

DR. GENA CASTRO RODRIGUEZ, Psy.D., LMFT

415-420-4851

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An accomplished clinician and social justice advocate with over 30 years of experience serving diverse, marginalized, and vulnerable populations across academic, public health, criminal justice, and public policy sectors. Proven expertise in overseeing program development and implementation, managing multiple funding streams, and leading multidisciplinary teams to achieve organizational objectives. Dedicated to advancing equitable, high-quality mental health care for all.

Psy.D., Clinical Psychology + MA, Clinical & Counseling Psychology and Licensed Marriage and Family Therapist

HIGHLIGHTS

- **Executive Leadership:** As Chief of Victim Services & Parallel Justice Programs, the San Francisco District Attorney's Office grew its departmental budget to \$6M while increasing both staffing & number of clients served by 75% over (4) years; adept at developing & recommending policies; working city-wide to implement policies that help victims of crime.
- **Visionary with Strong Implementation Skills:** Created a Mass Casualty Program that will be rolled out to all 56 counties statewide; earlier, founded, grew & directed the Youth Justice Institute, serving 300+ youth annually.
- **Operational Expertise:** Adept at planning, organizing, directing, controlling & reviewing the operations of large departments and programs.
- **Collaborative Manager:** Skilled at supervising leadership, managers, institutional administrators, and staff with wide-ranging responsibilities, promoting the highest standards of interpersonal relations.
- **Award-Winning Administrator:** Won awards for excellence in work in Domestic Violence from the SFPD, "Outstanding Advocate in Human Trafficking" from the National Council for Jewish Women, "Award for Excellence in Victim Services" from SF DA's Office, "Women of the Year" from the SF Mayor's Office (2015).

Signature Strengths

Developing Goals / Policies / Strategic Plans ♦ Managing Budgets ♦ Managing Resources ♦ Setting Goals & Measuring Performance ♦ Program Management ♦ Executive Leadership ♦ Political Awareness / Savvy ♦ Meeting / Exceeding All Goals for Quality, Timeliness, Productivity ♦ Training & Development ♦ Community Engagement / Relations ♦ Executive Reports ♦ Research, Analysis & Studies ♦ Executive Presence / Communications ♦ Mental Health ♦ Public Health ♦ Health Administration ♦ Disaster and Emergency Response ♦ Union & Non-Union Environments

PROFESSIONAL EXPERIENCE

Executive Director of the National Alliance of Trauma Recovery Centers, UCSF, San Francisco, CA; 2023-2025

Provided executive leadership to a national organization committed to advancing trauma recovery services and enhancing access to quality care for communities most impacted by violence and trauma. Raised diverse funding and served as primary investigator on a 5-million-dollar demonstration grant from the Department of Justice (DOJ) Office of Victims of Crime (OVC). The National Alliance for Trauma Recovery Centers has 59 treatment centers in fourteen states.

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- Led the expansion of an evidence-based model for trauma treatment, significantly increasing nationwide access to quality care.
- Directed the development and implementation of a national membership model, cultivating a diverse and engaged network of stakeholders committed to advancing trauma recovery initiatives.
- Managed organizational budget, ensuring financial sustainability through a diversified mix of foundation and federal grants, revenue, and partnerships.
- Provided strategic leadership and direction to a multi-disciplinary team, fostering a collaborative environment characterized by innovation, and excellence.
- Advocated for trauma recovery initiatives at local, national, and international levels, effectively raising awareness and mobilizing support for the organization's mission.
- Collaborated with government agencies, healthcare providers, advocacy groups, and academic institutions, to promote collaboration and advance shared objectives in trauma recovery.

Director of Survivor Policy, Training and Resource Center, Prosecutors Alliance; San Francisco, CA; 2021-2023

Developed public policy, training models, and services to support victims of crime; worked with Prosecutors, victim service providers, and criminal investigators to improve and increase engagement and responses to victims of crime; collaborated with non-government and community-based service providers working with violence and crime survivors to engage and reach victims/ survivors in need of services and treatment. Provided training for prosecutors and victim advocates on trauma, victimization, and best practices. Directed research studies including [*Survivor Voices*](#). Worked on the development of [legislation](#) addressing survivors of crime issues.

Chief, Victim Services, San Francisco District Attorney's Office; San Francisco, CA; 2014 - 2021

Provided executive leadership of an organization committed to ensuring safety, helping victims of crime mitigate the trauma of crime, navigate the criminal justice system, and rebuild their lives. Increased budget to \$6M, staffing by 75%, and number of clients served by 75% over (5) years. Served 9K+ clients in 2019, distributing \$1.5M in victims of crime compensation and \$950K in grants to community-based agencies.

- Developed public policies enhancing resources for crime victims, increasing public safety, and engaging the most vulnerable.
- Restructured Division to accommodate rapid growth & services expansion; developed innovative services to meet emerging needs of victims, including mass casualty response, community victim advocacy, and specialized child response.
- Created Mass Casualty Program that has become a model statewide: CA Office of Emergency Services recently released \$5.8M for all 58 CA counties to implement similar services.
- Appointed to city-wide collaborations/task forces: Mayor's Anti-Human Trafficking Committee, Commercial Sexual Exploited Children Steering Committee, Child Advocacy Center Leadership Committee, SF Disaster Council, SF Sexual Assault Team, Judicial Council of CA Family & Juvenile Justice Counsel, SF Family Justice Council.
- Planned and organized all activities, including victim advocacy, state victim of crime compensation, all activities of victims/witnesses, and pre-sentencing assessment, analysis, and reports for high-risk defendants.

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- Created and implemented trauma-informed training for DA's office, law enforcement agencies, community partners, and service providers; presented at conferences & events; published on mental health, victimology, trauma, and public safety.
- Developed and implemented dynamic and model programs and services including:
 - Community Advocacy Team - Victim Advocacy Team outstations in Bayview, Visitation Valley, Mission, and Excelsior to address issues of trauma, high crime victimization, and low engagement with the criminal justice system.
 - Child Advocacy Team - Victim Advocacy Team with focused training & supervision to respond to child, youth, and young adult critical events: child abuse, human trafficking, community violence, and mass violence.

Expert Witness & Consultant, San Francisco, CA 2012-2023

Federal Public Defender, Sacramento Public Defender's Office, Prison Law Office, SF Public Defender's Office, National Girls Institute, and the National Center for Criminal Justice.

Founder, Executive Director, Youth Justice Institute; San Francisco, CA; July 2002 - Sept. 2012

Founded, grew, and led an organization addressing the needs of system-involved youth so they transition into healthy adults, serving 300+ youth annually. Created and carried out all organizational policies and operations. Supervised management team, 30-line staff, 80+ volunteers. Managed \$750K+ budget. Taught, wrote and presented at service and policy forums. Ensured the organization was a fiscally sound, sustainable, and lead grant writer for foundation, state & federal grants. Leveraged data-driven decision-making to develop and execute direct services & policies helping system-involved youth.

Girls' Program Director, Team Up for Youth; Oakland, CA; 2001 - 2002

Created grant guidelines, RFPs, and grant application process, and managed contracts for sports grants; supervised (3) pilot-funded programs; de Learning Network of grantees. Crafted gender-specific technical assistance for grantees, coaches, programs, and the community; researched programs, analyzed studies of adolescent girls, and created tools for assessment of girls' programs.

Youth Services Director, Mission Neighborhood Center; San Francisco, CA; 1997 - 2000

Oversaw Dept. of Youth Services organization at (3) sites. Created policies & procedures, plus evaluations for programs and staff; drafted monthly, quarterly, and yearly reports for funders, Executive Director, and Board. Managed 23 staff, (4) managers.

- Developed and oversaw department & program budgets; managed all fundraising, City, State, and Federal grants.
- Created and executed social service & recreation programs: youth employment, after-school childcare, education, case management, female-focused services; HIV, STD, and pregnancy prevention programs.

Recreation Coordinator, City of Watsonville; Watsonville, CA; 1995-1997

Senior Counselor, Palomares Treatment Home for Youth; Santa Cruz, CA; 1994 - 1995

Child Care Worker, Children's Receiving Home; Sacramento, CA; 1991 - 1994

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TEACHING EXPERIENCE

Assistant Professor, Counseling Psychology Graduate Program, University of San Francisco; 2012 - present
Adjunct Professor, Counseling Psychology Graduate Program, Holy Names University; Oakland, CA; 2013 - 2014
Associate Professor., Community Mental Health Grad Program, CA Inst. for Integral Studies; SF, CA; 2008 - 2014

CLINICAL EXPERIENCE

Licensed Marriage and Family Therapist, San Francisco, CA; 2012 - present
Private practice for individual, couples, and family therapy.

Grief Recovery Method Specialist Certification, The Grief Recovery Institute; 2018
Expert Clinical Consultant in Trauma, Annie E. Casey Family Programs; Oakland, CA; 2013 - 2014
Clinical Supervisor, Mission Neighborhood Centers, Inc.; San Francisco, CA; 2014
Clinical Supervisor, Community Works West, San Francisco, CA; 2013- 2014
Pre-Doctoral Intern, San Francisco Psychotherapy Research Group and Training Clinic; 2012 - 2014
Licensed Marriage & Family Therapist (Intern 05-11), Youth Justice Institute; San Francisco, CA; 2005 - 2012
Psychology Trainee, CIIS Psychological Services Center; San Francisco, CA; 2010 - 2011
Marriage & Family Therapy Intern, Youth Justice Institute; San Francisco, CA; 2005 - 2009
Marriage & Family Therapy Trainee, San Francisco Juvenile Probation Department; San Francisco, CA; 2004 - 2005

EDUCATION & PROFESSIONAL DEVELOPMENT

Psy.D., Clinical Psychology, California Institute for Integral Studies; 2014
Licensed Marriage & Family Therapist, BBS #49717; 2011
MA, Counseling Psychology, University of San Francisco; 2005
BA, Psychology, Sacramento State University; 1992

Professional Affiliations

Member, University of California San Francisco, Dept. of Psychiatry, Community Engagement Committee 2025-present
Secretary, University of San Francisco Department of Education Faculty Association, 2023-present
Member National Coalition for Shared Safety 2023- present
Member National Scaling Safety Steering Committee 2023 – present
Member, California Working Group on Sexual Assault, CA 2023-present
Member, District Attorney of Los Angeles George Gascon Admin. Transition Team, LA, CA; 2020
Co-Chair, Close Juvenile Hall Mental Health Sub-Committee; San Francisco, CA; 2019-2021
Member, Family Violence Council Member; San Francisco, CA; 2014-2021
Member, Mayor's Task Force on Human Trafficking; San Francisco, CA; 2014-2021
Appointed to California Judicial Council, Family and Juvenile Law Committee; 2018-present
Appointed to SF Board of Supervisors, Safer Schools Task Force; San Francisco, CA; 2016-2017
Board Member, Legal Services for Children; San Francisco, CA; 2014-2016

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Member, Latina Researchers Network; 2014

Expert Consultant, Prison Law Center, California Girls Justice Project; 2009-2013

Member, California Association of Marriage and Family Therapists; 2003-2012

Member, National Latina/o Psychological Association; 2012

Executive Committee Member, California Endowment, State Juvenile Justice Policy Board; 2012

Committee Member, Gender Responsive Strategies Committee for California, California Department of Corrections and Rehabilitation; 2008-2012

Advisory Board Member, UC Berkeley Center for Criminal Justice Statewide Juvenile Justice Committee; 2008-2010

Certified Court Appointed Special Advocate; San Francisco, CA; 2006

Executive Committee Member, Juvenile Delinquency Alternatives Initiative, San Francisco Juvenile Probation 2003-2005

Girls Task Force Member, Delinquency Prevention Commission, City of San Francisco; 2002-2003

Committee Member, National Parks Conservation Association Diversity Program; 1999-2003

Board Member, Center for Young Women's Development; San Francisco, CA; 1998-2003

Research Experience and Publications

In Progress: Inglis, A., Castro Rodriguez, G. *Barriers and facilitators to service utilization among survivors of violence and victim service professionals in California.*

De La Rue, L., Ortega, L., & Castro-Rodriguez, G. (2024). System-Based Victim Advocates Identify Resources and Barriers to Supporting Crime Victims. International Review of Victimology.

Castro Rodriguez, G. (2022). Survivor Voices. Prosecutors Alliance California. San Francisco. Castro Rodriguez, G. (2020) Victim Impact Survey Report. San Francisco District Attorney's Office, Victim Services Division.

Castro Rodriguez, G. (2020). *Victim Impact Survey Report.* San Francisco District Attorney's Office, Victim Services Division.

De La Rue, L., Ortega, L. and Castro Rodriguez, G. (2019). *We Are Humans Too: Secondary Traumatic Stress Among Victim Advocates.* Manuscript submitted for publication.

Bass, P. and Castro Rodriguez, G. (2018). Burnout: Pediatrician, Heal Thyself. Modern Medicine Network. Contemporary Pediatrics.

Castro Rodriguez, G. (2014). Trauma and Delinquency: A Qualitative Study of the Relationship Between Sexual Trauma and Juvenile Delinquency for African American and Latina Girls. (Doctoral Dissertation). California Institute of Integral Studies, San Francisco, CA

Castro Rodriguez, G. (2011). LGBTQ Girls in the Juvenile Justice System- Discrimination, Alienation and Marginalization. UC Davis Journal of Law & Policy. Vol.15:2. P. 427-434. Spring 2011.

Rodriguez, G. C., & Cauffman, P. D. E. (2020) Pathways into and Out of Offending for Girls.

Brown, E. Castro Rodriguez, G. Smith, A. (2011). 100 Girls: A Look at the Strengths, Challenges, and Outcomes for Young Women in the System. Youth Justice Institute, San Francisco, CA.

Castro Rodriguez, G. & Feinstein, M. (2009). *Strength, Empowerment and Collaboration, A call to action for system-involved young men.* Youth Justice Institute, San Francisco, CA.

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Castro Rodriguez, G. & Feinstein, M. (2008). Addressing the Needs of Detained Young Women. IMPACT, vol. 2 number 2, Fall 2008.

Castro, G. (2003). Girls on the Edge: An Overview of Girls in the Juvenile Justice System. UWBA. San Francisco

Awards and Honors

End Violence Against Women International Champion of Change Award Winner; 2020

Award for Excellence in Victims Services, SFDA's Office, San Francisco; 2018

Outstanding Advocate for Human Dignity & Freedom Award, National Council of Jewish Women, San Francisco; 2018

Women's History Month Honoree, San Francisco Board of Supervisors; 2016

Certificate of Merit and Appreciation for Work in Domestic Violence, San Francisco Police Department; 2015

Certificate of Honor, San Francisco Police Department Crisis Intervention Team Faculty; 2015

Mental Health Services Act Community Mental Health Scholarship; 2012

Baumann Foundation Research Scholarship; 2012

Gender Justice Award, University of San Francisco President's Advisory Committee; 2012

Presentations

2024

[National Training Institute](#), An Evidence-Based Treatment Model for Violent Crime Survivors, Portland, Oregon

[NOVA](#), Trauma Recovery Centers An Evidence-Based Treatment Model for Violent Crime Survivors Washington, DC

2023

[Prosecutors Alliance](#)

Trauma Recovery Centers with Dr. Sarah Metz, SF CA

Identifying and Reporting Elder Abuse, SF CA

Working with Families of Homicides, SF CA

Understanding Family Violence, SF CA

Assessing the Individual Needs of Crime Survivors SF, CA

CalVCB and New California Laws for Victims of Crime, SF CA

2022

[NCVC Trauma National Training Institute](#), The Cycle of Violence, St. Louis MO

[Texas Victim Services Association Victimology Conference](#) the Future of Victim Services College Station, TX

[Maryland Network Against DV Survivor Voices: Future of Victim Services Re-Imagine Justice](#)

[Judicial Council of California Survivor Voices: The Future of Victim Services](#)

[EVAWI Conference](#) the Future of Victim Services SF, CA

[Prosecutors Alliance](#) the Neurobiology of Sexual Assault SF, CA

[LA District Attorney's Office](#) Difficult Conversations with Survivors

[Prosecutors Alliance](#) How to Access and Utilize Victim Compensation for Survivors of Violent Crime

[Prosecutors Alliance](#) Understanding Mental Health to Assist Survivors of Crime and Violence

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Prosecutors Alliance Trauma and Human Trafficking

2014-2021

Judicial Council of California, Advanced Skills Training: The Intersection Between Mental Health and Supervised Visitation SF, CA 2021

SFDA Victim Services, Trauma Informed Care for Victim Advocates SF, CA; 2021

Pathways Working with TAY Youth SF, CA; 2021

International Symposium on Girls in Conflict with the Law, Out of the Juvenile Justice System Dui Hua Foundation; 2020

Safe & Sound SF Interpersonal Violence and Children Witnesses of Violence CA; Oct 2020

San Francisco Coalition Against Human Trafficking Conference (SFCaHT) SF, CA; Sept 2020

National Organization for Victim Advocates (NOVA) 45th Annual Training Event Phoenix, AZ; July 2019

U.S. Dept. of State, Tirana, Albania Victim Advocacy 101; June 2019

California Mass Casualty Symposium, SF, CA; April 2019

California Department of Emergency Management, Secondary Trauma in the Workplace, Sacramento, CA; Feb 2019

National Organization of Victim Assistance 2018 Conference, Jacksonville, FL; Aug. 2018

BA Symposium on Mass Casualty, Secondary Trauma and First Responders", SF, CA; Apr. 2018

Speak for Children, "The Cycle of Violence: Risk Taking, Delinquency, and Victimization", Omaha, NE; March 2018

San Francisco Sheriff Dept., Human Trafficking 101, San Bruno, CA; Jan. 2018

Beyond the Bench Judicial Council Conference, San Diego, CA; Dec. 2017

Association for Juvenile Justice-Involved Females and Organizations, San Jose, CA; Dec 2017

U.S. Dept. of State; Pristina, Kosovo Working with DV Victims of Crime, Oct 2017

American Academy of Pediatrics: Violence, Abuse and Toxic Stress, Chicago, IL "Physician Heal Thyself"; Sept 2017

5th Annual Latino Conference, Latinas and Trauma, Visalia, CA; Aug. 2017

National Organization of Victim Advocates, San Diego, CA "Trauma-Informed Victim Services" & "Mass Casualty Crime Events"; Aug. 2017.

SF District Attorney's Office and SFPD Special Victims Unit Effective Communication with Survivors of Sexual Assault, SF, CA; June 2017.

Victim Service Dog Program, CAC Workshop, SF, CA; May 2017.

International Mental Health Conference; Havana, Cuba; Jan. 2017

National Center for Victims of Crime Training Institute Philadelphia, PA; Sept. 2016

National Association for Victims Assistance Annual Training Seminar Atlanta, GA; Sept. 2016

U.S. Attorney, District of Kansas Protect Our Children Conference, Kansas City, MO; Sept. 2016

American Academy of Pediatrics: Violence, Abuse and Toxic Stress, SF, CA; Aug. 2016

4th Annual Latino Conference, Latinas and Trauma, Visalia, CA; Aug. 2016

International Childhood Trauma Conference; Melbourne, Victoria, Australia; June 2016

UC Davis School of Law JJLP Symposium, Davis, CA; March 2016

Forensic Mental Health Association of California Annual Conference, Monterey, CA; March 2016

Beyond the Bench Judicial Council Conference, Anaheim, CA; Dec. 2015

Association for Juvenile Justice-Involved Females and Organizations, Hartford, CT; Oct. 2015

Kaiser Permanente Family Violence Prevention Workshop, Concord, CA; Oct. 2015

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South Bay Coalition to End Human Trafficking “Building Capacity Through Collaboration” San Jose, CA; Sept. 2015

American Academy of Pediatrics: Violence, Abuse and Toxic Stress, SF, CA; Sept. 2015

3rd Annual Latino Conference, Latinas and Trauma, Visalia, CA; Aug. 2015

National Association for Victims Assistance Annual Training Seminar, Dallas, TX; Aug. 2015

California Crime Victims Assistance Association- Advanced Training, Sacramento, CA; June 2015

Out of the Darkness: Human Trafficking Conference SF, CA; Jan. 2015

22nd International Congress, IACCP, Trauma and Delinquency; Paris, France; July 2014

Reference Available Upon Request