

University of Michigan School of Social Work
Dean's Initiative on TBLG Matters
2015-16 Year in Review



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TBLG MATTERS
UNIVERSITY OF MICHIGAN

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History and Introduction



In September 2002, President Mary Sue Coleman met with representatives of the Queer Visibility Caucus and created a task force to research the campus climate for TBLG Faculty, staff and students. The TBLG Report with recommendations was released by the Office of the Provost.

SSW Dean Paula Meares Allen formed the Dean's TBLG Advisory Task Group. The charge to the Task Group was the following:

- ✚ Review the Provost's TBLG Report and priorities within SSW
- ✚ Review all materials from and representing the SSW to ensure proper inclusion of the TBLGQIA+ Community and TBLGQIA+ issues
- ✚ Ensure that campus wide TBLGQIA+ groups are included in new student orientation and Doctoral seminar materials.
- ✚ Seek out and secure field placements for those wishing to work with TBLGQIA+ communities
- ✚ Provide training for field instructors regarding TBLGQIA+ issues and communities.
- ✚ Provide faculty and staff support in furthering their learning and skills regarding TBLGQIA+ issues.
- ✚ Offer formal and informal presentations and educational opportunities regarding TBLGQIA+ issues and concerns for the SSW community

In 2007, the SSW TBLG Task Force update recommended the creation of a SSW TBLG Matters committee whose goals are:

- ✚ To provide students faculty and staff with tools and basic knowledge related to the TBLG communities and other minority groups based on categories of sexual and gender identity.
- ✚ To educate about gender identity, gender expression, and the realities of life for transgender folx¹.
- ✚ To focus on those who are often invisible inside the TBLGQIA+ movement: transgender, gender variant youth, TBLGQIA+ workers, and TBLGQIA+ people of color.

Since then, the Dean's Initiative on TBLG Dean Matters (Also known as Dean's TBLG Matters Initiative) with faculty and student leadership, continues to offer programming and advocacy to meet these primary goals. Programming has included Out in Field workshops, Transgender Day of Remembrance events and speakers, small group discussion groups for TBLGQIA+ student affinity groups, Teach Ins about TBLGQIA+ local, state, and federal legislation, ally trainings and mini conferences for students and faculty.

Programming this year has included collaborations with the Latinx Social Work Coalition in unity with Latinx Heritage month, Trans Awareness Week events and speakers, a World AIDS Day panel and discussion, a presentation to faculty during the "Faith and Fit" faculty training, the "TBLG + Christian" event series, an interdisciplinary workshop on TBLGQIA+ health care best practices, and a focus group on Out in Field. More information on the initiative's 2015-16 programming follows.

¹ A gender neutral form of "folk(s)". When translated into certain languages, "folk(s)" may become gendered and may not include those who fall outside the gender binary.

Exploring LGBTQIA Latinx Families: *De Colores* Screening

September 29, 2015

The first event of the year explored the lived experience of LGBTQ Latinx families. This event was organized in collaboration with OUTreach (Formerly Queer Social Work Alliance), LatinX Social Work Coalition, and the Office of Student Services. This event screened the short documentary called *De Colores*, in which TBLGQIA+ folx from Latinx communities were interviewed, giving insight to their lived experience as not only identifying as Latinx, but also as a part of the TBLGQIA+ community. The interviewer asked question which encompassed the individuals' areas of social support systems, how family perceives them before and after they have gone through the process of "coming out", how they navigate society and their culture, and for some, how they challenge the notion of hypermasculinity (in this culture "machismo") within the Latinx community. The film was about thirty minutes long, with the Dean's TBLG Initiative providing food and the Office of Student Services providing refreshments. Attendance was light, but the size of the group led to greater, deeper discussion into themes presented and an increased ability to critically analyze the film. The group members in the discussion offered varied and wide perspectives on many of the topics discussed and dove into issues on gender, sexuality, language and culture through a social work lens.

Exploring Latinx LGBTQIA Families:
De Colores

Film Viewing and discussion
Tuesday, September 29
5 - 6:30pm
School of Social Work ECC

Food and Beverages will be provided
Presented though the collaborative efforts of...

QUEER SOCIAL WORK ALLIANCE

SSW TBLG DEAN MATTERS INITIATIVE

In unity with Latinx Heritage Month

For questions please contact Raúl Vargas at rsvargas@umich.edu

TransLatin@ Coalition Panel

October 15, 2015

To honor National Coming Out Week and Latinx Heritage Month, the Dean's TBLG Matters Initiative worked together with the Spectrum Center, OUTreach, and the Latinx Social Work Coalition to put on the TransLatin@ Coalition Panel. Panelists Maritxa Vidal, Maya Lozano, and Karari Olvera Orozco spoke to their experiences as Trans Latina women and the organizing and advocacy work they have done with the National Trans Latin@ Coalition, followed by an audience question and answer session. During the event, the panelists spoke about how they came to activist work and specifically how they came to be involved with the Trans Latin@ Coalition. They then went into detail about some of the advocacy work they have organized and participated in including shutting down traffic on La Cienega Boulevard in LA to call for an end to anti-trans violence and taking over the stage of the Creating Change conference in Denver to call for accountability in the criminal justice system and meaningful inclusion of transgender people in TBLGQIA+ organizations, as well as street outreach and speaking engagements. Maritxa, Maya, and Karari also emphasized the importance of student activism in creating social change and the need for urgent action to fight the murder and violence faced by transgender women on a regular basis. The event was attended by about 20-25 people from both the University of Michigan and the rest of the community. Dinner was also served for all in attendance. This panel was a great fit for our semester's theme of intersectionality within TBLGQIA+ identities/communities. This event was enriching and inspiring, and the Dean's Initiative seeks to further our relationships with all of the collaborating organizations.

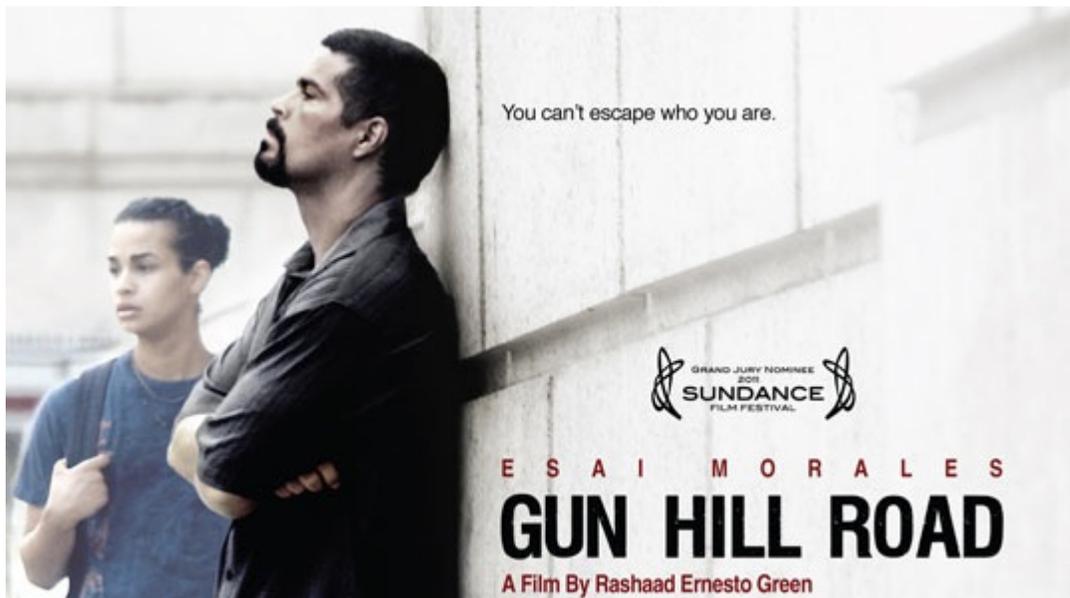


The poster is a vertical rectangle with a dark red background. At the top, the title "TransLatin@ Coalition Panel" is written in a white, serif font. Below the title, a thin white banner contains the text "part of National Coming Out Week and Latinx Heritage Month". Underneath, the sponsors are listed: "Sponsored by: The Spectrum Center, Queer Social Work Alliance, Latinx Social Work Alliance, and The Dean's TBLG Initiative". A row of three small white banners follows, each containing a name: "Maritxa Vidal", "Maya Lozano", and "Jazmin Gonzalez". Below these are three square portrait photos of the panelists. The text below the photos reads: "Maritxa, Maya, and Jazmin will speak about their experiences as trans Latina women and the work they do with the National TransLatin@ Coalition, followed by an audience Q&A." At the bottom, the event details are listed: "Thursday, October 15", "5:30 - 7:30 PM", "ECC : School of Social Work", and "Free Food!". A decorative border of white 'x' marks surrounds the bottom and sides of the text area.

***Gun Hill Road* Screening**

November 6, 2015

On November 6th, the committee collaborated with OUTreach and the Munger Residence to screen *Gun Hill Road* in the Munger Media Room. The narrative of the film chronicles the complicated relationship between Enrique and his child, Michael, as Michael begins the process of transitioning to living life as a transwoman. This film was chosen because it possesses two important and often underrepresented characteristics not found in prominent Hollywood films: 1. the plot centers around the experience of a transwoman of color and 2. The film features a Transwoman of color (TWOC) character that is played by a real-life TWOC actress. The film proved a catalyst for further discussion amongst attendees about the experiences of Trans women of color, the representation of TWOC in the media, and how the intersections of race, sexuality, gender, and class impact each of the film's characters. This event functioned as both a social event, strengthening relationships between these organizations, and as an educational event in preparation for Trans Awareness Week (Nov 16-20). Additionally, the event's content was in accordance with OUTreach's goals for Trans Awareness Week - to collectively listen and learn in order to increase the group's ability to provide allyship to the Trans community. This event, including the film plus discussion, lasted two hours and it was supported with snacks and refreshments by the Dean's TBLG Matters Initiative.



Trans Awareness Week: An Evening with Jennicet Gutiérrez

November 17, 2015

The Dean's TBLG Matters Initiative worked closely with The Spectrum Center, the LatinX Social Work Coalition, Transform, OUTreach, and The Student Governing Committee to bring Jennicet Gutiérrez to the University of Michigan. Jennicet Gutiérrez is a crucial advocate, educator, and a strong community organizer for Familia: Trans Queer Liberation Movement. The event took place at the Michigan League in the evening. Light snacks and refreshments were provided to the guests who not only came from within the university community, but also from different parts of the state of Michigan. She gave a powerful yet humble speech that resonated with the audience. Within her presentation, Jennicet gave the audience an influential account of her life, clarified the difference between Trans Assimilation and Trans Liberation, and explored what the trans community demands as a necessity to flourish. The work she has done and the work she continues to do closely aligns with the NASW Code of Ethics, which is why the Dean's TBLG Initiative took on this fantastic opportunity to collaborate with the Spectrum Center to bring Ms. Gutiérrez to the University of Michigan. The TBLG team will continue to cultivate this relationship with the Spectrum Center by continuing to work together on future events.

TRANS AWARENESS WEEK

Tuesday, Nov. 17th @ 8 PM
Hussey Room, Michigan League



Jennicet Gutierrez

Jennicet Gutiérrez is a trans Latina woman and an organizer for Familia: Trans Queer Liberation Movement, an organization that addresses, organizes, educates, and advocates for the issues most important to lesbian, gay, bisexual, transgender, and queer (LGBTQ) and Latino communities. She will be speaking about her life, her work as an activist and an organizer, followed by an audience Q&A.

STUDENT LIFE | **SPECTRUM CENTER**

Transform

SOCIAL WORK
SSW TBLG DEAN MATTERS INITIATIVE

LSWC

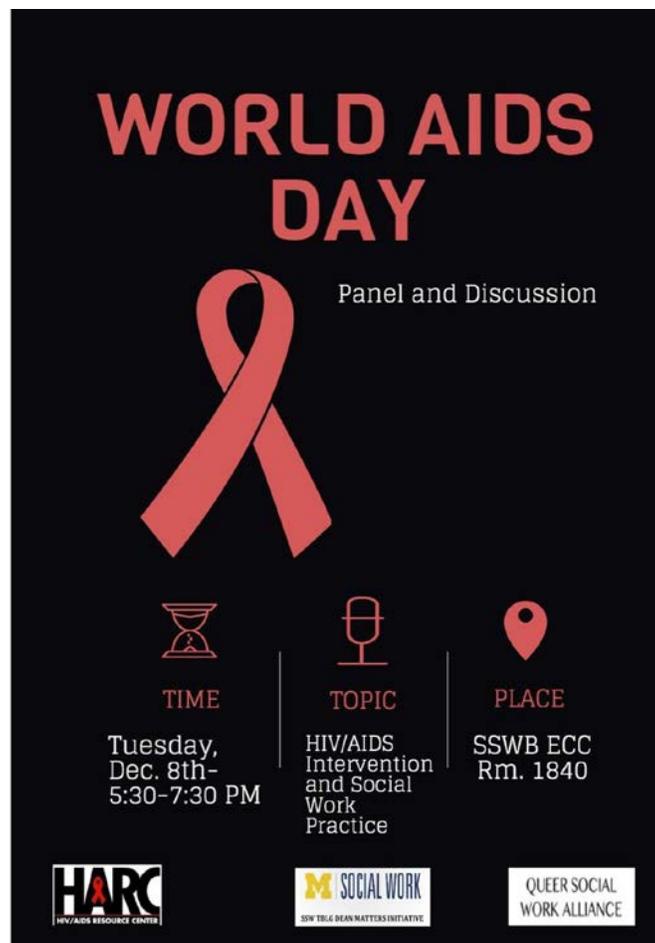
QUEER SOCIAL WORK ALLIANCE



World AIDS Day Panel and Discussion

December 8, 2016

The Dean's Initiative recognized World AIDS Day with a panel event and discussion on HIV/AIDS intervention and social work practice. Panelists included Leon Golson - Director of Prevention Programs at HIV/AIDS Resource Center (HARC), Brian Minalga (MSW '16) - an MSW intern at AIDS Partnership Michigan, and Dean's Initiative member Dan Anderson (MSW '16) - an HIV Counselor at HARC. Golson presented basic information on HIV and AIDS, and an overview of his career working in HIV/AIDS intervention. All panelists discussed strategies for respectfully and ethically conducting HIV counseling with clients and provided insight on macro, mezzo, and micro social work practice related to HIV/AIDS intervention. Main messages presented were that, although treatment for HIV has greatly improved the lives of individuals who live with HIV, the virus still carries a great deal of stigma and disproportionately affects communities of color, and that as social workers, we have the opportunity to intervene in ways unique to our profession. In addition to organizing this event, the Dean's Initiative provided additional support by funding a dinner of salad and pita.



WORLD AIDS DAY

Panel and Discussion



 TIME	 TOPIC	 PLACE
Tuesday, Dec. 8th- 5:30-7:30 PM	HIV/AIDS Intervention and Social Work Practice	SSWB ECC Rm. 1840

“TBLG + Christian” Series

Clergy Panel, Workshop with Adrienne Dessel, Christiani[TEA] and Talkback
February - April 2016

The Dean’s Initiative’s main programming focus of the Winter 2016 semester was the “TBLG + Christian” Series, which correlated with the “Faith and Fit” faculty training in February. Lilly Estenson, the Initiative representative, announced the TBLG + Christian Series kickoff at this training and invited faculty to attend the three events in February, March and April. The first event, a panel of local clergy, explored affirming relationships between Christianity and TBLGQIA+ identities. The second event was a workshop with LEO Intermittent Lecturer at the School of Social Work and Co-Associate Director of the University of Michigan’s Program on Intergroup Relations Adrienne Dessel, LMSW, Ph.D., that provided strategies for discussing the intersections and tensions between Conservative Christian theology and social work values regarding TBLGQIA+ identities. The final event, the Christiani[TEA] and Talkback event, was led by student and M.Div candidate Sem. Jonathan Vanderbeck (MSW ‘16), and provided students, staff, and faculty with a casual space to discuss the intersections between Christian and TBLGQIA+ identities. The series met one of the initiative’s primary goals of providing programs that focused on identity intersections and were some of the most well-attended events this school year. More information on these programs follows in the next pages.

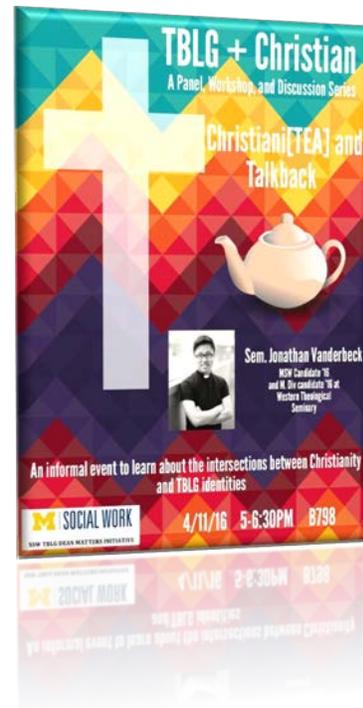
Clergy Panel



Workshop with Adrienne



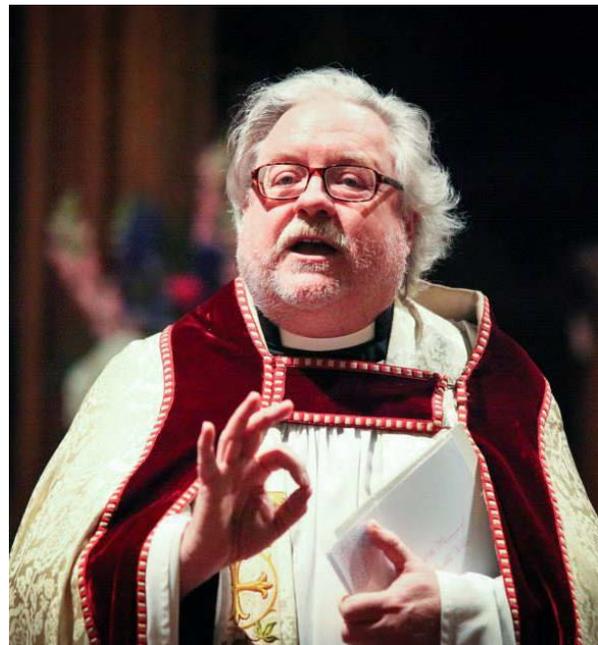
Christiani[TEA] and Talkback



Clergy Panel

February 17, 2016

On February 17, the committee hosted a panel featuring Sem. Jonathan Vanderbeck, a current MSW and Master of Divinity candidate, and Rev. Reid Hamilton, the chaplain of Canterbury House. This was the first of three events focusing on the intersections between TBLGQIA+ identities and Christianity. Jonathan and Reid - both TBLGQIA+ affirming clergy - unpacked how certain Conservative Christian values have negatively impacted the TBLGQIA+ community, and how all social workers, regardless of religious affiliation or non-affiliation, can learn to challenge these oppressive norms. Both panel members provided a brief history of Conservative Christian values related to TBLGQIA+ identities, with a focus on the historical roots of homophobia within Conservative Christian communities. Jonathan discussed personal experiences as the first openly gay candidate for ministry in the Reformed Church of America, and Reid provided relevant anecdotes from his time at Canterbury House. Both clergy described TBLGQIA+-affirming Christian practices and Jonathan provided attendees with a resource list of TBLGQIA+-affirming Christian books, blogs, and other media. The clergy and attendees discussed strategies for advocacy, intervention, and beginning conversations on this topic, with an emphasis not on changing theology but on inspiring empathy and increasing knowledge. This was one of the most well-attended events for 2015-16 with a full classroom of attendees. In addition to organizing and facilitating the conversation, the Dean's Initiative also provided a catered lunch to attendees.



Workshop with Dr. Adrienne Dessel

March 23, 2016

On March 23rd, the Dean's Initiative hosted the second event of the "TBLG + Christian" series, a workshop with Dr. Adrienne Dessel Ph.D., LMSW, Sem. Jonathan Vanderbeck (MSW '16), and facilitator and Dean's Initiative member Michelle Jendry. The workshop's focus was on knowledge and strategies for having conversations about the intersections and tensions between Conservative Christian values and social work values. Dessel is the co-associate director of the Program on Intergroup Relations (IGR) where she teaches, provides administrative support, curriculum leadership, and consultations to faculty and staff. Dessel teaches courses on intergroup dialogue facilitation, the social psychology of prejudice and intergroup relations, and global conflict and coexistence, and is the author of: *Conservative Christian Beliefs and Sexual Orientation in Social Work*.

The first half of the workshop featured a presentation by Dr. Dessel in which she stressed the need for clinicians to practice self-reflection and develop cultural competence when working with clients with Christian and/or TBLGQIA+ identities. The presenters also discussed how it is unethical for social workers to "refer out" TBLGQIA+ clients due to religious reasons and to perform reparative therapy. All attendees then broke into small groups and continued these discussions on religious values, sexual orientation, gender identity, and ethics. The small group discussions provided opportunities for further self-reflection and the collective development of clinical strategies for discussing certain Conservative Christian values that conflict with the NASW Code of Ethics.



Christiani[TEA] and Talkback

April 11, 2016

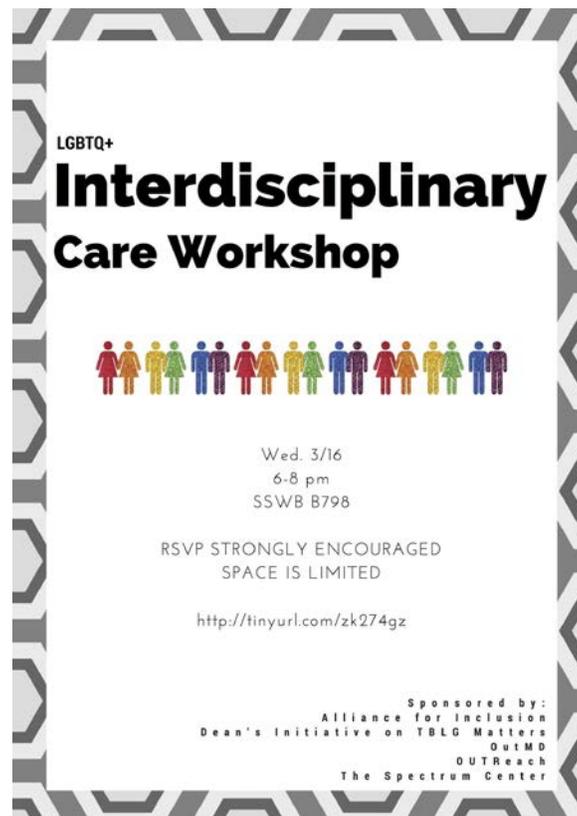
In this final event of the TBLG + Christianity event series, Sem. Jonathan Vanderbeck (MSW '16) returned for a conversation about the intersections between Christianity and TBLG identities. This event, which was planned in response to the positive feedback and large interest generated from past "TBLG + Christian" events, was a more intimate, dialogic conversation. A group of about 9 students and faculty attended the event. Attendees dialogued about their own personal experiences regarding TBLGQIA+ identities and Christianity, including coming out in Christian families that might have unaffirming views and the dynamics of conversations with family and friends who are not affirming of TBLGQIA+ identity and base that view in certain Conservative Christian rhetoric. Additionally, attendees discussed the historical legacy of the Christian Church in relation to colonization, Conservative Christianity as a culture, the effect of translation and personal lenses in understanding and interpreting scripture, the positive social justice potential of Christianity, and how to act in solidarity with TBLGQIA+ people in Christian spaces that may not be affirming. Light refreshments of cookies, muffins, tea, and hot chocolate were served at this event. Christianni[TEA] and Talkback was a great way to wrap up the "TBLG + Christian" series. The series as a whole really tapped into an area of interest and questioning for many in the School of Social Work. The series contributed much to the Dean's Initiative's goals of bringing awareness and knowledge to School of Social Work students and faculty about TBLGQIA+ experiences, exploring complex and intersectional experiences of TBLGQIA+ identity, and giving faculty and students skills to work with and advocate for TBLGQIA+ identified people.



LGBTQ+ Interdisciplinary Care Workshop

March 16, 2016

The Dean's Initiative collaborated with members of the Queer and Trans Campus Collective to organize an TBLGQIA+ Interdisciplinary Care Workshop as part of The Spectrum Center's campus wide LGBTQ+ Health and Wellness Week. Dean's Initiative and OUTreach member Dan Anderson, medical student and OutMD member Hadrian Kinnear, and Dental Student and Alliance for Inclusion member Kelsie Pittel presented an original and interactive workshop on best practices for working with TBLGQIA+ clients in healthcare settings. Information on health disparities in TBLGQIA+ communities, strategies for making practices and procedures more inclusive to TBLGQIA+ clients, and ethical issues across the multiple health-related fields were discussed. More than 30 attendees from the Medical School, School of Dentistry, School of Nursing, College of Pharmacy, and School of Social Work broke into small interdisciplinary groups and discussed four case scenarios related to best practices for TBLGQIA+ care. A free dinner was also provided to all attendees. In addition to OutMD and the Alliance for Inclusion, this event was organized with additional support from The Spectrum Center and OUTreach (formerly the Queer Social Work Alliance). This team effort truly fit the Dean's Initiative goals of increasing collaboration with different student groups across the University of Michigan campus, and the initiative hopes to continue working with student groups across academic disciplines in the future.



Buzzfeed's *Another Round* at the University of Michigan

April 14, 2016

At the end of the winter semester, the School of Social Work's People of Color Collective (PoCC) presented a live taping of BuzzFeed's "Another Round" podcast in the Rogel Ballroom at the University of Michigan Student Union. The Dean's Initiative co-sponsored this free large-scale event along with several other student organizations and offices across campus. More than 300 students and community members attended. Co-hosts and co-creators Heben Nigatu and Tracy Clayton, who cover everything from race, gender and pop culture to squirrels, mangos, and bad jokes on their weekly podcast, focused on local issues such as diversity on the University of Michigan campus and the water crisis in Flint at the live taping. The taping also featured an interview with and performance by Flint-based musician Tunde Olaniran, who discussed his music, opinions on the political and public health situation in Flint, and his various intersectional identities and their complexities.

People of Color Collective core member and event co-organizer Raina LeGrand (MSW/MPH '16) stated in the Michigan Daily ("BuzzFeed Journalists Discuss Stereotypes, Flint, at LivePodcast Taping", April 14, 2016) that through the event, PoCC wanted students of color to "feel supported, to feel like they have a healing space, [and] to feel like they can have a co-intentional learning space." To further achieve this goal, a resource fair showcasing campus and community organizations, including social work student organizations like OUTreach, directly preceded the show. The Dean's Initiative is thrilled to be able to support and collaborate with the School of Social Work's People of Color Collective and hope to continue building this relationship next school year.

The People Of Color Collective Presents

ANOTHER ROUND

at the University of Michigan

→ BuzzFeed's Heben Nigatu and Tracy Clayton cover everything from race, gender and pop culture to squirrels, mangos, and bad jokes on their weekly podcast. Now they're taking the show on the road!

Join the ladies of Another Round for a LIVE SHOW on U of M's campus, Thursday, April 14.

Special guests TBA!

After Party at Club Above
Date: 10:00pm-2am

445 N Myln St, Ann Arbor, MI
This is a ticketed event - \$5 per person

Thursday, April 14th
Rogel Ballroom
The Michigan Union
530 S. State Street Ann Arbor, MI
The show is free, RSVP encouraged
6:30pm - Resource Fair
7:30pm - Show starts

RSVP for the show and buy your after party ticket NOW at <http://tinyurl/gqqufuu>
There will be options to register for the free live recording at the Union AND \$5 after party at Club Above through the same registration link.

@anotherround buzzfeed.com/anotherround @umich #AnotherRoundatUM

Questions to anotherroundumich@umich.edu

The People of Color Collective would like to thank the following co-sponsors and supporters: The School of Social Work Integrated Health Learning Community, The Vivian A. and James L. Curtis School of Social Work Research and Training Center, The School of Social Work Office of Student Services, The Office of the Vice Provost for Equity, Inclusion, and Academic Affairs, The Department for Afroamerican and African American Studies, The Women's Studies Department, The Spectrum Center, LMSocial, Multi-Ethnic Student Affairs, English Department, SSW Dean's Initiative on TBGL Matters, and others.

Out in Field

Winter and Spring/Summer 2016

Leigh Robertson is the faculty support for the Office of Field Instruction's Out in Field Initiative, which has worked together with the Dean's Initiative to provide programming over the years. This year the Dean's Initiative on TBLG Matters' work-study students provided feedback in relation to the Out in Field brochure that is used to reach out to SSW students regarding managing disclosure in field placement. There was a consensus from the work-study students that organizing a focus group with SSW students about Out in Field could be beneficial in updating the pamphlet to further reach incoming TBLGQIA+ students. The Dean's Initiative, together with OFI, coordinated an Out in Field focus group with current SSW students on April 20th 2016 to receive current feedback on the program and to build for the future. The primary take away from the focus group was the need for more visibility from the Initiative and the from TBLGQIA+ faculty. Another focus group is planned in the summer or early fall with CASC minor and Intergroup Relations undergraduate students to assist in collecting feedback from prospective students. Updates to the pamphlet with the implemented feedback will be made within the next academic year.

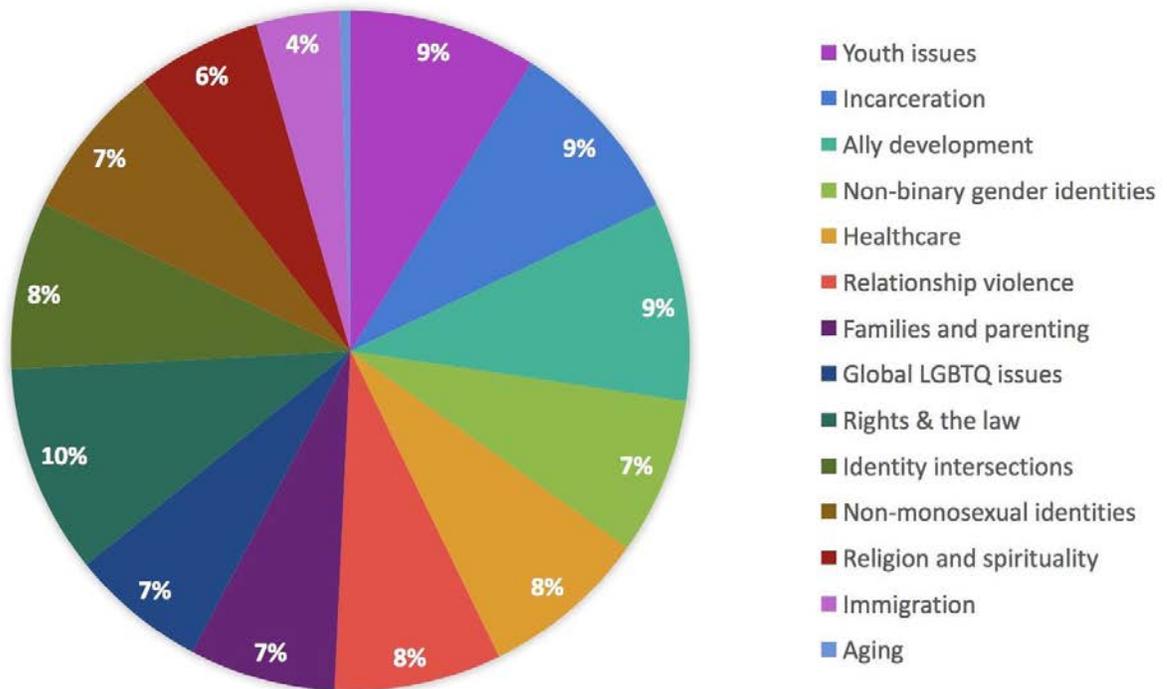


Program Evaluation: Winter Break Surveys

December 2015 and January 2016

This winter, the Dean's Initiative on TBLG Matters completed a process to assess the interests, concerns, and feedback of School of Social Work students in regards to the Initiative's programming. Overall, the feedback from the surveys was positive and encouraging. Most students reported hearing about Dean's Initiative events through email, with social media and word of mouth serving as secondary modes of communication. Many students asked for more Dean's Initiative events at various times and days of the week in order to reach as many students, staff, and faculty as possible. When asked about topical interests in relation to TBLGQIA+ identities and experiences, students had a wide variety of suggestions for future programming. The top five interests reported by students were youth issues, rights and the law, ally development, incarceration, and healthcare/relationship violence/intersectionality (a tie between three topics). Additionally, representatives of student and University organizations reached out through the survey to discuss possible future collaborations. This survey was an important step in helping the Dean's Initiative plan future programming and collaborations and learn how to reach even more of the School of Social Work community.

TBLGQIA+-Related Topical Interests of the School of Social Work Student Body



Reflection of the Events in the 2015-16 Academic Year

I. Summary

The Dean's Initiative on TBLG Matters' two overarching goals for the 2015-16 school year have been to expand collaboration with other student organizations and to create events that recognize identity intersections, and the complexities that intersecting identities have on lived experiences.

To meet the goal for increased collaboration within the School of Social Work, the Initiative worked together with OUTreach, the LatinX Social Work Coalition, and student Sem. Jonathan Vanderbeck (MSW'16) to develop original programming. Additionally, the Initiative was thrilled to co-sponsor the SSW People of Color Collective's event - a live taping of BuzzFeed's "Another Round" podcast.

The Initiative also expanded collaboration with organizations across campus by teaming up with The Spectrum Center for multiple events throughout the school year and with OutMD, the Alliance for Inclusion, and the Queer and Trans Campus Collective for the LGBTQ+ Interdisciplinary Care training in March.

The Initiative strived to include discussion on identity intersectionalities in every program, and believe that this focus was particularly clear in the multiple collaborative programs organized for Latinx Heritage Month in the fall and the orchestration of the "TBLG + Christian series this winter and spring.

This summer, the Initiative will shift focus to gaining a better understanding and improving documentation of the Initiative's history, interviewing former Initiative members and assembling a digital historical archive to improve institutional memory.

II. Goals for the 2016-17 Academic Year

- ✦ Increase collaborations and connect with student organizations with which the Initiative has not previously worked with.
- ✦ Increase faculty and staff attendance at Initiative events through expanded and targeted outreach.
- ✦ Create programs that highlight identities and identity intersections that have been not represented in recent programming, with programming topics based on student interests identified in the December 2015 and January 2016 Winter Break Surveys.
- ✦ Partner with OFI's Out in Field Initiative for an event focusing on the management of disclosure in field placement.



Retrospect and Conclusion

As the planning process for the Fall 2016 semester begins, the Initiative is considering programming that includes but is not limited to film screenings, guest speakers, training sessions, and panel and roundtable discussions with faculty, students, and local professionals. The Initiative will put special focus on creating events relevant to the intersections between TBLGQIA+ identities and the following topics, identified as primary interests by those who took the Winter Break Evaluation Surveys: human and civil rights and law, ally development, incarceration, and youth issues.

As with previous years, the Dean's Initiative on TBLG Matters will continue to and engage with the many constituencies from the University of Michigan and collaborate in creating relevant and engaging programming that align with the Initiative's mission and goals in this endlessly evolving society.

Additionally, the Initiative will continue to assist MSW students in examining how their TBLGQIA+ identities intersect with their other identities and affect their lived experiences, and how they can use this gained knowledge in their professional careers.



Acknowledgements

We would like to thank everyone who was a part of the Dean's TBLG Matter's Initiative. Due to the various exceptional members, we were able to increase our program exponentially and address meet all of the previous year's goals. The programing was a large endeavor but that lead to an increase in programming, increased collaboration with student organizations within and outside the School of Social Work, and generated new ideas and programing for next year. Leigh has continued to take a strong leadership role with the Dean's Initiative and not only provide support for the various programing ideas that the Initiative Student Liaisons generated, but also made sure to nurture the Student Liaisons' professional development and growth. The Initiative Student Liaisons consisted of three students, Dan Anderson, Lilly Estenson, and Michelle Jendry. Dan Anderson was an indispensable mentor who made sure our programing stayed focused on a generalist social work practice by creating events focusing on Interpersonal Practice. Lilly Estenson kept the group focused on the programing and events, and also kept a clear and accurate record of all the TBLG Matters meetings. Michelle Jendry, with her energy and passion, was able to take an active leadership role in the "TBLG + Christianity" series and made sure that the vision of last year's DI programing ideas came into realization. Both Michelle and Lilly will carry on the mission of The Dean's TBLG Matters Initiative and continue to provide and generate essential program that accurately provide programing and awareness to the evolving and complex needs of the TBLGQIA+ community.

This year, some of the most positive changes for the Dean's Initiative (DI) occurred because Raúl Vargas was hired in the role of Social Work Resident in the Office of the Associate Dean. Since Raúl had been a DI work study for a year when he was a student in the program, he was familiar with the mission and programming, and was uniquely able to collaborate with the other work-study MSW students, Dan Anderson, Michelle Jendry and Lilly Estenson. In his Social Work Resident role, Raúl acted as the Associate Dean's representative, and under Jorge's supervision, assumed a leadership role in the Dean's Initiative. His macro social work skills allowed for increased collaborations with other offices and expanded program development, for instance with Lisa Raycraft in Communications and OFI in regards to developing a student focus group, and with OSS for larger school-wide initiatives. He also provided consistent and ongoing administrative support in regards to coordinating with presenters, making room reservations and ordering food for the DI events. Since this job was Raúl's full-time position, he did not have to manage the multiple priorities that students have to do with class and field and studying along with DI commitments. The DI benefitted from his consistent availability, including his ability to provide the work-study students with ongoing support and mentorship at a moment's notice, something that was very important given the large number of initiatives we carried out this past year and the weight of the responsibilities. Raúl was also a great help to Leigh Robertson, the DI faculty advisor, who also has a full-time faculty position, and she was able to count on him for considerable assistance in this Social Work Resident role. Raúl's connections throughout the SSW allowed him to serve as a bridge between the DI and other student groups.

The DI team would like to recommend to the Associate Dean for Educational Programs that when Raúl's appointment ends this August, that he consider hiring another Social Work Resident who has both a commitment to macro practice and social justice in general, and a particular dedication to the TBLG Dean's Initiative. Finally, we would also like to extend our sincere appreciation to Dean Laura Lein for her enthusiastic support all these years.

