

CONTACT INFORMATION

Carrie Davis

E-mail: carrie@carriedavisconsulting.comWeb: carriedavisconsulting.com**OVERVIEW**

I am a health and human services nonprofit sector leader and social worker committed to meaningful change in the areas of HIV, substance use and lesbian, gay, bisexual and transgender (LGBT) health. I began to transition into this role in 1997 after a 13-year career in architecture that had culminated with the establishment of the New York City-based architectural practice, Davis & Maltz, Architects. This began with an interval working in gender advocacy with GenderPAC and then an eighteen-year period at The Lesbian, Gay, Bisexual & Transgender Community Center. The Center offered continual opportunities for growth and I worked in all layers of The Center's services and management structure, beginning as a peer outreach worker and concluding as The Center's Chief Programs & Policy Officer. This was an internal and external-facing executive leadership position with direct oversight and responsibility over the conception, development and management all of The Center's services, education, human rights and policy work with a staff of 50 providers and over 60 interns, peer workers and consultants. In the fall of 2016 I began offering consulting services and in the spring of 2017 I was appointed to serve as a Commissioner of Human Rights by New York City Mayor de Blasio.

RECENT EMPLOYMENT AND VOLUNTEER HISTORY

Carrie Davis Consulting, Principal (2016 – present), carriedavisconsulting.com

New York City Commission on Human Rights, Commissioner of Human Rights (2017 – present), www1.nyc.gov/site/cchr/index.page

Lesbian, Gay, Bisexual and Transgender Community Center (The Center) (1998 – 2016) gaycenter.org

Chief Programs & Policy Officer (CPPO) (2013 – 2016); previous positions at The Center include: Director of Community Services (2010 – 2013), Director of Adult Services (2006 – 2010), Acting Director of Center CARE (2006), Center CARE Group Services and Gender Identity Project (GIP) Coordinator (2003 – 2006), GIP Counselor (1998 – 2003), GIP Peer Outreach Educator Consultant (1998).

Silberman School of Social Work at Hunter College, Adjunct Lecturer (2007 – 2014) ssw.hunter.cuny.edu

GenderPAC, Director of Operations, part-time (1997 – 1999) en.wikipedia.org/wiki/GenderPAC

EDUCATION

Master of Social Work (2003): Silberman School of Social Work at Hunter College, the City University of New York, One Year Residency (O.Y.R.) program focusing on social work with groups and casework, graduated with honors including the School of Social Work Research Award.

Bachelor of Architecture, a five-year professional degree (1983): The Cooper Union for the Advancement of Science & Art, the Irwin S. Chanin School of Architecture, graduated first in class with honors including The American Institute of Architects' Henry Adam's Medal, The Alpha Rho Chi Medal, National Social/Professional Fraternity of Architecture, and The Cooper Union Alumni Association Award.

RECENT KEY ACHIEVEMENTS AND COMPETENCIES

Program conception and growth: foster, develop and implement creative and strategic visions, goals and objectives for LGBT human services and capacity-building including 1) conceiving the rudiments of new programs, developing concept papers, presentations and other materials; 2) managing feasibility studies and consultants; 3) sharing concepts with internal stakeholders; 4) partnering to develop funding plans; 5) engaging potential external stakeholders, partners and funders; and 6) adjusting organizational structure to incorporate new services and delegating authority to service staff to operationalize new programs. Some recent examples include, but are not limited to:

Developed and implemented a new LGBT family prevention program model, The LGBTQ Institute For Family Therapy, to reduce engagement in foster care and improve retention and the stability of families with LGBT children, 2015 – 2016 (launched 2016).

Conceived, developed and implemented new program models to address poverty and improve the socioeconomic opportunities of transgender and gender non-conforming (TGNC) people, lesbian and bisexual women and LGBT immigrants, 2014 – 2016 (launched 2016), as well as a new youth leadership program model to improve the economic and educational opportunities for LGBT youth, 2013 – 2014 (launched 2014).

40% expansion of The Center's adult substance use treatment census, doubling of Medicaid and third party insurance revenue and conceived, developed and implemented a new substance use track for LGBT youth and young adults, 2012 to 2016 (launched 2016).

Outcome-driven management: coordinate the programmatic and capacity-building aspects of compliance, grant development, monitoring and reporting while hiring, managing, training and leading a highly functioning team of staff, interns, contractors and volunteers to meet specific, mission-driven goals and targets. Recent examples include, but are not limited to:

Grew the Center's program budget by over 40% to nearly \$5,000,000 by developing new programs and meeting funder needs, 2015 to 2016.

Develop, plan and implement a cross-functional, outcome-oriented reorganization of The Center's participant services to incorporate new programs while also incorporating improved program management standards including program dashboards, 2015 to 2016.

External relations: develop, plan and implement strategies to inform and influence key community, government, foundations, providers, advocacy/service organizations and other stakeholders in support of programming and mission, as well as monitoring and analyzing legislation and other policy developments to assess risks and opportunities. Some recent examples include, but are not limited to:

Panelist at the Funders for LGBTQ Issues' funder briefing on LGBTQ poverty, 2016.

Testify in favor of a New York City Council proposal to collect data related to sexual orientation and gender identity, 2015.

LGBT subject matter expert and advocate: an acknowledged and sought out expert on LGBT HIV, substance abuse, social work and TGNC advocacy, health and identity issues including speaking engagements and keynote speeches, media engagement and publications, industry leadership, training, testimony and legislative action. Some recent examples include, but are not limited to:

Hunter College School of Social Work 2017 Trailblazer Award, Translatina Network 2016 Community Recognition in Spirit (CRIS) Award, Gay City News 2016 Impact Award and New York State 2015 Senate Woman of Distinction Award.

Founding member and co-chair of the New York State AIDS Institute's Ending the Epidemic Transgender and Gender Non-Conforming People Advisory Group to develop the 2016 recommendations to end the HIV epidemic for TGNC New Yorkers, 2015 – 2016.

Keynote speech addressing the social determinants that impede access to health for transgender individuals at the New York State AIDS Institute's LGBT Health: Beyond the Epidemic, Transgender Health Symposium, 2015.

Founding member and participant in advocacy working groups to enable TGNC people born in New York City to obtain accurate birth certificates, resulting in the 2014 City Council passage of Intro. 491/492 and an amendment to the Health Code, 2004 – 2014; now serving as the Co-chair of the Department of Health and Mental Hygiene's Advisory Board on Gender Marker Change, 2015 to present.

PORTFOLIO OF SELECTED VERY RECENT WORK – SEE CURRICULUM VITAE FOR A COMPLETE LIST**Academic writing** – NOT A COMPLETE LIST, ARTICLES AND CHAPTERS ARE AVAILABLE UPON REQUEST

Pills aren't enough! Ending the epidemic in the trans community. Article in *Achieve* (2016). thebody.com/content/79126/pills-arent-enough-ending-the-epidemic-in-the-tran.html

Integrating intervention for substance use disorder in a healthcare setting: practice and outcomes in New York City STD clinics. Article with Yu, Appel, Rogers, Blank, Warren, Freeman, Harris & Hussain in *American Journal of Drug and Alcohol Abuse* (2015). Abstract ncbi.nlm.nih.gov/pubmed/26555138

Virtual communities of practice in social group work education. Article with Goodman in *Social Work with Groups* (2013). Abstract tandfonline.com/doi/abs/10.1080/01609513.2013.821021

Social work practice with transgender and gender non-conforming people. Chapter In Mallon, G (Ed.) *Social work practice with lesbian, gay, bisexual and transgender people* (2008).

In our real worlds, gender theory isn't academic: listening to the narrative voices of transgender communities and the recovery of a subjugated knowledge. Article in *NASW–NYS Currents: LGBT Social Work Issue* (2007). naswnyc.org/?page=54

Concept and policy papers, briefs and other strategic program materials – NOT A COMPLETE LIST, EXCERPT SAMPLES ARE AVAILABLE UPON REQUEST

Presentation material (2015) for a cross-functional, outcome-oriented reorganization of The Center's participant services to incorporate new programs while also incorporating improved program management standards, implemented 2015 – 2016.

Feasibility study (2015) and related presentation material (2012 – 2015) for a new substance use track for LGBT youth and young adults, program launched spring 2016. gaycenter.org/recovery#substance-use-treatment-youth

Concept paper (2015) for an LGBT affirming substance use treatment co-location in the Bronx.

LGBT demographics memo (2015) establishing a local population estimate and other information for LGBT people living in New York City

Concept paper (2014) and related presentation material to address poverty and improve the socioeconomic opportunities of transgender and gender non-conforming (TGNC) people, program launched in 2016. gaycenter.org/wellness/gender-identity#economic-opportunity

Feasibility study (2014) and related presentation material to address poverty and improve the socioeconomic opportunities of lesbian and bisexual women, program launched in 2016. gaycenter.org/wellness#womens-opportunity

Concept paper (2013) and related presentation material for a new youth leadership program model to improve the economic and educational opportunities for LGBT youth, program launched 2014. gaycenter.org/family-youth/youth

Presentations and training – NOT A COMPLETE LIST, EXCERPT SAMPLES ARE AVAILABLE UPON REQUEST

Ending the Epidemic Blueprint Recommendations for Transgender and Gender Non-Conforming (TGNC) People (2016).

health.ny.gov/diseases/aids/ending_the_epidemic/docs/tgnc_advisory_group_strategies.pdf

Socioeconomic vulnerability of and solutions for transgender New Yorkers delivered at: Funders for LGBTQ Issues (2016), New York City Department of Health & Mental Hygiene (DOHMH) (2016), New York City HIV Planning Council (2016), Counsel to New York State Governor Andrew Cuomo – Alphonso David (2015), Rockefeller Foundation (2014) and other settings.

25 years of programming for transgender and gender non-conforming New Yorkers delivered at the Lesbian, Gay, Bisexual and Transgender Community Center Board Retreat (2016).

Trans-Care: Policy, Basics and Trans-Care: Practice – Mental Health trainings delivered at: Center Training Institute at the Lesbian, Gay, Bisexual & Transgender Community Center (2016), New York City Council (2015), Empire State Pride Agenda (2014), Silver School of Social Work at New York University (NYU) (2015, 2014, 2013 and more), Silberman School of Social Work at Hunter College (2013 and more), University of Michigan Counseling and Psychological Services (2012) and other settings.

LGBT substance use in New York City delivered at the New York State Office of Alcoholism and Substance Abuse Services (OASAS) (2015).

Overview of transgender health care and engagement delivered at: Silberman School of Social Work at Hunter College (2017), Mount Sinai School of Medicine (2017), Northwell Health (formerly North Shore-LIJ) LGBT Patient Care Taskforce (2016, 2015, 2014), Beth Israel Medical Center (2013) and other settings.

HIV and transgender New Yorkers presentation delivered at: New York State AIDS Institute HIV Prevention Planning Group Full Meeting (2013), Center for HIV/AIDS Educational Studies & Training (CHEST) Hunter College (2013), New York City HIV Planning Council (2009), New York City Department of Health and Mental Hygiene's (DOHMH) HIV Services (2008) and other settings.

Transgender Basics online training film (2007). gaycenter.org/wellness/gender-identity#transgender-basics and youtube.com/watch?v=UXI9w0PbBXY

Testimony and keynote addresses – NOT A COMPLETE LIST, EXCERPT SAMPLES ARE AVAILABLE UPON REQUEST

Authored and delivered testimony at New York City Council hearings for Intro. No. 0871-2015 in relation to gender-neutral single-occupant bathrooms (2016).

Keynote speech addressing the social determinants that impede access to health for transgender individuals at the New York State AIDS Institute's LGBT Health: Beyond the Epidemic, Transgender Health Symposium, 2015.

Authored and delivered testimony at New York City Council hearings for Intro. No. 0552-2014 in relation to collecting and reporting data related to sexual orientation and gender identity (2015).

Authored and delivered testimony at the New York City Department of Health and Mental Hygiene's Board of Health hearing in relation to gender marker changes on birth certificates (2014).

Authored and delivered testimony at the New York City Council's Committee on Health in response to the proposal for Intro. No. 491: In relation to amending sex designation on birth records and Intro. No. 492 (2014).

Keynote speech addressing the role of mental health care providers in addressing the needs of transgender people at the annual Gay and Lesbian Affirmative Psychotherapy (GLAP) TransFormations conference (2012).