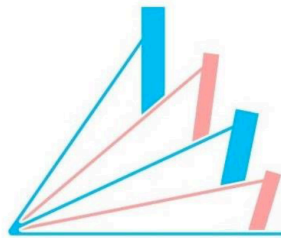


UPSWING ADVOCATES

2018 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 DIRECTOR

2018 was a year of intentional focus in two areas we are most passionate about: research and education. With the support of our Board of Directors, colleagues, and community members, we have tailored our training content to reach new audiences including medical students, spiritual communities, workplaces, and schools. This programming creates practice opportunities for attendees to be more affirming and competent in their interactions with transgender and gender nonconforming people and creates spaces to explore what it looks like to increase accessibility of programming in many different ways.

In the past year, we wrapped up our one-on-one coaching session project, and continued to provide one-on-one resource sharing and consultation to meet the unique needs of our community. 2018 has also been a time of exciting research activity, including direct work with the LGBTQIA community to deepen areas of knowledge that directly center the voices of those most impacted. We look forward to continued opportunities for collaboration. Thank you so much for your support of the work that we do!

Sincerely,



Worner Leland
Researcher+Educator

August Stockwell
Executive Director

2018 HIGHLIGHTS

Medical Trainings



Image description: On the left, a picture of two people in white medical coats, painting a large plus sign onto a wall, with horizontal blue, pink, and blue stripes.

Worner and community member co-presenter Vita Cleveland kicked off our series of trainings on gender-affirming medical care at Mercer University School of Medicine in Macon, Georgia. This was the first of many trainings to be offered to medical schools throughout under-resourced areas of the U.S., where education is needed the most.

"As an educator I have been to a lot of training sessions over the years, but this session was hands down one of the most useful I have attended. The information was evidenced based and the format encouraged participation. Worner and Vita were very engaging and welcoming of questions, even those that showed naiveté of certain topics. Every medical student needs to have this type of training. I am so glad that we were able to experience it at Mercer University School of Medicine and I would highly recommend it to other medical education programs."

-Patrice Walker, MD FACOG, Assistant Professor of Obstetrics and Gynecology; Former Dean of Diversity, Equity, and Inclusion; Mercer University School of Medicine



Image description: A computer screen with a presentation slide on it that reads "Medical training day 1: Worner Leland, MS, BCBA, Vita Cleveland, August Stockwell, PhD, BCBA-D," and below that, the Upswing Advocates logo. In the background is an auditorium of empty seats.

Illinois Association for Behavior Analysis Invited Workshop



Image description: About 70 people are sitting in a conference room, listening to a presentation by August.

August facilitated a 3-hour invited workshop for Board Certified Behavior Analysts and other attendees: *Who has a seat at your table? Making ABA accessible for marginalized populations.*

Midwest LGBTQ Health Symposium



Image description: Worner is standing at the front of a room, presenting to a group of people. The large monitor screen next to them reads "A is not for Ally: Ethics and best practices for working with asexual and aromantic clients."

Worner presented on the topic of ethics and best practices for supporting asexual and aromantic clients, working with an audience of medical providers, mental health professionals, and community advocates.

Other Conference Activities

In April, Worner and August traveled to New Orleans to present *Off the Beaten Path: Envisioning Intersectional, Accessible, Trans-Competent Care Beyond a Binary*. This invited workshop was part of a 2-day experiential conference for clinicians working with sexual orientation and gender diversity.

In May, Worner presented on skill building for restorative justice practices as part of a symposium at the Association for Behavior Analysis International Conference in San Diego.

In October, August presented an invited workshop on cultural competence and working with LGBTQ clients at the Nevada Association for Behavior Analysis Conference in Las Vegas.

Trainings for Organizations and Helping Professionals

We have continued to offer trainings (both face-to-face and via webinar) that are tailored to the needs of social service organizations, corporate workplaces, colleges, and spiritual communities on topics like

- LGBTQ cultural competence
- Gender affirming practices
- Neurodiversity
- Restorative justice
- Sex education



"Such a great team. A pleasure to watch. I have gone to quite a few presentations regarding supporting transgender individuals. This was the best for quite a few reasons: The content was paced well, great checks for understanding, and each section of the presentation was informative with great examples and non examples which helped me grasp concepts. I think that [whether or not someone is a Board Certified Behavior Analyst], this type of presentation would benefit everyone. Thank you!!!!"

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.

Research and Resource Creation

We are excited to share that the gender-affirming clinical skill self-assessment tool we created has been accepted for publication in the journal, *Behavior Analysis in Practice*! This will allow much of our training content, and this self-evaluation tool, to be accessed by professionals worldwide.

At the Association for Behavior Analysis International Conference in San Diego, Worner presented a poster making an ethical case for sliding scale behavior analysis services with marginalized populations and advocated for this practice with conference attendees.

We created a workbook on gender affirming professional skills in the workplace that companies can include in their on-boarding of new employees.

Image description: A workbook page with the following text: "Accept constructive criticism with care." There is an image of three people talking; one says, "Good morning, ladies, how may I help you?" One of the other people says, "Please don't call us ladies. We are not ladies." The first person says, "My apologies. How can I help you folks today?"

Accept Constructive Criticism with Grace

Be willing to get it wrong and take feedback. We are all learning, and we all make mistakes. What is important is to acknowledge that even if we do not intend harm, we may still sometimes have impact that is harmful. It is important to listen to those impacted, and to change our behavior in a way that is affirming.

One way this could look like is:



Question 27: Practice using the model above:

What would be an appropriate response?

You: "Maddie could use some help with the paperwork. Could you check on her?"

Coworker: "Just so you know, Maddie uses he/him pronouns."

You: _____

Coworker: "Absolutely. I'll be there in a minute."

Answers: Here you could say something like, "Oh thanks for letting me know. Could you check on him?" The key is to notice, correct yourself, and move on from there.

Winter Gala

This past year, we held our first annual fundraiser gala, bringing together over 100 people at the Preston Bradley Center.

A huge thank you to everyone who helped us to create a warm and lively space for community to gather together and celebrate the mission and work of Upswing Advocates:

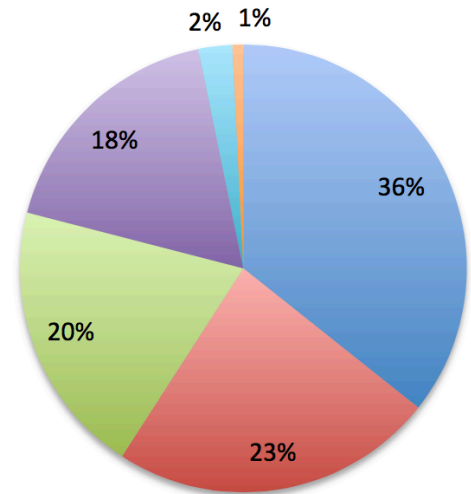
- Our sponsors Howard Brown Health, Early to Bed, LifeWorks Psychotherapy, and AIDS Foundation of Chicago,
- Performers Tank (pictured top left) and members of Acrobatica Infiniti including Alseny Acro Sylla (pictured top right), Dr. Fan C. Pants, acrobats Loren and Sara, and DJ KidzBop,
- And everyone who volunteered their time and resources to make the gala such a success!



Image description: Five pictures in total. The top left picture shows a performer, who has bright orange hair, dancing and spinning a red, green, and white umbrella. In the top middle picture, two people hugging and smiling against a shiny gold photo booth background. The top right picture shows an acrobat flipping in the air, over the heads of five smiling people who have crouched down while they are lined up in a row. The bottom left picture shows six smiling people and the bottom right picture shows eight smiling people, all in front of a shiny gold photo booth background.

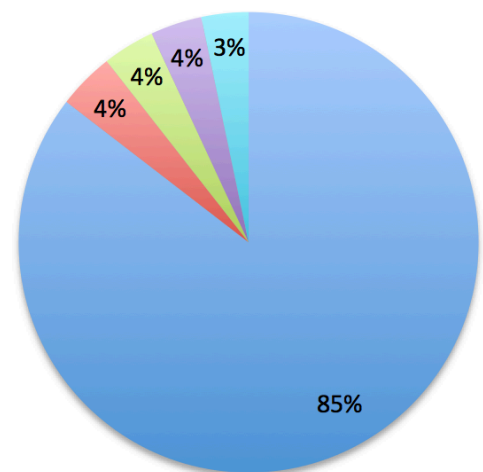
2018 FISCAL YEAR REVENUE

Grants	\$22,500.00	36%
Individual donations	\$14,797.91	23%
Training income	\$12,526.19	20%
Fundraising events	\$11,186.88	18%
Corporate donations	\$1,545.58	2%
Coaching income	\$500.33	1%
Other	\$21.90	<1%
Total	\$63,078.79	100%



2018 FISCAL YEAR EXPENSES

Salary	\$46,407.95	85%
Operations	\$2,156.01	4%
Promotions and fundraising	\$1,987.77	4%
Program expenses	\$1,964.88	4%
Contracted employees	\$1,797.17	3%
Other	\$23.60	<1%
Total	\$54,337.78	100%



The generous support of our 2018 donors allowed us to conduct TGNC affirming research, offer affirming educational programming for medical students, helping professionals, and others, and link community members to affirming and accessible resources. Thank you for being a vital part of this important work!

GRANTS

Lush Charity Pot Partner
Trans Justice Funding Project

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IntraSpectrum Counseling
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Totsch
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Laugh Factory
Metropolis Coffee Company
R Public House
World Tree Healing

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Dawn Xiana Moon
Drew Dickelman
Erin Thomlinson
Kat Best
Kayla Comerford
Kennon Kasischke
Loren Phillips
Peat Moss
Sam Lenser
Sara Sutherlin
“Tank” Tana Karo

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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.

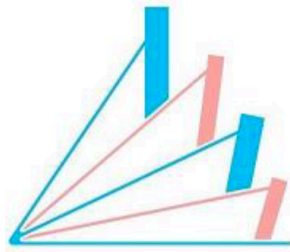
VALUES

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.



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