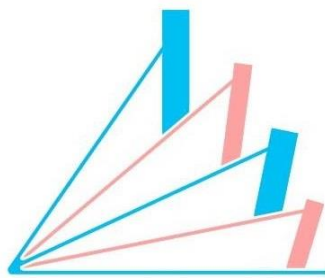


UPSWING ADVOCATES

2017
ANNUAL
REPORT



Upswing Advocates is an LGBTQIA organization that provides data-based, affirming education and research to support LGBTQIA people in Chicago and beyond.

LETTER FROM THE DIRECTORS

2017 was a challenging, beautiful, and interesting year for Upswing Advocates. We have been so fortunate to spend the year building relationships and community, presenting data and workshops at conferences, facilitating trainings for helping professionals, hosting collaborative workshops and retreats, conducting research that centers and affirms transgender and gender expansive people, holding skill-building classes, offering drop-in space support for young adults, and assisting clients in using behavior analysis to reach their goals and move toward what they value.

When thinking about growth and sustainability of Upswing Advocates for the coming years, we value focusing our services on community need and where we have been able to be the most impactful. Looking back on 2017, our greatest impact has been made through educational events and through research. Because of this, we have worked closely with the board of directors to refine our mission to focus specifically on using a self-as-expert approach to research and education that strengthens and supports the Lesbian, Bisexual, Transgender, Queer, Questioning, Intersex, and Asexual (LGBTQIA) community in Chicago and the surrounding areas. We look forward to continuing to share space with you, working strategically to make a positive impact. Thank you for joining us in this work!

Sincerely,

Fawna Stockwell

Director of Research and Programs



Worner Leland

Director of Development and Promotion

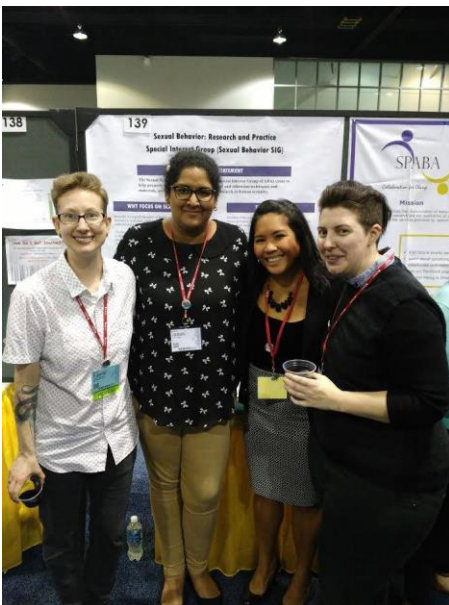


2017 held community building, research, conference presentations, trainings, groups, structured and drop in coaching, and more. Here is a glimpse of our year.



Research

"The mindfulness research study provided a safe and supportive framework for me to begin connecting with my body on a more honest level and confront how I related to it. I have had a few crises hit since the study and continually draw upon exercises and meditations I learned while in the study. The work Upswing Advocates is doing has the potential to provide necessary support, resources, and tools to other trans folk in need. What I took away from the experience was truly life changing. I can't wait for these resources to become more accessible to the trans community on a broader level."



Coaching

"I used to think coaching was a gimmicky thing. I now feel, however, that there are many micro manageable events that are difficult to coordinate in the bigger scheme of things. Coaching helped me get more organized and to stay on top of things through different tools that I don't normally use."



Trainings

"I feel more responsible now, like there is more I can actually do to be affirming with regard to overt behaviors, not just passively hold the value to affirm."

All quotes provided by participants and attendees were requested by Upswing Advocates after completion of participation, were completely voluntary, and in no way affected participation, per BACB Professional and Ethical Compliance Code 8.05.

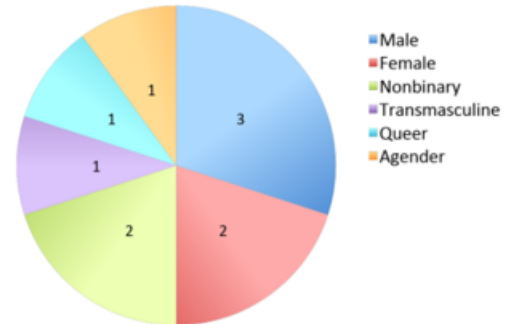
A 2017 TIMELINE

Jan	<ul style="list-style-type: none">•Rolled out training: <i>Gender affirming clinical skills for helping professionals</i>
Feb	<ul style="list-style-type: none">•Facilitated conversation for Chicago-area therapists and educators on <i>Alternatives to calling the police</i>•Awarded She100 Grant
Mar	<ul style="list-style-type: none">•Partnered with Broadway Youth Center to present <i>Serving TGNC young adults: Community-based approaches to restorative justice and harm-reduction</i> at the Cultural Impact Conference•Presented <i>Sitting with my Dysphoria: The Impact of mindfulness and other ACT-based exercises</i> at the Evidenced-Based Advances for Work with Sexual Orientation and Gender Diversity Conference
Apr	<ul style="list-style-type: none">•Rolled out <i>Domestic violence in LGBTQ relationships</i> presentation as part of Chicago Metropolitan Battered Women's Network 40-hour Domestic Violence training•Began <i>For Us</i> community psychoeducation group
May	<ul style="list-style-type: none">•Facilitated mindfulness event for ResonaTe, Chicago's transgender-affirming choral organization•Rolled out training: <i>Never too late for sex ed: A behavior-analytic opportunity to build sexual knowledge</i>•Presented <i>Communication strategies for navigating jealousy in polyamorous relationships</i> at the Chicago Nonmonogamy Conference
June	<ul style="list-style-type: none">•Continued individualized client support at Intraspectrum space
July	<ul style="list-style-type: none">•Expanded programming to Stand Up For Kids space on Thursdays•Awarded Trans Justice Funding Project grant
Aug	<ul style="list-style-type: none">•Rolled out <i>For Us</i> community psychoeducation group
Sept	<ul style="list-style-type: none">•Rolled out training: <i>Function-based restorative justice practices for client harm reduction</i>
Oct	<ul style="list-style-type: none">•Completed data collection for mindfulness study•Facilitated retreat for Chicago Neurodiverse Queers community group•Held focus groups with Neurodiverse Queers group to co-create training on neurodiversity
Nov	<ul style="list-style-type: none">•Rolled out training: <i>Affirming strategies for working with neurodiverse clients</i>
Dec	<ul style="list-style-type: none">•Concluded <i>For Us</i> community psychoeducation group

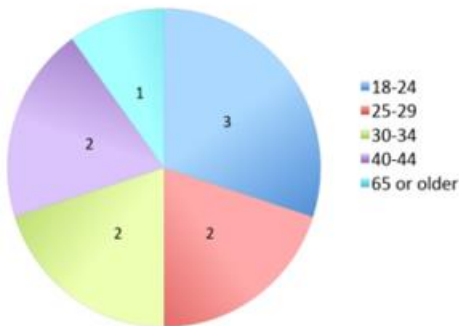
2017 COACHING CLIENT DEMOGRAPHICS

In 2017, Upswing Advocates met with coaching clients in IntraSpectrum Counseling's office space in downtown Chicago and Stand Up For Kids' space in Lakeview. IntraSpectrum Counseling is a private group psychotherapy practice that provides sensitive LGBTQI-affirming services. Stand Up For Kids is an organization that supports young adults experiencing homelessness, many of whom are LGBT.

GENDER



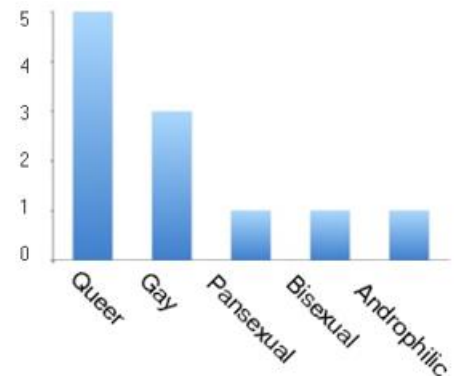
AGE



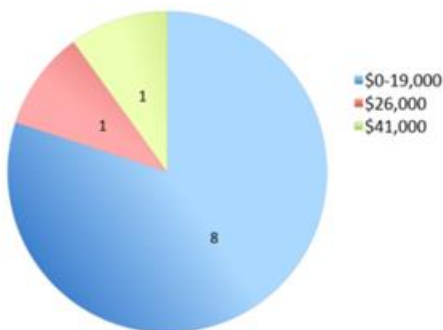
RACE/ETHNICITY

BLACK	1 RESPONDENT
ECUADORIAN	1 RESPONDENT
GUATEMALAN	1 RESPONDENT
HISPANIC	1 RESPONDENT
IRISH	1 RESPONDENT
LATINX	1 RESPONDENT
MEXICAN	1 RESPONDENT
NATIVE AMERICAN	1 RESPONDENT
PUERTO RICAN	1 RESPONDENT
WHITE	6 RESPONDENTS

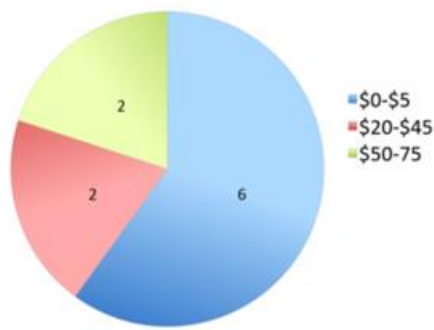
ORIENTATION



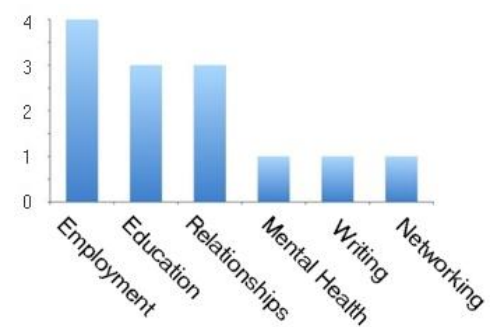
ANNUAL INCOME



SESSION PAYMENT



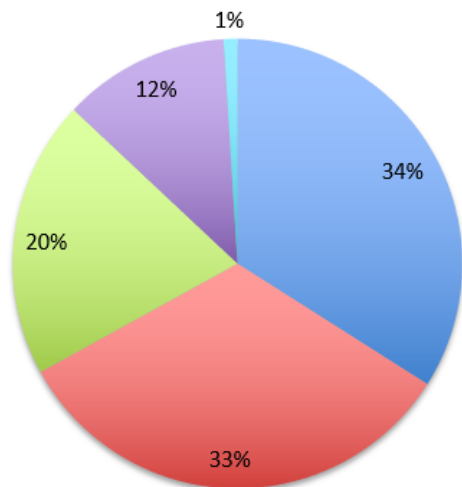
BEHAVIORS TARGETED



Note: Some clients provided multiple responses to the following: race/ethnicity, orientation, and behaviors targeted.

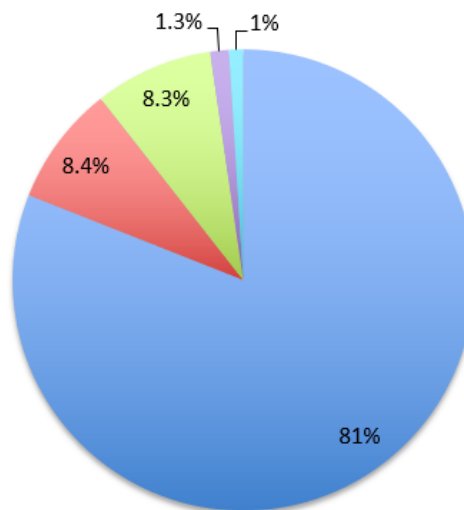
2017 FISCAL YEAR REVENUE

Individual donors	\$10,654.09	34%
Fundraising events	\$10,344.60	33%
Programming	\$6,100.16	20%
Grants	\$3,750.00	12%
Other	\$325.00	1%
Total	\$31,173.85	100%



2017 FISCAL YEAR EXPENSES

Salary	\$30,895.61	81%
Rent	\$3,225.00	8.4%
Operations	\$3,188.17	8.3%
Promotions and fundraising	\$501.07	1.3%
Other	\$401.98	1%
Total	\$38,211.83	100%



While 2017 expenses exceeded revenue, we ended the year with a surplus of \$11,120.35.

2017 PRESENTATIONS AND PARTNERSHIPS

In 2017, we presented 9 trainings for helping professionals, with a total of 95 attendees at all trainings.

Number of Trainings	Training Topic	Average Number of Attendees
4	Gender Affirming Clinical Skills	11
2	Sex Education Clinical Skills	10
1	Restorative Justice for Client Harm Reduction	13
1	Affirming Work with Neurodiverse Clients	5
1	Helping Clients Set and Work Toward Goals	13

PRESENTATION PARTNERSHIPS

For the 2017 Cultural Impact Conference, we partnered with Broadway Youth Center to present Serving TGNC Young Adults: Community Based Approaches to Restorative Justice and Harm Reduction. Broadway Youth Center is a division of Howard Brown Health that serves LGBTQ youth and young people experiencing homelessness or housing instability. This year we also partnered with the Chicago Metropolitan Battered Women's Network to present on Domestic Violence in LGBTQ Relationships as a part of their 40-hour Domestic Violence Training.

RETREATS

In 2017, we partnered with Chicago Neurodiverse Queers to facilitate their retreat: Sharing Our Identities Safely and Authentically. Chicago Neurodiverse Queers is a monthly meetup group for all who fall under the neurodiversity umbrella and who also identify as queer. We also partnered with ResonaTe to facilitate their mindfulness retreat. ResonaTe is a Chicago choir for transgender voices and community.

FACILITATION

This year we partnered with Peter Frotch to facilitate a day of helping professionals collaborating on alternatives to calling the police on clients in a professional setting. We also facilitated a space for identifying values and setting goals at the 2nd annual Trans Turning Point at Center on Halsted.

GROUPS

For Us: Queer Affirming Psychoeducation, was an overarching series partnership with board member Jason Best, LCSW, that covered Mental Health Foundations, Cognitive Distortions, Boundaries and Interpersonal Skills, Dealing with Holiday Stress, and Creating Goals for the New Year.

RESEARCH

This year we concluded sessions with our 20th and final Mindfulness Study participant as a part of our research partnership with The Chicago School of Professional Psychology.



Lee Andel Dewey
Treasurer of the Board



Maia Everett
Secretary of the Board



Jason Best



Alicia Crosby



Don Togade



Anna Jensen

BOARD OF DIRECTORS

VALUES

Self-determination: We believe that all people deserve respect, and the freedom to make their own choices and focus on what is most valuable to them. Each person has the right to define their gender, sexuality, and other identities in whatever ways they choose.

Non-hierarchical work: Rather than a more traditional model of "experts" shaping research and trainings, our focus is on creating collaborative relationships with emphasis on shared experiences and strengths.

Workability: We strive to do what makes practical sense. If a strategy stops working, or doesn't work in a particular context, we seek out new options to determine what works best in a given situation and continue to evaluate progress over time.

Empowering the LGBTQIA community: We seek out direct involvement and feedback from LGBTQIA individuals in our organization's activities and leadership so the research we conduct and the education we provide is by us, for us. In addition, no one will be turned away from educational services because of an inability to pay.

VISION

We envision **freely available and affordable** treatments and services that are tailored to the LGBTQIA community that are empirically supported by data-based, community-informed research.

The generous support of our 2017 donors allowed us to continue offering sliding scale coaching and groups for LGBTQIA people, to conduct TGNC affirming research, and to offer affirming trainings for helping professionals. Thank you for being a vital part of this important work.

GRANTS

She 100
Trans Justice Finding Project

IN KIND DONATIONS

Amazing Kale Burger
Black Iron Tavern
Brian Hoffmeister
Dice Dojo
Dustin Paige, Kirkland & Ellis LLP

Early to Bed
Grant McCorkhill, Holland & Knight
Intraspectrum
Jeff Totsch and Jen Klapatch
Jennifer Rosenkamp, The John Marshall Law School
Kiehl's Skin Care
Robyn Axberg | Holland & Knight
Signal to Noise Stuidos
William Harris Lee & Co
Women and Children First

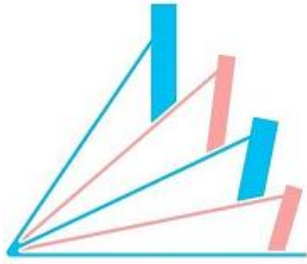
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