

# Phillip M. Riddick, DSW, LCSW

## Education

Barry University Miami, FL

**Major: Social Work**

**Degree: Doctor of Social Work (April 2023)**

**Capstone: Co-parenting through change: Incorporating co-parenting interventions for parental cohesiveness**

Norfolk State University Norfolk, VA

**Major: Social Work**

**Degree: Master of Social Work (May 2011)**

Norfolk State University Norfolk, VA

**Major: Social Work**

**Degree: Bachelor of Social Work (May 2008)**

Tidewater Community College Virginia Beach, VA

**Major: Social Sciences**

**Degree: Associate in Science (December 2005)**

## Licenses/Certifications

Certified Clinical Trauma Professional (CCTP)

**Date of Completion: February 2022**

Licensed Clinical Social Worker (LCSW- License Number 0904009046)

**Date of Completion: June 2015**

Love and Logic Parenting Certification

**Date of Completion: October 2014**

Applied Suicide Intervention Skills Training (ASIST) Certification

**Date of Completion: October 2014**

## Educational Experience

August 2023- present Norfolk State University Norfolk, VA

**Assistant Professor**

- Teaches undergraduate and graduate courses related to Professional Development, Human Behavior, Field Experience, and Clinical Practice.
- Supervises student field placements while providing professional mentorship and support for student development.
- Plans assignments, lectures, and case vignettes for learning according to the Council on Social Work Education (CSWE) core competencies.
- Maintains a class syllabus, assignment records, and resources through Blackboard.
- Collaborates with community organizations to ensure practicum students receive an impactful learning experience when placed at their agency.
- Facilitated the online conversion of and teaches graduate course "Differential Assessment" providing the essential knowledge, skills, and understanding for effective assessment and diagnosing utilizing the DSM 5-TR.
- Serves on departmental and university committees to include Hospitality, Student Mentoring, Faculty Senate Constitution and Bylaws, and the Faculty Workload Task Force.

January 2021- December 2022 Virginia Wesleyan University Virginia Beach, VA

**Adjunct Professor**

- Taught the *Social Work with Groups and Communities* and *Diversity and Social Problems in Social Work* courses in the Bachelor of Social Work program.
- Coordinated assignments and activities that were engaging and fostered a healthy

learning environment.

- Instructed the class utilizing multimodal learning to improve retention and class participation.
- Utilized technology to facilitate courses in a hybrid format.

**Clinical & Professional  
Social Work  
Experiences**

December 2020- present      Building Lives in Unison, Inc.      Norfolk, VA

**Founder/Psychotherapist/Clinical Director**

- Employs effective listening skills to establish rapport with individuals, couples, and family members to provide emotional support and encouragement.
- Assesses clients' needs and develop appropriate individualized treatment plans.
- Initiates and provides ongoing communication with other service professionals to ensure coordination of care.
- Provides crisis interventions and makes referrals as necessary.
- Utilizes therapeutic interventions to include Brainspotting, Cognitive Behavioral Therapy (CBT), Emotionally Focused Therapy (EFT), Eye Movement Desensitization and Reprocessing (EMDR), Mindfulness, Motivational Interviewing, Solution Focused Therapy, and Trauma Focused CBT to help the client(s) progress toward meeting treatment goals.
- Maintain client documentation through electronic medical records.
- Provides supervision for supervisees in social work pursuing licensure.

July 2015- present      Brighter Days Family Services      Virginia Beach, VA

**Clinical Director/Therapist**

- Conducts individual and group therapy weekly with adolescents
- Coaches adolescents on stress management, coping with life changes, anger management, independent life skills, depression, and other issues faced
- Utilizes person centered, cognitive behavioral, and solution focused strategies to aid clients in reaching treatment goals
- Conducts and prepares written diagnostic assessments, assessing individuals from multiple perspectives including family functioning, psychological/emotional, social, academic, medical, behavioral, substance abuse, skills, strengths, and treatment history.
- Develops and implements individualized treatment plans based on clients' needs.

December 2018- December 2020      The Psychotherapy Center      Norfolk, VA

**Outpatient Therapist**

- Employed effective listening skills to establish rapport with individuals, couples, and family members to provide emotional support and encouragement.
- Assessed clients' needs and develop appropriate individualized treatment plans.
- Initiated and provides ongoing communication with other service professionals to ensure coordination of care.
- Provided crisis interventions and makes referrals as necessary.
- Utilized therapeutic interventions from different theoretical approaches to help the client progress toward meeting treatment goals.
- Maintained client documentation through electronic medical records.

March 2017- May 2019      Virginia Beach Psychiatric Center      Virginia Beach, VA

**Director of Clinical Services**

- Planned, developed, coordinated, and supervised the delivery of patient care services.
- Managed program development, fiscal budget, and performance improvement.
- Maintained optimal standards of clinical care and constantly evaluates results, maintains a performance improvement program.
- Coordinated unit activities, planning of patient care services, and patient treatment planning with the Clinical Staff and other departments.
- Hired, managed, and trained all internal employees.
- Provided licensure supervision for staff to aid in their clinical growth.
- Recruited clinical interns by maintaining relationships with local MSW programs.
- Collaborated with interdisciplinary leadership team to ensure the hospital meets

- regulatory requirements
- Assisted in preparing an annual budget and operating the department within defined limitations.
- Participated in community initiatives that aid the SMI and homeless populations

April 2016-June 2017      Churchland Psychological Center      Norfolk, VA

**Outpatient Therapist**

- Employed effective listening skills to establish rapport with individuals, couples, and family members to provide emotional support and encouragement.
- Initiated and provides ongoing communication with other service professionals to ensure coordination of care.
- Provided crisis interventions as necessary.
- Utilized therapeutic interventions from different theoretical approaches to help the client progress toward meeting treatment goals.

July 2009- March 2017      National Counseling Group, Inc.      Newport News, VA

**Assistant Site Director (1/2016-3/2017); Clinical Supervisor (11/13-1/16); CBC (7/09-11/13)**

- Provided services on an intensive basis in the home of children and families in need.
- Worked with adult clients with various mental health diagnoses to include Bipolar, Schizophrenia, Major Depression, and Substance Dependence to provide training on functional skills for daily living to improve self-sufficiency.
- Employed effective listening skills and motivational interviewing techniques to establish rapport with clients, community partners, and staff.
- Provided emotional support and encouragement of clients to promote positive outcomes in service.
- Enhanced community integration of clients by coordinating with other providers to arrange community access and involvement.
- Utilized short-term, solution focused treatment strategies to improve self-sufficiency.
- Prepared written diagnostic biopsychosocial assessments evaluating the client's needs from multiple perspectives.
- Attended court hearings and multi-disciplinary meetings with staff to present testimony, report on the client's progress, and provide treatment recommendations.
- Contributing member of the events committee responsible for coordinating social outings to boost morale and promote camaraderie throughout the agency.
- Facilitated Evidence Based Practice Trainings on topics to include: Motivational Interviewing, Theories of Approach, and Substance Abuse to ensure staff are knowledgeable and competent on appropriate interventions with clients and to ensure that baseline knowledge and competency is established throughout the National Counseling Group.
- Coordinated the Marketing Team designed to increase NCG's visibility in the community.
- Mentored newly hired peers to help establish a firm knowledge base of National Counseling Group's principles and practices and ensure they have an understanding of the services they are providing.
- Facilitated weekly supervisions with staff to foster clinical growth, improve caseload productivity, and explore areas of professional improvement.
- Conducted live supervisions with staff to provide feedback on interventions that can be utilized to improve the client's progress and the clinician's growth.

January 2013-January 2016      Men of Distinction      Virginia Beach, VA

**Co-founder/Mentor**

- Established a group-mentoring program that focuses on decreasing the social and educational deficits experienced by the young men of the Western Bayside area as a result of minimal positive influences and poor parental support.
- Co-facilitated group meetings with children ages 9-11 focusing on topics that include self-esteem, goal setting, effective communication skills, and anger management.
- Organized weekly reports to assist with tracking the children's progress in school and

- behavior in the home to determine areas of need.
- Coordinated meetings with school officials to promote the adoption of the mentoring program throughout the schools of the Western Bayside community.

October 2011-August 2015 Virginia Beach Psychiatric Center Virginia Beach, VA

**Social Worker (PRN Team Lead)**

- Designated as Team Lead to oversee a team of social workers to ensure daily tasks are completed timely and efficiently
- Provided social work and case management services for patients from adolescence to adulthood with various mental health diagnoses including Schizophrenia, Bipolar Disorder, Major Depressive Disorder, and various substance abuse disorders
- Completed psychosocial assessments on incoming patients to determine areas of need and best approach to treatment
- Assisted patients and families with discharge/aftercare planning to reduce recidivism rate
- Coordinated needed services with community resources
- Facilitated group therapy for patients with varying mental health diagnoses
- Conducted individual therapy as prescribed by doctors
- Assessed family dynamics while completing family therapy sessions

**Conference Sessions/  
Oral Presentations**

- Holley, P., Robinson, S., & **Riddick, P.** (2025, March 12-15). *Navigating field education in a state of crisis* [Conference presentation]. Baccalaureate Program Directors Conference, Las Vegas, NV, United States.
- Riddick, P.**, Jackson-Nevels, B., & Swedburg-Ericksen, K. (2025, March 12-15). *Ethics in action: Insights from BSW students' breakdown of politically based ethical dilemmas* [Conference presentation]. Baccalaureate Program Directors Conference, Las Vegas, NV, United States.
- Harris, N., Kerns, K., Perry, J., & **Riddick, P.** (2025, February 11-14). *Unlocking the mental health crisis in Academia with Counseling Keys* [Conference presentation]. Law and Ethics in Counseling Conference, New Orleans, LA, United States.
- Tetteh, A. & **Riddick, P.** (2025, February 6-8). *In-circle: An African centered Approach to healthy relationships* [Conference presentation]. Decolonizing Psychology Conference, Hampton, VA, United States.
- Riddick, P.** (2024, November). *The Unspoken: Men and Mental Health* [Keynote address]. Chesapeake-Virginia Beach Alumnae Chapter of Delta Sigma Theta Sorority Inc. Brotherhood Talks Forum, Virtual.
- Riddick, P.** (2024, November). *The Healed Black Man: Optimizing Self for Success* [Conference presentation]. Black Brand's Black Diamond Weekend, Portsmouth, VA, United States.
- Riddick, P.**, Brown-Meredith, E., & Wu, L. (2024, November 13). *Social Work Education and Employment* [Panel discussion]. Norfolk State University's High School Recruitment Initiative, Norfolk, VA, United States.
- Riddick, P.** (2024, September). *Healing Through Connection: Trauma-informed Approaches to Empowering Parents* [Keynote address]. Virginia Association of School Social Workers Conference, Virginia Beach, VA, United States.
- Riddick, P.**, Green, M., & Kay, L. (2024, August 3). *Mental health and wellness* [Panel discussion]. Unleash the Champion Wellness and Business Expo, Portsmouth, VA, United States.
- Riddick, P.** & Jones, M. (2024, July 10). *Introduction to the Clinical World of Social Work* [Panel discussion]. Norfolk State University's Strong Summer Camp, Norfolk, VA, United States.
- Davis-Wagner, D. & **Riddick, P.** (2024, May). *Dealing with the past while coping with today* [Presentation]. African American Veteran Engagement Project, Portsmouth, VA, United States.
- Riddick, P.** (2024, April). Men's mental health: The worst kept secret [Keynote address]. Men of Valor Conference, Virginia Beach, VA, United States.

- Riddick, P.** (2024, April). *Think like a boss: Sound money, sound mind* [Panel discussion]. Chesapeake-Virginia Beach Alumnae Chapter of Delta Sigma Theta Sorority Inc. Finance and Health Series, Virtual.
- Riddick, P. & Futrell, Q.** (2024, March). *Mental health and the African American community* [Conference presentation]. The Sankofa Health Experience, Norfolk, VA, United States.
- Riddick, P.** (2024, February). *Parenting Through Change: The Role of Co-parenting Interventions for Cohesiveness* [Conference presentation]. Mississippi Child Welfare Institute Conference, Virtual.
- Riddick, P., Garrett, S., & Moore, K.** (2023, November 3). *Dealing with stress and mental health concerns* [Panel discussion]. Virginia Wesleyan University Talk to the Pros Series, Virginia Beach, VA, United States.
- Riddick, P., Newton, T., Fisher, J., & Batts, F.** (2023, October 11). *The African American military experience* [Panel discussion]. Hampton Roads Community Empowerment Alliance Event, Norfolk, VA, United States.
- Riddick, P.** (2023, October). *Drug and alcohol awareness and impacts* [Professional presentation]. Norfolk State University Athletics Department Mental Health Summit, Norfolk, VA, United States.
- Riddick, P.** (2023, August). *Identifying and Treating Trauma in Men* [Professional presentation]. Western Tidewater Community Services Board Mental Health Series, Virtual.
- Riddick, P.** (2023, March). *Protecting your Peace: Men and Mental Health* [Keynote address]. Men of Valor Conference, Virginia Beach, VA, United States.
- Riddick, P.** (2023, February). *Communicate with Impact Through the 5 Love Languages* [Keynote address]. Building Blocks Virtual Event Series, Virtual.
- Riddick, P., Garrett, S., & Moore, K.** (2023, January). *Suicide awareness and prevention* [Panel discussion]. Virginia Wesleyan University Talk to the Pros Series, Virginia Beach, VA, United States.
- Riddick, P.** (2023, February). *Weathering the Storm: Melt away holiday stress* [Keynote address]. Building Blocks Virtual Event Series, Virtual.
- Riddick, P., Bartlett, A., & Hunter, R.** (2022, May). *Detox your business: Helping entrepreneurs assess mental health and eliminate blockages impeding their growth* [Panel discussion]. Black BRAND's Mental Health Series, Norfolk, VA, United States.
- Riddick, P.** (2020, October). *Safe sex: beyond birth control and prophylactics* [Professional presentation]. Norfolk State University Athletics Department Mental Health Summit, Norfolk, VA, United States.

## **Publications**

- Nevels, B.J., Nevels, D.A., **Riddick, P.**, Copeland, B.A., & Epps, V. (2025). *Behind the frontlines: Black male social workers and the weight of structural bias*. Journal of Medical Interventions and Clinical Case Reports, 2(1), DOI: <https://www.doi.org/rpc/2025/rpc.jmiccr/00296>

## **Supplemental Clinical Social Work Education/Training**

- Completed IFS Level 1 (November 2022)
- Completed EMDR Phase 1 (November 2020) and Phase 2 (January 2021)
- Completed EFT Externship (December 2020)
- Completed Brainspotting Phase 1 (June 2020) and Phase 2 (September 2020)
- Completed Trauma Focused Cognitive Behavioral Therapy (TF-CBT) July 2019

## **Accreditations/Affiliations**

- National Association of Black Social Workers (NABSW)- Vice President, Hampton Roads Chapter
- National Association of Social Workers (NASW)
- Norfolk State University Alumni Association (NSUAA)
- Veteran of the United States Marine Corps (2000-2008)

## **References**

- References are available upon request.