Moving From Good Intentions to Concrete Action: Creating Trans-Affirming Services and Grant Initiatives

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Presenters

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AIDS UNITED – Who We Are

AIDS United is a national, non-profit organization with a singular mission and focus to end AIDS in the US
AIDS UNITED – What We Do

• We lead the charge for responsive and effective federal, state, and local policies that benefit people living with and at risk for HIV

• We invest in innovative models to meet the needs of communities affected by HIV/AIDS

• We have given more than $104M in direct funding and leveraged $117M to increase capacity of communities and organizations responding to HIV in the US

• We inform the field with best practices and lessons learned
AIDS UNITED – How We Do It

• We advance advocacy based on sound public policy; strategic grantmaking to affected communities; targeted & tailored capacity building for organizations responding to the epidemic; and, research & evaluation to inform the field

• We work within a social justice framework that challenges the foundational issues of racism, sexism, homophobia and transphobia, socioeconomic inequality, gender discrimination, and stigma
Session Objectives

• Explore “meaningful involvement”
• Hear about the Transgender Think Tank
• Learn about consensus statement of transgender leaders in HIV
• Discover practical ways to become more trans-affirming
Meaningful Involvement

• What does it mean in general?
• What does it mean in a transgender context?
Feedback on Leadership Development

Curriculum topics:
• Building leadership confidence
• Public speaking & strategic communications
• Grantwriting
• Administrative competencies
• Self-care
Feedback on Leadership Development

Logistics:

• Must be free/affordable
• Accessible application process
• Hire skilled trans trainers who can create a safe space
• Support trans individuals with travel logistics (hotel, TSA)
Feedback on Leadership Development

Beyond the curriculum:

• Mentoring is critical
• Experiential learning
• Space for self-reflection
• Recognize diverse learning styles
• Don’t forget about having fun!
Feedback on Leadership Development

Post-training:

• Offer “boosters” on key topics
• Offer individualized professional development opportunities
• Graduates do a project together
• Alumni serve as mentors
Transgender Think Tank

• Why was the Think Tank needed?
• What were its main goals and outcomes?
• What was it like to be part of the think tank?
• Why is this kind of process important?
The Consensus Statement: How to Step Up

• How did the consensus statement arise?
• What are its main contributions?
• What are the consensus statement’s main overall points?
Recommendations for Health Care & Social Service Providers

• Provide low-barrier, seamless care and linkage to all trans clients
• Services should be designed and implemented with a trans and trauma-informed approach
• Recruit, hire and promote trans providers
Recommendations for Health Care & Social Service Providers

• Affirm all gender identities and presentations
• Providers must educate themselves and develop capacity to serve trans clients
• Engage in continuous evaluation of trans client satisfaction
Recommendations for Funders

• Include trans leadership in all aspects of funding initiative design & implementation

• Recruit & hire trans staff in funder organizations . . . be role models
Recommendations for Funders

• Create innovative, low-barrier strategies for trans-led organizations to access funding
• Support self-identified TA needs
Questions & Answers

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