

L TANTAY, M.A.

(Pronouns: She / They)

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OBJECTIVE

To fight for collective liberation by dismantling intersectional, institutional, and systemic racism and oppression

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 racial equity, intersectionality, sexuality, gender, and power
- Proficient in design software, such as Adobe Photoshop, Illustrator, and Canva, and creative software, such as iMovie
- 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-Present University of Michigan, Ann Arbor, MI <i>MSW, School of Social Work – 2nd Year</i> <i>Expected Graduation: December 2024</i> <i>*Finalist for 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*
- Facilitation for Racial Justice – *Interaction Institute for Social Change*

EMPLOYMENT

August 2023 – Present FairSky Foundation Clinical Social Work Intern <ul style="list-style-type: none">• <u>Clinical Therapy</u>: provided weekly virtual ongoing therapy to up to 15 clients, primarily LGBTQIA+ people of color.• <u>Grant Writing</u>: co-led grant writing efforts for psychoeducational programs related to healthier substance use and relational and sexual health.• <u>Evaluation</u>: implemented an evaluation of the intern program and financial impacts on the interns themselves and the agency.	Ferndale, MI
May 2024 – Present School of Social Work, University of Michigan Research Assistant – Trans-Inclusive Advocacy and Storytelling Project <ul style="list-style-type: none">• <u>Administrative</u>: providing backbone support, including participant engagement and project management.• <u>Research Design</u>: co-developing and co-facilitating study recruitment and workshops using arts-based research techniques.• <u>Writing</u>: co-authoring multiple research papers for various peer-reviewed journals and drafting reports for funders	Ann Arbor, MI
August 2021 – Present L Tantay Consulting, Inc. President and Chief Consultant <ul style="list-style-type: none">• <u>Workshop Facilitation</u>: deliver short- or multi-day interactive trainings on JEDI (Justice, Equity, Diversity, and Inclusion).• <u>Organizational Consultation</u>: technical advising on JEDI institutional reform and building administrative capacity through grant writing and tool creation.• <u>Executive Capacity Coaching</u>: supporting boundaries setting, task delegation, visioning, and project management.• <i>Clients have included</i>: the CDC, Habitat for Humanity, Decolonizing Therapy, Michigan State University, Wayne State University, Community Catalyst, Transgender Strategy Center, Transgender Law Center, Mount Sinai Health System.	USA, Nationwide

Graduate Student Staff Assistant

- Event Planning: coordinated and managed events serving a student body of around 370 active students, online and on campus.
- Program Coordination: facilitated several programs including: Undoing Racism, Anti-Racist Psychotherapy Dialogues, Common Roots, and more.
- Mentorship: provided guidance to graduate student interns at the Office of DEI.

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 & 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 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 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

- 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>