **Symposium**

Two common behavioral economic simulation tasks used to study cigarette smoking are the Cigarette Purchase Task, a measure of cigarette demand, and delay discounting, a measure of the subjective value of rewards as a function of delays to delivery. Few studies have evaluated whether combining these tasks enhances understanding of smoking beyond either alone. The current study represents an initial evaluation of the intersection between cigarette demand indices and delay discounting among pregnant smokers by examining associations between these measures and whether a woman makes antepartum quit attempts before entering prenatal care (a reliable predictor of eventual quitting).

### **“Barriers to Long-Acting Reversible Contraceptives Among Opioid-Maintained Women”**

**Catalina N. Rey, Ph.D., BCBA-D, Vermont Center on Behavior and Health, University of Vermont**

Nearly 80% of pregnancies among women with opioid use disorder (OUD) are unintended while rates of effective contraceptive use are estimated at <10%. Long-acting reversible contraceptives (LARC), namely intrauterine devices (IUDs) and implants, are the most effective reversible forms of contraception because they are user-independent. Nevertheless, few women in medication-assisted treatment (MAT) for OUD report they are likely to use an IUD or implant (41% and 27%, respectively). In this study, 200 women in MAT for OUD completed a survey with questions assessing reasons that may have prevented LARC initiation.

### **“A Gender Non-Conforming Queer and Two Women of Color Walk into a Bar: Identifying Stimuli Signaling Safe Work Environments”**

**Cary E. Trump, MEd, BCBA**

**Kadijah Quinland, MAT, BCBA**

**Karla A. Zabala, MAT, BCBA**

**University of Georgia Center for Autism and Behavioral Education Research**

#### **Presentation**

Federally protected classes include race, color, religion, origin, sex, age, ability, veteran status, genetic information, and citizenship. One should note that sexual orientation is not listed as a federally protected class and people identifying as a part of the LGBTQ community can, and are, legally discriminated against. Furthermore, merely belonging to a federally protected class does not protect one from experiencing discrimination. Those individuals and groups experiencing discrimination might identify and avoid stimulus classes signaling unsafe environments. This presentation seeks to address relevant stimuli potentially signaling safe and unsafe environments and offer suggestions for creating safe work environments.

### **“The Benefits of Mindfulness for Professionals Working with Families of Children with Special Needs”**

**Jamie McGillivray, M.S., LLP, BCBA, Healing Haven**

**Allie Young-Rivard, M.A., LLPC, Healing Haven**

#### **Presentation**

As professionals working with families who have children with special needs, we witness the stress parents are under managing the responsibilities inherent with parenting, while also navigating the complex medical, behavioral and educational needs of their child. However, stress is not just limited to families. The professionals that work daily with children with special needs can also experience a tremendous amount of stress. Caregiver burnout and compassion fatigue are real issues that professionals need to address. Mindfulness and related techniques are helpful tools for therapists to use to manage the stress that comes with their career in ABA Therapy.

### **“Behavior Analysis in Child Welfare: An Innovative Approach to Restoring Parental Protective Capacities”**

**Karin Torsiello, M.S., BCBA**

**Paula Leonardo, M.S., BCBA**

**Behavior Basics, Incorporated**

#### **Presentation**

Evaluating the effectiveness of the Refocusing the Modern Family (RMF) Parenting Program in Child Welfare as a modality aimed at reducing incidents of child maltreatments and increasing positive parenting practices of those parents verified for child maltreatment. Data from this project consistently reveals that outcome measures met the targets set out by the researchers at statistically significant values including: Post Test results, reduction in target behaviors, positive to negative interaction ratios, Parental Stress Index scores and recurring verified maltreatments. This project revealed an effective clinical parent training program with multiple clear outcome measures and results which positively impacted the child welfare system of care. This presentation will discuss the program curriculum and implementation, review successful outcome measures and share the need for additional resources and support for intensive evidence-based programs targeting positive parenting skills in the Child Welfare System of Care.

### **“Behavioral Systems Science Supporting Social and Environmental Justice”**

**Mark Mattaini, DSW, ACSW**

For the past seven decades, beginning with B.F. Skinner, behavior analysts have asserted that behavior science could guide efforts to intervene in such challenges across system levels. This has proven largely true at personal and interpersonal levels, although our research findings still are not effectively applied in practice in most cases—so there is still much work to do there. Work being done at community and public policy levels has been much more limited, although what has been done has been encouraging. Contemporary human societies, however, currently face a number of intractable and corrosive struggles grounded in social injustice, collective biases and associated violence, human rights violations, the growth of authoritarianism, and marginalization of entire cultural, racialized, and oppressed groups (all of which also contribute to climate change, perhaps our most serious global concern). Seriously challenging such injustice is always costly (sometimes in lives), and often only marginally effective—or even counterproductive. In this presentation, the author will discuss recent behavioral systems science scholarship that holds promise for contributing to more effective and efficient strategies for social action and nonviolent resistance (while fully recognizing that challenging serious injustice is always costly). Particular attention will be paid in the presentation to “constructional” options that may progressively shape more just societies, while respectfully accompanying those who are struggling.

### **“Leaders in Diversity, Respect and Inclusion”**

Moderated by Jennifer Zarcone

Shahla Ala’i, Ph.D., BCBA-D

Ramona Houmanfar, Ph.D.

Carol Pilgrim, Ph.D.

Mark Mattaini, DSW, ACSW

Tyra Sellers, Ph.D.

Elli Kazemi, Ph.D., BCBA-D

### **“Developing Critical Professional Repertoires: Public Speaking and Effective Meeting Management”**

**Tyra Sellers, Ph.D.**

**Linda LeBlanc, Ph.D., BCBA-D**

Behavior analysts spend a great deal of time communicating with and interacting with others regardless of their specific professional role (e.g., academic, practice, administration). These activities provide the opportunity to promote and disseminate our science and practice. This workshop will focus on two critical public professional repertoires: public speaking and effective meeting management. Whereas behavior analytic training likely covers the verbal behavior concept of audience control, it likely does not encompass structured instruction, to competency, on effective public speaking. Perhaps in response to this, our field has recently produced recommendation articles, as well as empirical research, on the topic of effective public speaking. This first half of this workshop outlines several recommendations to increase one’s effective public speaking skills. The second half of this workshop focuses on planning, conducting

participating effectively in meetings. The common functions of an effective meeting are described and specific recommendations and tools for planning and conducting effective meetings are provided.

**“Taking a Functional  
Approach to Supervision”**

**Ellie Kazemi, Ph.D., BCBA-D**

Although supervision is extremely important for provision of high quality and effective services, specialized training for it lags way behind. For example, a supervisor’s primary means of improving their supervisee’s skills is through ongoing performance evaluation and feedback. However, most supervisors report that they feel uncomfortable giving corrective feedback. In this talk, I will share results from a study I conducted on giving performance feedback and then provide role- play opportunities for the audience to experience using the practical tips I share for giving super