

# L TANTAY, M.A.

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## OBJECTIVE

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To create equitable systems by dismantling intersectional, institutional, and systemic racism and oppression

## SKILLS

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- 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 cultural responsiveness, sexual health, sexuality, gender, and social justice
- Proficient in database maintenance and data collection using MS Office applications, Google tools, Salesforce, and Electronic Medical Records (AIRS and eCW)
- Proficient in design software, such as Adobe Photoshop and Illustrator, and creative software, such as iMovie
- PSA and social media campaign design and dissemination
- Motivational interviewing and Transtheoretical Model / Stages of Change-based counseling

## EDUCATION

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

## SELECTED PROFESSIONAL TRAINING EXPERIENCE

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Monitoring and Evaluating Programs, <i>Center for Disease Control</i>	Motivational Interviewing, <i>Harm Reduction Coalition</i>
Group Process & Facilitation Skills, <i>Department of Health and Mental Hygiene – HIV Training Institute</i>	Social Media Marketing, <i>New York State Department of Health and AIDS.gov</i>
Undoing Racism, <i>The People's Institute for Survival and Beyond</i>	Facilitation for Racial Justice, <i>Interaction Institute for Social Change</i>

## EMPLOYMENT

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August 2021 – Present   L Tantay Consulting, Inc.	USA, Nationwide
<b><i>President and Chief Consultant</i></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>Strategic Planning Consultation</u>: technical advising on institutional reform including developing JEDI tools and guidance</li><li>• <u>Executive Capacity Coaching</u>: integrating better boundaries setting, task delegation, visioning, and project management</li><li>• Clients include: the CDC, Habitat for Humanity, Decolonizing Therapy, Michigan State University, Transgender Strategy Center, Transgender Law Center</li></ul>	
December 2016 – July 2021   NYC Department of Health and Mental Hygiene	Long Island City, NY
<b><i>Acting Director of Race to Justice (Jan 2021 – July 2021)</i></b>	
<ul style="list-style-type: none"><li>• <u>Supervision &amp; Management</u>: 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 covering multiple agency-wide contracts.</li><li>• <u>Project Management</u>: Co-managed ambitious agency-wide equity goals setting process between staff and Deputy Commissioners to institutionalize racial equity at DOHMH. Helped identify and set metrics, objectives, and guiding values. Oversaw reporting for equity-related laws and policies, e.g., DOHMH's Equity Action Plan and city equity metrics.</li></ul>	

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

- **Operationalizing Equity:** Supported development and rollout of first DOHMH equity assessment. Fully managing new iteration of the agency-wide assessment to integrate an intersectional lens for racial equity. Co-managed DOHMH gender-related data standardization effort and supporting the implementation of equity-related data collection practices agency-wide.
- **Citywide Advisory & Technical Assistance:** Participate in citywide steering committees, including the Unity Project, Sexual Health Education Task Force, and the Hate Crimes Task Force. Provide training to staff, city workers, and community members on LGBTQ+ health equity, including the NYC Bar, NY Presbyterian, and provider networks.
- **Program Management:** Previously supervised one full-time Gender Justice Trainer and one part-time program associate. Managed four contracts for Trans Equity.

### **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. Provided ad hoc training and support to staff and Divisions on LGBTQ+ equity and cultural responsiveness. Co-developed DOHMH gender identity and expression awareness training, which was mandated for all staff.
- **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 & 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 consultant support group facilitators who engaged with 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 LGBTQ+ 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:** Provided presentations on HIV/AIDS and LGBTQ+ issues at various conferences, schools, and community-based organizations, including the Asian American Research Institute Conference on APIs and HIV/AIDS and the National Queer Asian/Pacific Islander Alliance (NQAPIA) Conference

#### **HIV Testing Counselor (Sep 2004 – Mar 2006)**

- **Program Coordination:** Supervised four part-time Infoline staff and HIV testing counselors.
- **Training:** Presented HIV and STI trainings for APICHA staff, on average 20-30 new staff per year. Created and presented workshops addressing safer sex targeting Asian/Pacific Islander youth.

## **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>