NOVA Resource Center for AI in Victim Services

NOVA Staff Project Team Biographies

Claire Ponder Selib

Claire Ponder Selib has over 25 years' experience providing direct advocacy services to victims of crime and managing victim assistance programs for civilian and military agencies. In April 2020, Claire was appointed by the NOVA Board of Directors to serve as NOVA's Executive Director. In this role, Claire leads the strategic vision for the organization; serves as the agency's primary spokesperson; and manages all operations and staff. Since 2013, Claire has served on the NOVA staff in the following roles: Deputy Director; Director of Education; and Director of the DoD Sexual Assault Advocate Certification Program (D-SAACP). Prior to joining NOVA, Claire served for over five years as the Project Manager for the Army's Domestic Abuse Victim Advocacy and Sexual Assault Prevention and Response Contract; managing a staff of 164 Victim Advocates at 56 Army installations around the world. Claire has extensive experience developing policies, anti-violence campaigns, training curricula and facilitating national trainings for military and civilian audiences. She has managed state and national anti-violence programs at the Maryland Network Against Domestic Violence (MNADV) and the Humane Society of the United States (HSUS). Additionally, Claire provided on-call advocacy, individual counseling, and psychoeducational groups to survivors of sexual assault/abuse and domestic violence while working at Prince George's Hospital Center, Children's National Medical Center and Women Empowered Against Violence. Claire holds a BA in English from Columbia University and a Master's in Social Work (MSW) from the University of Pennsylvania.

Shannon Collins, LCSW

Shannon Collins (she/her) is a survivor advocate who strives to cultivate collective leadership, survivor empowerment, and peer support in her work. A licensed clinical social worker, Shannon has dedicated 25 years working to end domestic violence, dating violence, sexual assault, and stalking (DVSAS) through advocacy, response, prevention, and education primarily in college and university settings. Shannon currently serves as the Associate Executive Director at the National Organization for Victim Advocacy (NOVA), where she provides leadership for a portfolio of federally funded training and technical assistance grants, including programs designed to build the capacity of victim service professionals to support college campuses, to engage youth, and to serve military-connected survivors. Shannon specializes in the development and maintenance of trauma-informed victim advocacy programs and Coordinated Community Response (CCR) Teams to address DVSAS. Shannon serves as an adjunct faculty member at several universities and teaches workshops and academic courses on the ethics of campus advocacy, evidence-based practice, trauma-informed leadership, and gender-based violence across the lifespan. Shannon is grateful to serve her community as a member of the Board of Directors for the Colorado Coalition Against Sexual Assault (CCASA). Shannon holds a Bachelor of Arts degree in Anthropology, a Master of Social Work degree, and a Women's Studies Certificate of Graduate Study from the University of South Carolina, as well as an Executive Certificate of Nonprofit Management from the Georgetown University Public Policy

Institute. When Shannon is not working to promote justice and healing for survivors and communities, she can be found immersed in a crochet project or exploring natural landscapes.

María Cristina Pacheco Alcalá

María Cristina (she/her/ella) is a bilingual (English/Spanish) senior leader and counseling professional with over 20 years of international and U.S.-based experience advancing victim advocacy, gender justice, and systemic responses to gender-based violence. She is currently the Senior Director of Training and Technical Assistance at NOVA. Skilled in program management and grant compliance, she has a proven track record of leading federally funded training and technical assistance (TTA) initiatives, both as a national technical assistance provider and as a federal grant manager. Most recently, she served as a Grant Management Specialist with the U.S. Department of Justice, Office on Violence Against Women (OVW), where she supervised a portfolio of over 50 grantees and five training and technical assistance cooperative agreements. In addition to her primary role in the OVW Campus Program Unit, she spearheaded the OVW Culturally Specific Campus Program and the OVW Campus Sexual Assault Victim Services Pilot Program.

She contributed to national policy development and internal strategic priorities through her service as co-chair of OVW's agency-wide Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee and her active membership of OVW's peer review and language access working groups. Before her tenure at OVW, María Cristina worked as a TTA provider for national organizations, including the National Organization for Victim Advocacy (NOVA) and Esperanza United, where she managed TTA grants funded by the Office on Violence Against Women and the Health and Human Services Administration. She also served as the Founding Director and faculty member of the Gender Equity Program at the University of Puerto Rico at Carolina, where she taught undergraduate courses in criminal justice and established the campus Coordinated Community Response Team to prevent and respond to gender-based violence. With a deep commitment to intersectional approaches grounded in feminist values and trauma-informed practices, she currently serves as an adjunct faculty member at Dominican University in their Master of Arts in Trauma-Informed Leadership program. She has served on multiple nonprofit boards and consulted with numerous nonprofits in training, technical assistance, policy development, and grant writing. María Cristina holds a Bachelor's Degree in Psychology from the University of Puerto Rico at Río Piedras and a Master's degree in counseling psychology from Turabo University.

Kimberly Henry, LMSW, NACP-Level 3

Kimberly Henry, LMSW, serves as Associate Director of AI and Strategic Initiatives at the National Organization for Victim Advocacy (NOVA), where she leads work at the intersection of artificial intelligence, victim services, organizational practice, and emerging technology. She leads NOVA's Center for Responsible AI in Victim Services, developing national training, guidance, tools, and implementation strategies focused on responsible AI governance, organizational readiness, privacy and confidentiality, survivor safety, human oversight, AI-facilitated harm, and the ethical adoption of emerging technologies.

Kimberly is a licensed master social worker, national trainer, educator, and victim-services leader with more than 15 years of experience across victim advocacy, military systems, training and technical assistance, program development, policy, organizational strategy, and adult education. She has trained thousands of professionals nationally and internationally, including victim advocates, military personnel, government agencies, legal and court professionals, universities, law enforcement, and multidisciplinary systems. Her work translates complex technology, policy, and systems issues into practical approaches that preserve survivor autonomy, professional judgment, safety, and trust.

A U.S. Navy veteran and former U.S. Air Force Sexual Assault Prevention and Response Specialist, Kimberly has extensive experience in sexual assault and domestic violence response, coordinated community response, military-connected survivor advocacy, and cross-system collaboration. She previously led NOVA's national military coordinated community response work and continues to bring that experience into NOVA's broader strategic initiatives.

Kimberly also serves as an adjunct professor in the Master of Social Work program at Simmons University, where she teaches macro social work practice and social welfare policy. She is a co-author of "Bridging the Gaps: Addressing Barriers for Military-Connected Survivors in the Civilian and Military Court Systems," published in the Juvenile & Family Court Journal.