

EDUCATION AND LICENSURE

ASWB: New York State Licensed Clinical Social Worker

New York, NY // October 2019

License No: 089097-01

Columbia University School of Social Work

New York, NY // May 2014

Master of Social Work

New York University, Gallatin School of Individualized Study

New York, NY // May 2008

Bachelor of Arts: Social Uses of the Visual World

PROFESSIONAL EXPERIENCE

Arielle Friedman, LCSW

Private Psychotherapist

New York State // September 2019 – Present

Hold weekly therapy sessions with clients, employing an eclectic range of tools that includes tenets of cognitive behavioral intervention and somatic experiencing, through motivational interviewing and unconditional care modalities. Sessions are human-centered and tailored to clients' unique strengths, needs, and circumstances.

Center for Justice Innovation (formerly: Center for Court Innovation)

Associate Director of Pretrial Clinical Practice

Manhattan, NY // January 2024 – July 2025

Senior clinician on the central pretrial operations team. This position serves to ensure clinical integrity, quality of pretrial policy and services, while innovating the program model in adherence with standards for operational excellence, best practices, and organizational values. This position contributes clinical expertise to the development of the pretrial model in response to challenges and opportunities. This role collaborates closely with colleagues on the central pretrial operations team, project site leadership, the Data and Applied Analytics and Research team, and Human Resources. Collaboration across teams serves the revision and implementation of program policy, protocol, practice, development, and evaluation of comprehensive, program-specific training, tools, and resources for staff related to direct practice.

- Provide clinical support, guidance, and oversight to direct practice staff and clinical leadership at operating projects
- Crafted a Service and Resource Planning Worksheet designed to translate results of the CCAT criminogenic needs assessment into a comprehensive, ordained service plan, inclusive of the participant's presenting need(s), indicated intervention(s), intervention objective(s), and timeline(s) for intervention engagement or completion
 - Developed an exhaustive training on administering a criminogenic needs assessments, translating the findings through the Service and Resource Planning Worksheet, and developed a resource guide compendium to support responsivity measures
- Contributed clinical expertise to the creation and delivery of recurring staff training to ensure comprehensive onboarding and professional development relevant to the program model and best practices for service delivery.
 - Trainings included such subject matter as assessments and service planning, intimate partner violence, cognitive behavioral intervention, and de-escalation
- Collaborated with the Pretrial Training Coordinator and Senior Pretrial Services Advisor to develop, implement, and evaluate standardized onboarding and professional development trainings for new hires and current staff, including direct practice managers
- Co-authored *The Brooklyn Justice Initiatives Safety and Deescalation Guide, Supervised Release*
- Represented the Center's Supervised Release Program at program-specific meetings and relevant local, state, and national conferences about the organization's program expansion of 2023 and service tools developed

Senior Clinical Advisor, Supervised Release Program

Manhattan, NY // June 2022 – December 2023

Senior clinician on the central operations team responsible for collaboratively restructuring an existing pretrial services program across two project sites (Brooklyn and Staten Island), with an operating budget of \$36million, following a \$14million budget expansion.

- Developed an comprehensive auditing tool to evaluate program strengths and limitations
 - Completed an exhaustive programmatic audit, explored program needs resulting from the investigation, and presented on findings
 - Re-envisioned the organization's pretrial program as an interdisciplinary service model including training plan to meet staff and participant needs while fulfilling programmatic requirements dictated by the bail statute
- Collaborated extensively with Data and Applied Analytics and Research and Human Resources teams in re-envisioning the extensive infrastructural redesign of the program model and staffing structures
- Crafted job descriptions for new and re-envisioned staff roles designed to comprehensively carry out the organization's restructured pretrial program

- Presented the restructured service model to the organization's largest operating project site
- Provided clinical support and oversight to direct practice staff throughout the implementation of the restructured service model
- Served as Chief Hiring Officer for the organization's pretrial program expansion

Clinical Director, Staten Island Justice Center

Staten Island, NY // July 2019 – June 2022

Founding director of the Staten Island Justice Center Clinical Department. Provided clinical expertise to pretrial and post-plea programming on Staten Island as the senior most clinician on the project's leadership team. The role comprised several structural components: engagement with judges, court partners, and stakeholders; provision of supervision and psychoeducation to the clinical direct practices staff; program design and implementation; direct practice with program participants.

- Served as Chief Hiring Officer for the Staten Island Justice Center Clinical Department
 - Grew the site from two departments to three; expanding the clinical staff 10-fold from two Social Workers to a team of twenty staff including Social Workers, Mental Health Counselors, Case Managers, middle managers, and interns
- Created and established a standard of clinical practice onsite and in remote postures throughout the duration of the transition into and through the COVID-19 Pandemic
 - Standardized clinical supervision, leading and overseeing work of clinical staff through bi-weekly individual and group supervision
- Recruited by the Center's Director of Practice to co-author the *Center for Court Innovation – Direct Practice, Standard of Practice – Top 5* in response to *Standard of Practice* created for the Staten Island Justice Center
 - The *Top 5* focused on boundaries, identifying and dismantling biases, integrity in practice and communication, organizational feedback, as well as comprehensive care for self and community
 - The tool is now used Center-wide in onboarding, training, and team-building
- Crafted several extensive compendiums for on-site practice including the *Clinical Guide, Standard of Practice, and Clinic Operations Manual*
- Developed comprehensive onboarding package including practice and protocol tools, clinical resources, site protocol, data base instructions, and training schedules for in-coming staff

Acting Clinical Director, Staten Island Justice Center

Staten Island, NY // March 2019 – June 2019

Senior clinician at the Staten Island Justice Center focused on development of the clinical team, integrating best therapeutic practice into pretrial and alternative to incarceration programming.

- Initiated a standard clinical supervision protocol for direct practitioners
 - Provided individual and group supervision to full-time staff including Social Workers and Case Managers, interns, and students engaging with court-mandated youth and adult clients in the AIM, Project Ready, Youth Alternative to Incarceration, and Supervised Release Programs
 - Integrated psycho-education on trauma-informed practice and use of therapeutic intervention in clinical supervision
- Created a Site Safety Protocol, formalizing and training staff on client engagement and de-escalation procedure
- Participated in monthly meetings with the Mayor's Office of Criminal Justice (MOCJ) regarding upcoming bail reform in January 2020 and impacts on pretrial services
- Developed trauma-informed, strengths-based groups and curricula to best address needs of clients diverted from criminal court
- Carried a caseload of program participants presenting with high-needs

Social Worker, Staten Island Justice Center

Staten Island, NY // June 2017 – March 2019

Provided mental health support, intensive case management, and resource allocation to program participants, and reported to the court on compliance in pretrial programming.

- Engaged with participants in interdisciplinary therapeutic sessions and intensive case management centering mental health, recidivism, and underlying needs contributing to justice-involvement
- Communicated with court representatives, community stakeholders, external providers, and the Center's legal team about participants' program compliance and access to local resources
- Administered intakes and criminogenic needs assessments with clients in pretrial and Youth Alternative to Incarceration programs

New Alternatives for Children, Prevention Social Worker

New York, NY // December 2016 – May 2017

Engaged with children and families referred to Prevention Services through Child Protective Services.

- Conducted weekly home visits with clients and families in NYCHA and low-income housing across the boroughs of Manhattan, Brooklyn, Staten Island, and the Bronx
- Provided therapeutic services to medically, psychologically, and physically fragile clients and families

- Assisted clients and families understand and apply for resources and public benefits such as food stamps, SSI, and housing
- Held weekly or monthly providers' meetings and family team conferences with Child Protective Services and additional community contacts, as needed

Seneca Family of Agencies, Wraparound Clinician

San Rafael, CA // June 2015 – November 2016

Clinical lead on interdisciplinary Wraparound Services teams providing services to children and families. Used therapeutic tools integrating cognitive behavioral practice, family systems work, somatic experiencing, and motivational interviewing through the Unconditional Care Model. Engaged in direct practice, treatment planning, and resource-allocation. Provided case management by working collaboratively with external providers and stakeholders.

- Engaged with clients and families on a weekly basis through individual counseling sessions, home visits, family team meetings, community meetings, in-school Individualized Education Plan (IEP) meetings, probation meetings, and court appearances
- Used interdisciplinary, trauma-informed interventions that prioritized use of client, family, and team members' strengths to address needs, enhance safety, and contribute to permanency
- Supported client and team engagement in action steps of the treatment plan like completing terms of probation, fulfilling IEP requirements, developing interpersonal skills, participation in pro-social and community-based activities
- Used the Child and Adolescent Needs and Strengths (CANS) tool; twice certified
- Completed all case notes, treatment plans, comprehensive assessments, incident reports, and safety plans in alignment with Medi-Cal and HIPAA standards
- Held the role of on-call clinician quarterly for the 24/7 crisis phone line to support clients and families in distress
 - Intervened through telephonic and in-person counseling

Yoga to the People

Managing Director, West Coast

San Francisco, CA // June 2014 – June 2015

Managed three Yoga to the People yoga studios in the San Francisco Bay area while running several yoga teacher trainings and teaching 15+ classes weekly.

- Managed a staff of 40+ teachers, arranged a weekly schedule for 100+ classes, handled pay-roll and studio expenses, maintained consistent teaching quality in alignment with studio ethos
- Taught weekly vinyasa yoga classes ranging in size from 25 – 110 students per class
- Interacted with hundreds of students daily, fielded emails, and hosted conversations regarding yoga practice, studio operations, and holistic well-being
- Oversaw four 10-week-long, 200-hour, teacher-training programs with 20 participants each
- Arranged teacher-training curricula, coordinated field specialists, organized lecturers' accommodations, and crafted weekly training schedules

Assistant Manager, 27th St. Street Studio

New York, NY // September 2013 – May 2014

Oversaw student care and customer service, three days a week; interfacing with hundreds of students daily, tending to student needs ranging from studio logistics and business requests to yogically-informed inquiries.

Yoga Teacher

New York, NY // December 2011 – May 2014

Following 200-hour yoga teaching certification recognized by the American Yoga Association, led 5-15 weekly vinyasa yoga classes; Taught up to 70 students per class, integrating traditional yoga instruction, mindfulness practice, and meditation.

The New York City Anti-Violence Project, Social Work Intern

New York, NY // October 2013 – May 2014

Provided clinical support to clients in the LGBTQIA+ and HIV-impacted communities who had experienced violence including intimate partner violence, abuses of police power, hate crimes, and bias-informed harassment and aggression.

- Held weekly counseling sessions with a caseload of voluntary clients
- Advocated for clients in need of legal, social, and housing support
- Coordinated clients' access to domestic violence and emergency shelter placements

Henry Street Settlement, Meals On Wheels, Social Work Intern

New York, NY // September 2012 – June 2013

Provided psychological intervention and intensive case-management to elderly, home-bound recipients of the Meals On Wheels program, many of whom were living in NYCHA or low-income housing.

- Conducted daily bio-psycho-social assessments to explore client functioning and supported enrollment in public benefits
- Arranged daily in-home meal delivery and provided daily in-person and phone-call check-ins as needed

North Brooklyn Public Art Coalition (nbART), Curator

Brooklyn, NY // January 2010 – September 2012

Curated several large-scale, outdoor, socially, and politically-informed public art installations by artists from the North Brooklyn community including Williamsburg, Greenpoint, and Bushwick.

- Worked with artists, nbART team members, and public officials in the development and installation of projects throughout North Brooklyn
- Collaboratively developed application requirements for three grant-funded public art installations
- Reviewed, selected, and collaborated with artist and creative teams on the execution of three large-scale installations throughout the Brooklyn

Ruder Finn, Junior Account Executive

New York, NY // October 2009 – June 2011

Junior member of the public relations team, acting as an intermediary between clients and the press, facilitating requests for project-based information.

Creative Time, Marketing and Public Relations Assistant

New York, NY // November 2009 – September 2009

Prepared installation communications materials, communicated with members of the press, and archived content written about Creative Time's 2009 Summer projects (large-scale, politically and socially-informed public art installations).

DISTINGUISHED CONTRIBUTIONS TO THE FIELD**Service and Resource Planning Worksheet**

September 2024

To a significant degree, the assessments, service, and resource plans provided by intake clinicians define participants' experiences in the Supervised Release Program. "The Service and Resource Planning Worksheet" structures responsibility measures by supporting intake clinicians' completion of holistic assessments of participants' needs and goals and translating those findings into responsive service and resource plans. The tool also serves documentation and communication about participants' presentations and intervention plans.

Supervised Release Expansion

December 2023

In 2023, the mayor's office for the city of New York significantly increased funding for the Supervised Release Program (SRP) city-wide. The expanded funding included an additional \$14 million to support program operations in Brooklyn and Staten Island specifically. This infusion of funding created a critical opportunity for strengthening program infrastructure, including a re-imagining of staff roles and increasing quality assurance systems to ensure the program fulfilled its mandate and employed best practices aligned with organizational values. Towards those goals, a significant number of staff roles were reconfigured, new positions were created, and the number of staff were increased at both project sites. These structural changes provided increased quality assurance and oversight of day-to-day operations, adequate staffing, and reduced caseloads, increasing the program's ability to provide robust specialized support to participants.

Brooklyn Justice Initiatives Safety and Deescalation Guide, Supervised Release

April 2024

The safety of staff and participants is centrally important to the Center for Justice Innovation (the Center). Within the Brooklyn Justice Initiatives Safety and De-escalation Guide, organizational values and the prioritization of safety and care were integrated into safety and de-escalation principles, policy, protocol, and practices. The guide provided a comprehensive framework for creating a safe environment by addressing staff preparation; de-escalation tools; supervisory, security, and leadership roles related to safety and de-escalation; reporting and debriefing protocols for processing and addressing escalated incidents, and safety planning in the aftermath.

CONFERENCE PRESENTATIONS**New York Association of Pretrial Service Agencies Conference (NYAPSA), Presenter**

Troy, NY // October 2024

Connecting Clients to Services: A Multi-faceted Approach

Pretrial supervision is strengthened when participants are consistently connected to services and resources that are responsive to their needs and goals. The Center for Justice Innovation's Supervised Release Program presented on a multi-faceted strategy for connecting participants to services and resources that included: 1) a model for building in-house services and resources; 2) a framework for creating a service and resource planning guide for tracking vetted external agencies, and 3) a strategic planning tool for building, maintaining, and developing partnerships with external agencies that provide services and resources.

Presentation schedule [here](#)

National Association of Pretrial Services Agencies Conference (NAPSA), Presenter

New Orleans, LA // September 2024

Navigating Change: Lessons from a Large-Scale Staffing Reorganization

This session provided an overview of a comprehensive staffing reorganization that was designed to enhance participant support and program effectiveness. The workshop provided an overview of the reorganization process, focusing on its objectives to streamline supervision and bolster supportive services while fostering role clarity and professional development opportunities for staff from diverse identity, experiential, and training backgrounds. At the time of the presentation, the restructure implementation was still in progress, and the presenters discussed the challenges faced, milestones achieved, and the lessons

learned along the way. This workshop was applicable for audience members considering similar organizational change or those simply interested in program management. The session offered a unique opportunity to glean insights and strategies for successfully navigating change.

Presentation schedule [here](#)

INVITED SEMINARS

Baruch College, *Guest Lecturer*

New York, NY // November 2019

Spoke to graduate students about New York State legislation reform, program design, and implementation of therapeutic interventions as alternatives to the cash bail system in the pretrial landscape. The lecture resulted in the creation of a formal internship partnership between The Center for Justice Innovation and Baruch College.

Columbia University, *Presenter*

New York, NY // October 2019

Presented to graduate students on New York State bail reform and corresponding pretrial programmatic growth at the Center for Justice Innovation. The presentation highlighted evidence-based, trauma-informed practice as the cornerstone of pretrial direct practice programming.

TRAININGS PROVIDED

The Center for Justice Innovation, Supervised Release Program, *Trainer*

Manhattan, NY // November 2024

Assessment, Service, and Resource Planning, *Trainer*

The *Assessment and Service and Resource Planning* training prepares clinical intake staff for the important role they play completing holistic assessments of participants' needs and goals primarily through the use of a criminogenic needs assessment tool. The training further details how to translate needs and goals presented during the assessment into service plans. Finally, the training explores appropriate documentation and communication about the assessment and the service plans in the aftermath. A supplemental training packet was created to provide attendees easy access to information shared in the training.

The Center for Justice Innovation, *Podcast guest and trainer*

Virtual // December 2023

Training Series: Administering the Criminal Court Assessment Tool (CCAT) in Community Courts: CCAT in Practice - Clinical Considerations

The CCAT is a free and non-proprietary Risk-Need-Responsivity assessment tool. In this conversation, the importance of using the CCAT interview as a starting point for building a foundation of trust and rapport with participants was underscored. Practitioners were encouraged to be nimble and person-centered in their work with program participants. Program staff were guided to support participants by taking disclosures and experiences seriously, simultaneously self-assessing the practitioner's own internal biases and projections.

Podcast episode [here](#)

WORKSHOPS HELD

We Are Self-Centered, *Clinician*

Westchester, NY // March 2019 – March 2020 (Semi-annual)

We Are Self-Centered workshops and retreats integrated therapeutic modalities like group therapy, cognitive behavioral intervention, mindfulness, and somatic experiencing. Clinical lead for the organization's weekend workshop series, focusing on emotional healing after relationally-informed trauma.

PODCAST APPEARANCES

The Center for Justice Innovation, *Podcast guest and trainer*

Virtual // December 2023

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Podcast episode [here](#)

DOCUMENTS

Unpublished Manuscripts

Brooklyn Justice Initiatives Safety and Deescalation Guide, Supervised Release

April 2024

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related to safety and de-escalation; reporting and debriefing protocols for processing and addressing escalated incidents, and safety planning in the aftermath.

Center for Court Innovation – Direct Practice, Standard of Practice – Top 5 December 2021
The *Center for Court Innovation – Direct Practice, Standard of Practice – Top 5* tool detailed central values guiding staff practice. The guide focused on boundaries, identifying and dismantling biases, integrity in practice and communication, organizational feedback, as well as comprehensive care for self and community. Upon its release, the tool was integrated into center-wide onboarding, training, and team-building.

Staten Island Justice Center Clinical Guide September 2019
The manual consolidated interventions from practice modalities like trauma-informed care, cognitive behavioral practice, and somatic experiencing. The guide detailed how and when to implement interventions appropriately in direct practice and clinical settings.

CERTIFICATIONS, PROFESSIONAL DEVELOPMENT, AND CONTINUING EDUCATION

Make an Impact: Continuing Education Learning Systems Virtual // January 2024
Navigating Trauma: Analyzing Traumatic Memory, Arousal Regulation, and Evidence-Based Treatments

National Institute for The Clinical Application of Behavioral Medicine Virtual // December 2023
The Body Keeps the Score: Trauma Healing Through the Senses Conference, with Dr. Bessel van der Kolk

Crisis Prevention Institute Manhattan, NY // January 2023
Nonviolent Crisis Intervention Certification

Somatic Experiencing International Virtual // June 2022
Basic Principles of Somatic Experiencing

The Management Center New York, NY // July 2019
Managing to Change the World: 2-Day Crash Course

Fordham University School of Social Work New York, NY // May 2018
Seminar In Field Instruction (SIFI) Certification

Seneca Family of Agencies Oakland, CA // June 2015, June 2016
Child and Adolescent Needs and Strengths Assessment Certification

The New York City Anti-Violence Project New York, NY // February 2014
NYS 40-Hour Crisis-Counseling Training

American Yoga Alliance New York, NY // December 2011
200-hr Yoga Instruction Certification