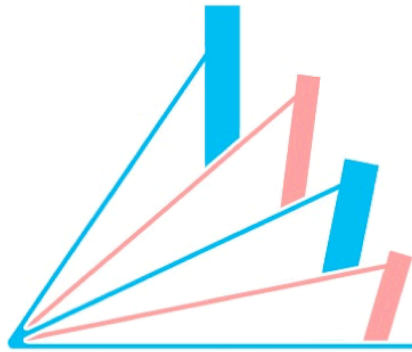


UPSWING ADVOCATES

2019
ANNUAL
REPORT



Upswing Advocates is an LGBTQ2IA organization that provides data-based, affirming education and research to support LGBTQ2IA people in Chicago and beyond.

LETTER FROM THE DIRECTOR

2019 was a year full of research activities, publications, resource creation, and in-person and web-based trainings on lesbian, gay, bisexual, queer, questioning, two-spirit, intersex, asexual, and aromantic (LGBTQ2IA) cultural competence, harm reduction, neurodiversity, restorative justice, and other topics. This year also involved continued collaborations with organizations like Praxis Group and Empowered: A Center for Sexuality, allowing us to broaden our reach and our impact. We assembled an Associate Board to support our promotional and fundraising efforts throughout the year and partnered with some amazing volunteers. Finally, one of our biggest accomplishments was creating and launching an educational initiative on the importance of honoring client assent withdrawal and promoting self-advocacy; it has been exciting and rewarding to continue our advocacy efforts related to this topic and we are committed to continuing this work in the months to come.

Thank you so much for your continued support of the work that we do!

Sincerely,



August Stockwell
Executive Director

Worner Leland
Researcher+Educator

Image description: On the left is an image of August smiling; they are wearing glasses and a white t-shirt. On the right is an image of Worner smiling; they are wearing a floral print shirt and head scarf, and have a septum piercing.

2019 HIGHLIGHTS

Invited Presentations

- At the 2nd annual international conference for Evidenced-Based Psychotherapy with Gender and Sexual Minorities in Budapest, August presented the results of Upswing’s study on mindfulness and its impact on gender dysphoria, and facilitated a workshop on gender affirming clinical skills, with attendees working with clients in Hungary, Poland, Malta, and Arkansas.



Image description: In the image on the left, August is standing in the middle of a group of 6 other people and everyone is smiling. There is a podium with a laptop in front of the group on the left side, and behind the group is a large projector screen displaying the words "Gender affirming clinical skills for helping professionals." In the image on the right, August is standing behind a podium displaying the text "Central European University." To their left is a large screen displaying a presentation slide with the heading "Participants" and a bar graph and picture of a group of people. On the bottom left of the image is the back of one person's head and upper torso; this is one of the people who attended the presentation.

Invited Presentations



Image description: A photo of Worner Leland (panelist) on the left, Landria Seals Green (panelist) in the middle, and August Stockwell (panel facilitator) on the right. Everyone is smiling and August is wearing a conference nametag around their neck.

- Worner spoke as part of a panel on “Making our science accessible: Precision Teaching for Underserved Populations” at the Standard Celeration Society Conference in St. Pete, Florida, which was facilitated by August. Several hundred attendees were present and the panel was available to others via livestream.
- In October, Worner presented on "Creating Living Space for Sexuality: Harm Reduction Through Sex Ed" at the Harm Reduction in the House conference, which took place at the University of Illinois Chicago campus.

“The authenticity and experience of the presenter helped convey a non-judgmental teaching environment.”

“Practicing [including pronouns in introductions and giving and receiving correction] was very useful, it seems like something you wouldn't need to practice but it's so essential. And I really liked the thought provoking questions August asked us because they got us thinking about our own experiences growing up in a gender binary society.”

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.

Trainings and Webinars

- Upswing has continued to offer trainings (both face-to-face and via webinar) that are tailored to the needs of social service organizations, corporate workplaces, schools, and spiritual communities on topics including
 - **LGBTQ2IA cultural competence**
 - **Gender affirming practices**
 - **Working with asexual and aromantic clients**
 - **Neurodiversity**
 - **Restorative justice**
 - **Harm reduction**
 - **Sex education**
- In December, August facilitated a training on gender-affirming practices for the Northwest Side Housing Center.



Image description: A group of Northwest Side Housing Center employees (22 in total) and August. Seven people are sitting in the front row, behind a table, and everyone else is standing behind them. Several doors are hung on the wall behind the group, displaying different narratives written about the experience of looking for housing, finding a home, and navigating that process.

- In 2019, we also created and launched a new training on ***assent withdrawal and preventing client abuse***. This training was presented to Behavioral Perspective Inc. and remained a continued focus in the months that followed.

Collaborations with Praxis Group



- Praxis Group and Upswing Advocates hosted "Being a Stronger Ally: Trans and GNC Affirming Business Workshop," hosted by the Andersonville Chamber of Commerce Task Force.
- We also collaborated to offer a training in both Spanish and English to a Chicago restaurant, and co-facilitated a gender-affirming clinical skills training for Renaissance Social Services.
- Upswing Advocates sponsored the Rogers Park-focused group "Unpacking Whiteness," which Praxis Group facilitated.

Image description: In the image on the left, a group of people are sitting at tables and listening to Jes Scheinpflug present from the front of the room. The center image shows a person's fingers holding up a small index card. The card reads, "I am nonbinary, my pronouns are they/them. I appreciate your intention of politeness, but please do not address me as ma'am or lady. Gender cannot be assumed by voice or appearance. Instead, ask individuals how they'd like to be addressed. Ideas for gender neutral greetings: friend(s) pals(s) folks everyone y'all. More info: www.praxischi.com // @praxischi." In the image on the right, August is standing in a group of people including Praxis facilitators Kate Harrington-Rosen and Jes Scheinpflug, Vita Cleveland, and members of the Andersonville Chamber of Commerce.

Publications and Resource Creation

- Worner and August were invited to submit a book chapter, *Clinical Competence and Social Validity: Special Issues in Serving LGBTQIA Clients and their Allies*, as part of a textbook *Multiculturalism and Diversity in Applied Behavior Analysis: Bridging Theory and Application*.
- Our gender affirming clinical skills self-assessment tool was published in the journal *Behavior Analysis in Practice*.
- Several patient resources are now available on our website, including our Top Surgery Community Report, Transgender Healthcare Advocacy Checklist, and info sheets on navigating primary care and transition-related care.

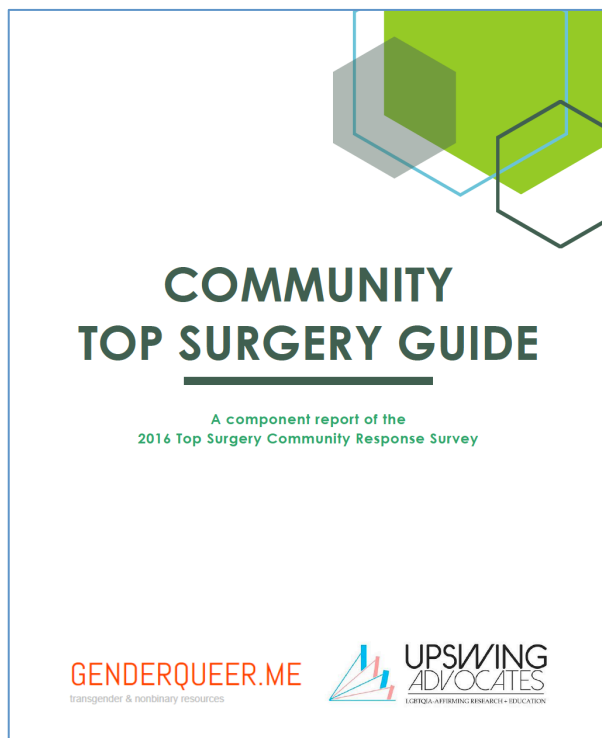
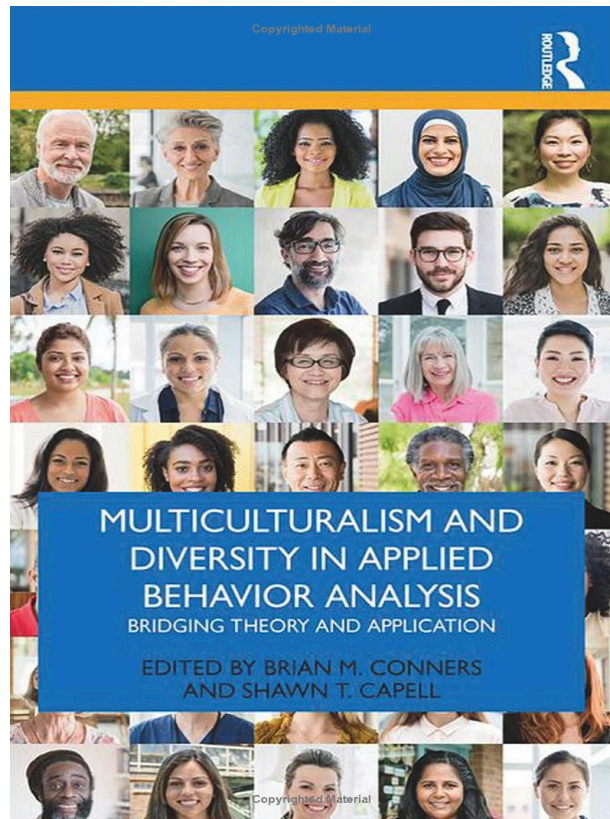


Image descriptions: The image above is of a book cover displaying the text “Multiculturalism and Diversity in Applied Behavior Analysis: Bridging Theory and Application. Edited by Brian M. Connors and Shawn T. Capell.” Behind the block of text are 35 headshots of people of different racial and ethnic backgrounds.

The image to the left reads “Community Top Surgery Guide: A component report of the 2016 Top Surgery Community Response Survey.” At the bottom of the image it reads “Genderqueer.me transgender and gender nonbinary resources” and the Upswing Advocates logo.

Spring Gala

This past year, we returned to the Preston Bradley Center for our second annual fundraiser gala. A big thank you to:

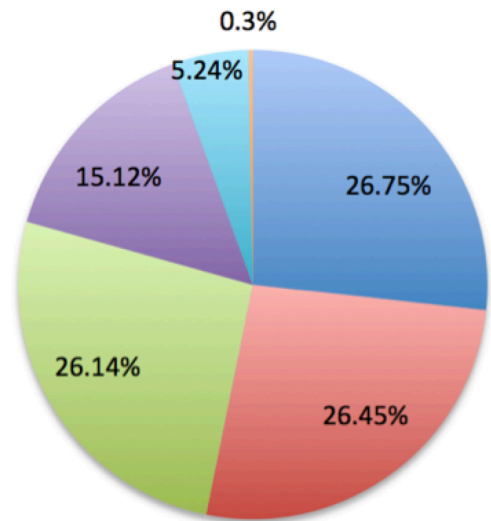
- Our sponsors (logos pictured on the right)
 - **Howard Brown Health**
 - **LifeWorks Psychotherapy**
 - **Praxis Group**
 - **ABAC**
 - **People's Law Office**
 - **Jameson Loves Danger**
 - and **Early to Bed**
- Performers **NAXÖ & Noori, Kamrah, Youth Empowerment Performance Project, Tank, and DJ KidzBop**
- And all of our volunteers and community who joined in for a beautiful night of community!



Image description: The image on the left displays three people standing in the gala photo booth area. The person on the left is smiling, the person in the middle is smiling and holding their hands up in the air, and the person on the right is wearing a flower crown and flowers on their shoulder. The image on the right displays a group of 8 smiling people standing in front of a shiny gold background.

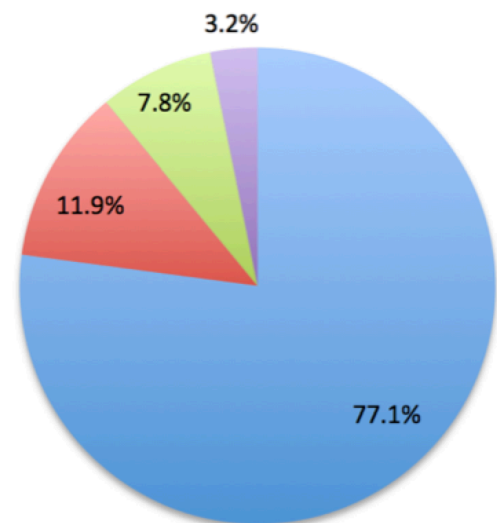
2019 FISCAL YEAR REVENUE

● Individual donors	\$12,749.79	26.8%
● Programming	\$12,608.97	26.5%
● Fundraising events	\$12,458.76	26.1%
● Corporate donations	\$7,209.18	15.1%
● Grants	\$2,500.00	5.2%
● Other	\$121.45	0.3%
Total	\$47,648.15	100.0%



2019 FISCAL YEAR EXPENSES

● Salary	\$32,550.00	77.1%
● Operations and programs	\$5,032.65	11.9%
● Promotions and fundraising	\$3,288.60	7.8%
● Contracted employees	\$1,350.00	3.2%
Total	\$42,221.25	100.0%



The generous support of our 2019 donors allowed us to conduct community-focused research, offer affirming educational programming for medical students, helping professionals, and others, and link community members to vital and accessible resources. Thank you for being a vital part of this important work!

GRANTS

Trans Justice Funding Project

DONOR ORGANIZATIONS

ABAC
B.E.T.H. Services
Early to Bed
Glassdoor
Howard Brown Health
Jameson Loves Danger.
LifeWorks Psychotherapy
Organization for Research and Learning (ORL)
People's Law Office
Praxis Group
Prudential

IN-KIND DONATIONS

Alleycat Comics
Barbara & Barbara
Chicago Cubs
Chicago Wolves
ComedySportz Chicago
Evanston Games & Café
Forteza Martial Arts
Gulliver's Candles
Humboldt House
Jason Best
Koval
Lady Gregory's
Lagunitas Brewing
Lee Anandel Dewey
LG's Bar
Molly Costello Art & Design
Monte Cook Games
Octavio Cantina
Revolution Brewing
Rick & Robert Jeffrey
Salon

Ruby Pinto
Super Tasty: The Show
The White Sox
Touchpoints: Cuddles & Community
Wilde Bar & Restaurant

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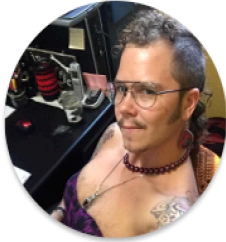
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2019 GOVERNING BOARD OF DIRECTORS



Lee Dewey
Treasurer



Erica Aten
Secretary



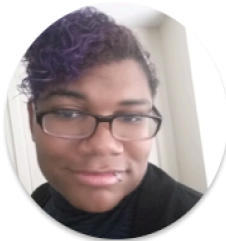
Alicia Crosby



Anna Schlumbohm



Jason Best



Maia Everett



Don Togade



Elizabeth Miller



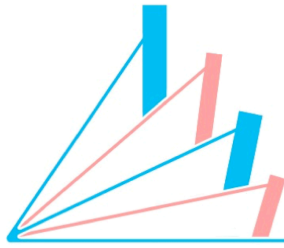
Courtney Bilbrey

Image description: Photos of the 9 individuals who served on the Board of Directors during 2019: Lee Dewey (Treasurer), Erica Aten (Secretary), Alicia Crosby, Anna Schlumbohm, Jason Best, Maia Everett, Don Togade, Elizabeth Miller, and Courtney Bilbrey.

ASSOCIATE BOARD



- We are excited to introduce the members of our newly-formed Associate Board! Pictured above from left to right: Kristin Juskiewicz (Associate Board Chair), Shairee Lackey, Glenna Hunter, and Jeff Bolin (Associate Board Members), thank you for supporting our work and helping to broaden our reach through fundraising and outreach efforts!



OUR MISSION

To use a self-as-expert approach to research and education that strengthens and supports the Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Two-Spirit, Intersex, and Asexual (LGBTQ2IA) community in Chicago and the surrounding areas.

OUR VISION

We envision freely available and affordable treatments and services that are tailored to the LGBTQ2IA community that are empirically supported by data-based, community-informed research.

OUR COMMUNITY

As a data-driven organization, we collaborate and work directly with LGBTQ2IA individuals and focus groups. We aim to identify research needs and shape research methodology in a way that will be workable and meaningful for all participants, while remaining rooted in ethical scientific practice. We also offer data-based, community-informed trainings to help professionals who are interested in building their competence in working with people who are LGBTQ2IA.

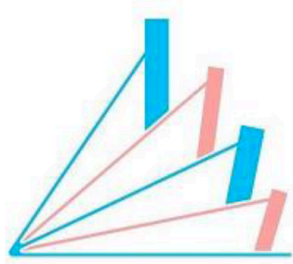
OUR VALUES

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 LGBTQ2IA community: We seek out direct involvement and feedback from LGBTQ2IA 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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