

# L. JUDE TANTAY, LLMSW

(Pronouns: She / They)

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## OBJECTIVE

To train future social workers to be competent and culturally humble practitioners with liberatory and anti-oppressive lenses

## SKILLS

- Implementation and fidelity monitoring of evidence-based and evidence-informed interventions
- Program management, including coordination, budgeting, evaluation, care management, and contract management
- Curricula development and training regarding organizational basics (e.g., fundraising, board development, etc.) and systems of power and oppression
- Trained in multiple therapeutic interventions including: EMDR, narrative therapy, CBT, DBT, EFT, IFS, and family systems
- Experienced researcher, trained in CB PAR and arts-based research, with proficiency in Survey Monkey and Qualtrics
- Experienced micro social worker, providing psychotherapy and prevention case management in multiple settings

## EDUCATION

2001-2004 Rutgers University, New Brunswick, NJ <i>B.A., Sociology</i> <i>*Received LGBT Task Force Award for "Outstanding service to the LGBT Community"</i>	2009-2012 CUNY, School of Professional Studies, New York, NY <i>M.A., Applied Theatre</i>	2022-2024 University of Michigan, Ann Arbor, MI <i>MSW, Social Work</i> <i>*Finalist for 2024 MI Health Equity Challenge Grant</i>
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## SELECTED PROFESSIONAL TRAINING EXPERIENCE

- Monitoring and Evaluating Programs – *Center for Disease Control*
- Group Process & Facilitation Skills – *Allied Media Projects, Emergent Strategy Ideation Institute*
- Undoing Racism – *The People's Institute for Survival and Beyond*
- Managing for Racial Equity, Inclusion, and Results – *Management Center*
- IRB & Human Subjects Research – *PEERRS, University of Michigan*
- EMDR – *Institute for Creative Mindfulness, EMDRIA*

## EMPLOYMENT

January 2025 – Present   S.C. Nash Counseling & Consulting <b>Therapist</b>	<ul style="list-style-type: none"><li>• <u>Clinical Therapy</u>: provides weekly virtual ongoing therapy to primarily LGBTQIA+ people of color in Michigan.</li><li>• <u>Assessment</u>: assesses and diagnoses clients via the DSM using an anti-oppressive and client-centered lens.</li><li>• <u>EMDR</u>: facilitates EMDR series for clients with severe trauma and difficulty finding success with other modalities.</li></ul>	Ann Arbor, MI
May 2024 – Present   School of Social Work, University of Michigan <b>Research Consultant</b>	<ul style="list-style-type: none"><li>• <u>Research Design and Facilitation</u>: co-developing and co-facilitating workshops and interviews for research projects focused on arts and theatre-based advocacy strategies to combat gender-based violence and transphobia.</li><li>• <u>Administrative</u>: providing backbone support, including participant engagement and project management.</li><li>• <u>Writing</u>: co-authoring multiple research papers for various peer-reviewed journals and drafting reports for funders.</li></ul>	Ann Arbor, MI
August 2021 – Present   L Tantay Consulting, Inc. <b>President and Chief Consultant</b>	<ul style="list-style-type: none"><li>• <u>Workshop Facilitation</u>: deliver short- or multi-day interactive trainings on JEDI (Justice, Equity, Diversity, and Inclusion).</li><li>• <u>Organizational and Research Consultation</u>: technical advising, research, and tool development for major projects, i.e., grant writing, strategic planning, stakeholder engagement, management, and data collection and analysis.</li><li>• <u>Executive Capacity Coaching</u>: supporting boundaries setting, task delegation, visioning, fundraising, project management, and office and leadership skills.</li><li>• <u>Clients have included</u>: the CDC, Habitat for Humanity, University of Michigan, Michigan State University, Wayne State University, Community Catalyst, Transgender Strategy Center, Transgender Law Center, Mount Sinai Health System.</li></ul>	USA, Nationwide

**Clinical Social Work Intern**

- Clinical Therapy: provided weekly virtual ongoing therapy to up to 15 clients, primarily LGBTQIA+ people of color.
- Grant Writing: co-led grant writing efforts for psychoeducational programs related to healthier substance use and relational and sexual health.
- Evaluation: implemented an evaluation of the intern program and financial impacts on the interns themselves and the agency.

December 2016 – July 2021 | NYC Department of Health and Mental Hygiene (DOHMH)

Long Island City, NY

**Acting Director of Race to Justice (Jan 2021 – July 2021)**

- Leadership: Managed four full-time staff overseeing agency-wide transformation process for racial equity and social justice, engaging 7,000+ staff and teams across 13 divisions. Co-managed budget and multiple agency-wide contracts.
- Project Management: Co-managed agency-wide equity goals setting process involving staff and Deputy Commissioners to institutionalize racial equity at DOHMH. Oversaw DOHMH's Equity Action Plan and city equity metrics.

**Gender Justice Manager/LGBTQ Liaison (Apr 2018 – Jan 2021)**

- Operationalizing Equity: Supported development and rollout of first DOHMH equity assessment. Co-led effort to standardize gender-related data across DOHMH and supported the implementation of equity-related data collection.
- Citywide Advisory & Technical Assistance: Participated in citywide steering committees, including the Unity Project, Sexual Health Ed Task Force, and the Hate Crimes Task Force. Trained staff, city workers, and community members on LGBTQ+ health equity, including the NYC Bar, NY Presbyterian, and provider networks.
- Program Management: Supervised one full-time Gender Justice Trainer and one part-time program associate. Managed four Trans Equity contracts, supporting some of the largest trans health and wellness programs in NYC.

**LGBTQ Health Equity Specialist/LGBTQ Liaison (Dec 2016 – Apr 2018)**

- Organizing for Equity: Facilitated meetings between Deputy Commissioners and a core team of staff tasked with supporting LGBTQ+ communities to identify key metrics for improving LGBTQ+ equity within DOHMH.
- Technical Assistance: Served as a technical point person for LGBTQ+ health policies, programs, and practices, including connecting residents and staff to relevant DOHMH teams, experts, and resources.
- Community Liaison: Liaised with other city agencies on LGBTQ+ planning and policy. Served as a central point of contact to coordinate DOHMH involvement at external events focusing on LGBTQ+ health, including partnerships with the Bronx Borough President's Office, the Department of Education, and the Mayor's Office Community Affairs Unit.

February 2014 – November 2016 | Community Awareness Network for a Drug-Free Life &amp; Environment

New City, NY

**Youth Pride Initiative Coordinator**

- Program Management: Coordinated and facilitated support and education programs for LGBTQ+ youth. Supervised one part-time Program Assistant and a team of support group facilitators who engaged an average of 40+ youth annually.
- Event Planning: Organized an annual weekend-long empowerment retreat for over 100 LGBTQ+ youth, allies, and adult advisors. Managed a team of 20+ adult and youth volunteer staff.
- Training: Provided presentations on LGBTQ+ issues at various conferences, schools, and community-based organizations, including the PrideWorks Conference at Purchase College which reached 500+ youth.

September 2004 – February 2014 | APICHA Community Health Center

New York, NY

**Community Health Education Coordinator (Mar 2006 – Feb 2014)**

- Program Coordination: Coordinated a prevention program for young GBTQ+ men of color with a budget of \$600,000. Supervised a team of part-time health educators as well as a full-time admin assistant. Recruited 40-60 clients per year.
- Training and Presentation: Presented on HIV/AIDS and LGBTQ+ issues at various conferences, schools, and community-based organizations, including the National Queer Asian/Pacific Islander Alliance (NQAPIA) Conference.

**PUBLICATIONS**

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- Duncan, D. T., Kanchi, R., **Tantay, L.**, Hernandez, M., Letamendi, C., Chernov, C., & Thorpe, L. (2018). Disparities in Sleep Problems by Sexual Orientation among New York City Adults: An Analysis of the New York City Health and Nutrition Examination Survey, 2013–2014. *Journal of Urban Health*, 95(6), 781–786. <https://doi.org/10.1007/s11524-018-0268-0>
  - Gould, L. H., Farquhar, S. E., Greer, S., Travers, M., Ramadhar, L., **Tantay, L.**, Gurr, D., Baquero, M., & Vasquez, A. (2022). Data for Equity: Creating an Antiracist, Intersectional approach to Data in a Local Health Department. *Journal of Public Health Management and Practice*, Publish Ahead of Print. <https://doi.org/10.1097/phh.0000000000001579>
  - Roberts, C., Shiman, L. J., Dowling, E. A., **Tantay, L.**, Masdea, J., Pierre, J., Lomax, D., & Bedell, J. (2019). LGBTQ+ Students of Colour and their Experiences and Needs in Sexual Health Education: 'You belong here just as everybody else.' *Sex Education*, 20(3), 267–282. <https://doi.org/10.1080/14681811.2019.1648248>