

Education

- **Master of Divinity** - LGBTQ Studies (in progress) Chicago Theological Seminary
- **Master of Social Work** (May 2013) University of North Carolina at Charlotte
 - Capstone: "Addressing HIV Risk Behaviors Among Transgender Youth: A Harm Reduction Approach"
- **Bachelor of Social Work** (May 2012) University of North Carolina at Charlotte
- **Religious Studies** (August 2006-May 2009) Gardner-Webb University

Experience

Expert Facilitator, Human Rights Campaign Foundation - All Children All Families. October 2022-Present

- Developing training material for child welfare organizations on LGBTQ+ youth and families
- Facilitating and training child welfare organizations on best practices with LGBTQ+ youth and families
- Leading organizations through self-assessments on current LGBTQ+-related practices and policies

Director of Strategic Initiatives, Equality North Carolina. March 2022-Present

Advocacy and Elections Strategist, Equality North Carolina. August 2019-Present

Lead Organizer, Equality North Carolina. March 2019-August 2019

- Direct strategy for the organization including project management, campaign development, and leading the strategic planning
- Develop and lead the external training program for advocacy, inclusive healthcare, and workplace inclusion
- Provided rapid response advocacy and messaging training for stakeholder groups like clergy, educators, elected officials, and social workers and a training program for following nondiscrimination ordinances
- Develop and maintain grassroots coalitions with intersecting organizations including serving incarcerated trans people as well as the NC response to MPV, for which I developed a website, graphics, and maintained information flow through poxvirusnc.org, securing \$50,000 in grant funding for the project
- Supervise staff and interns, including social work field placements
- Identifying equity advancement opportunities in the hiring process
- Creating standard operating procedures for existing and new initiatives including the internship program
- Organizing and structure internal meetings and staff retreats
- Write grants and report on grant objectives around federal nondiscrimination protection; brought in over \$200,000 for federal nondiscrimination protections this grant over three years
- Introduced MOCHA and strategy screens for proposing and managing projects and cross-team coordination for events, grant objectives, and other moving projects

Principal, Pride Education Center, August 2017-Present

- Develop and deliver research-backed training to all organizations and individual leaders
- Manage multi-part moving projects
- Develop self-paced training for clergy and faith leaders looking to make congregations more inclusive
- Manage all business operations including finances and contracting
- Provide LGBTQ+ in-depth inclusion evaluation and consultation to small businesses, nonprofits, direct services providers, and faith communities
- Provide nonprofit strategic planning and program development/evaluation support
- Create and maintain website and social media presence

North Carolina Consultant, Faith in Public Life, February 2020-June 2022

- Manage statewide efforts for federal nondiscrimination on behalf of Faith in Public Life
- Train groups of clergy to understand LGBTQ+ issues and advocate on behalf of equality
- Provide training for press on LGBTQ+ nondiscrimination protections
- Schedule meetings with United States Representatives and Senators and train clergy to speak at these meetings
- Pitch clergy-authored op-eds for the purpose of nondiscrimination protections
- Organize statewide clergy infrastructure and work with existing faith leader tables for LGBTQ+ advocacy

Western Piedmont Regional Managing Organizer, Democracy North Carolina. March 2016-Present

- Managed projects across the region with many moving parts and coalition partners
- Facilitated meetings with full-staff, regional coalitions, and local staff
- Recruited and trained volunteer leaders to monitor local boards of elections, conduct voter registration, serve as poll monitors, lobby their legislators, and work for a more equitable democracy
- Researched campaign financing and legislator political agendas for advocacy
- Worked in coalition with stakeholder groups, civic organizations, and faith communities
- Trained and supervised staff including organizing assistants, Souls to the Polls consultants, and Democracy Summer interns
- Assisted in developing onboarding processes
- Managed regional budget, monitored/reported upon grant objectives, and provided grants to community-based organizations

- Supported executive staff in managing projects and serving on hiring committees
- Initiated and led efforts to advance racial, gender, and LGBTQ+ equity within the organization
- Met with elected officials to lobby for pro-democracy policy and engage them in accountability campaigns
- Worked alongside local boards of elections to address election administration concerns and establish early voting plans
- Used traditional organizing tactics such as phone banking, petitions, letter writing to encourage residents to vote, attend meetings, and contact their legislators
- Led organizing team in digital organizing tactics

Vice-Chair. MeckPAC - Mecklenburg LGBT PAC. Board Member: November 2016-July 2018, Member: May 2012-Present

- Planned and facilitated board meetings, identifying skills present and lacking on board, planned professional development
- Fundraised through executing large events such as house parties, happy hours, and formal fundraisers as well as calls and emails to donors through annual campaigns and in response to current events
- Evaluated events and programs for effectiveness
- Served as education chair for the campaign to pass Charlotte's nondiscrimination ordinance in 2015-2016 and provided education and organizing to move stakeholder groups including faith communities, small businesses, corporate leaders, and more to publicly support the ordinance and speak at city council
- Used mixed research methods to collect data and stories regarding anti-LGBTQ discrimination in public accommodations in Charlotte, 2015
- Distributed funds to endorsed candidates and partnered with candidates and organizations on candidate visibility
- Led issue-based policy initiatives, including a program with the Mecklenburg County Health Department to expand PrEP access in the county through a pilot initiative
- Wrote press releases and public statements regarding current topics, including attempts at HB2 repeal
- Lobbied and built relationships with local and state officials on issues impacting LGBTQ community
- Built a coalition with other progressive organizations in the Charlotte-Mecklenburg area and statewide LGBTQ organizations
- Directed endorsement process including writing candidate questionnaires, conducting interviews, and making announcements

Member. Community Relations Committee. November 2016-November 2017

- Appointed by Charlotte City Council
- Served on intercultural relations subcommittee, designing research on public accommodations discrimination and impact of deportations on our community

Legal Support. Charlotte Uprising. September 2016-July 2017

- Trained and scheduled court support team
- Provided jail and court support as well as resources to individuals arrested during local protests
- Provided legal observation through the National Lawyers Guild and the ACLU

Medical Case Manager. Regional AIDS Interfaith Network. September 2014-September 2015

- Provided case management services to 55-60 adults living with HIV
- Facilitated adult support groups
- Equipped clients to lobby at the North Carolina General Assembly around policies that would impact their care
- Conducted grassroots and direct lobbying related to HIV in economic and social policy
- Supervised social work interns

Clinical Coordinator. Elon Homes and Schools for Children. June 2013-September 2014

- Oversaw quality assurance, including conducting internal audits and resolving compliance needs
- Supervised, and trained interns, case managers, and foster parents in foster care policy and relevant issues
- Developed and conducted program evaluation standards, training, and services to fill gaps
- Developed program for teens transitioning out of foster care and into independent living
- Promoted from foster care case manager to clinical coordinator

Case Manager/MSW Intern. Children's Home Society. August 2012-May 2013

- Provided case management services to youth in foster care, including transition to independent living, and court support
- Trained foster parents to work with youth in foster care from diverse backgrounds and how to talk with children in their care about healthy relationships and sex

Intensive Adult Outpatient Therapist/MSW Intern. Novant Behavioral Health. May 2012-August 2012

- Created individual treatment plans for adults with mood disorders
- Facilitated psychoeducational and support groups
- Lobbied insurance panels on behalf of patients

Founder and Director. Prism Charlotte. October 2012-March 2016

- Developed and oversaw strategic plan, structure, and program evaluation methods
- Developed programming, events, and services for LGBTQ youth transitioning into young adulthood
- Led fundraising and grant-writing efforts
- Developed and maintained social media strategy
- Awarded Q-Notes' "Best of Charlotte" award for Best Social/Support Group in 2014

Program Assistant/BSW Intern. Time Out Youth. June 2011-September 2013

- Worked with a program evaluation team to improve the impact of our discussion and support groups
- Served on a team to conduct a community needs assessment for LGBTQ youth. Assisted with survey creation and data analysis.
- Provided case management for LGBTQ youth, including crisis intervention and supportive counseling
- Facilitated nightly group meetings
- Conducted SafeZone trainings for schools and community organizations working with LGBTQ youth
- Assisted with grant writing and management

Legal Observer. Feminist Majority Foundation. August 2009-May 2012

- Trained and scheduled legal observers and clinic defenders
- Filmed and documented anti-choice protester behavior at reproductive health clinics and used documentation in court as proof of *Freedom of Access to Clinic Entrances Act* violations
- Traveled between three Charlotte health clinics every Saturday morning for legal observation/volunteer management
- Served as secretary for the UNCC Feminist Union, managing multiple projects

City Host/Summer Staff. Center for Student Missions. Summer 2008

- Hosted youth groups in Washington, DC on week-long service learning trips
- Worked closely with local organizations and agencies to schedule youth groups into their volunteer schedules
- Provided tours throughout city to monuments, historical places, and to discuss socio-economic issues impacting the residents of the city

| Technology | Training Delivered | Training Received |
|--|--|--|
| <ul style="list-style-type: none"> ➤ Google Workspace ➤ Microsoft Office Suite ➤ Excel ➤ Canva ➤ Prezi ➤ Voter Activation Network (VAN) ➤ ThruTalk ➤ Hustle ➤ Empower ➤ Mobilize ➤ Social Media ➤ Weebly, Wix, and other website creators ➤ Video Editors: Adobe Elements, iMovie, Final Cut Pro ➤ CRMs including Salsa, Arcos, and Raisers Edge | <ul style="list-style-type: none"> ➤ Queer and Transgender Cultural Competency and Responsiveness ➤ Child Welfare with LGBTQ+ Youth and Families ➤ Addressing Risky Behaviors in Transgender Youth ➤ Pastoral Care with LGBTQ+ Congregants ➤ Mental Healthcare for Transgender Youth ➤ LGBTQ+ Legislative Landscape and Policy Agenda ➤ Inclusive Workplaces for LGBTQ+ Employees ➤ Conflict Transformation and Active Listening ➤ Train the Trainer (various topics) ➤ Deep Canvassing and Relational Organizing ➤ Issue-Based Organizing Strategies and Tactics ➤ Using Data for Change ➤ Group Facilitation ➤ Effective 1:1 Meetings ➤ Storytelling and Meetings with Elected Officials ➤ Campaign Technology ➤ Harm Reduction ➤ Voter Registration ➤ MOCHA and Project Management | <ul style="list-style-type: none"> ➤ Front Line Leaders Academy (2018, People for the American Way) ➤ Program Evaluation ➤ Media/Messaging: On-Camera and Written ➤ Racial Equity Institute (REI) ➤ Racial Equity and Train the Trainer ➤ Wellstone: Organizing ➤ Voter Activation Network (VAN) ➤ Popular Education ➤ Conflict Transformation in Organizations ➤ The Management Center: Hiring and Supervising ➤ Direct Fundraising and Grant Writing ➤ The Management Center: Project Management |