

Jaime M. Grant, Ph. D.

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SOCIAL EQUITY HEALTH RESEARCHER AND ADVOCATE

Thirty-year track record of leadership, scholarship, and popular writing for and about pivotal legal, women's and LGBTQ health and advocacy organizations, catalyzing key moments of advancement toward equity.

SELECTED ACCOMPLISHMENTS

- Launched Trans*Formations consulting to support innovation and sustainability in social equity, social service, and advocacy organizations. Provide writing and coaching on fundraising and organizational development as well as racial, gender, and economic equity.
- Taught the Senior Capstone Seminar in Women's Gender and Sexuality Studies at Georgetown University and Kalamazoo College; helped define and develop the WGS major at Kalamazoo.
- Launched the Global Trans Research and Advocacy Project (2012-2016). Built capacity and strategies for grassroots health and mental health research among transgender leaders and researchers in Cuba, China, Hong Kong, India, South Africa, Kenya, Tanzania, Zimbabwe, and Uganda.
- Founded the largest campus-based social justice leadership center in the US (2010); securing a \$23 million alumnus endowment, crafting new dialogues on gender, racial and social equity; establishing a national fellowship program and a \$25,000 leadership prize.
- Served as principal investigator for and co-authored the National LGBTQ Task Force's most powerful research project of the past decade, *Injustice at Every Turn: A Report of the National Transgender Discrimination Survey* (2011); continue to work with researchers on local studies all over the world.
- Co-Authored *Outing Age 2010: Public Policy Issues Affecting LGBT Elders*; which resulted in the creation of the National Resource Center on LGBT Aging; presented findings all over the country; currently working pro-bono on establishing LGBT senior housing in DC.
- Revitalized the *Leadership for a Changing World* program of the Ford Foundation by creating an awardee-driven leadership development model for the gatherings of its cohorts (2004-2007).
- Launched a global mental health advocacy leadership program at one of the nation's leading mental health advocacy organization, NAMI, as consultant to the COO. Worked with Pfizer funding officer.
- Created new resources for the National Alliance for the Mentally Ill (NAMI) including *Listening to Black Psychiatrists*, a proceedings document of a ground-breaking national convening; and Latinx and Indigenous resource manuals on mental health care and advocacy (2003).
- Served on the founding team for Equal Justice Works' ground-breaking legal fellowship program toward equity in legal services provision and strategic interventions against injustice (1990s).
- Built the membership program, local and national events, and foundation funding (\$1.3M) for the National LGBTQ Task Force during the height of the AIDS crisis; secured its first 'straight' foundation grant (1990s).

EMPLOYMENT

Founder, Transformations Consulting

May 2015-Present

Working with clients to achieve sustainability in racial, economic, gender and LGBTQ justice work.

- Biden Foundation: racial equity and inclusion consultant
- Rockwood Leadership Institute: project development and funding sustainability consultant
- Mary's House for Older LGBTQ Adults: organizational capacity-building consultant
- Fairfax County Department of Family Services: Addressing Race Disparities in Service and Hiring
- YWCA – National: Editor, Racial Justice Persimmon Paper
- Barnard Center for Research on Women: Funding Sustainability for BCRW and Activist Institute

Founder, Global Transgender Research and Advocacy Project (GTRAP)

Dec 2012 -- May 2016

Washington, DC

- Conceived, founded and funded project; hired and supervised 2 staff.
- Worked with the Arcus Foundation, Wellspring Fund & Open Society Foundations.
- Built the research and advocacy capacity of global transgender leaders in the Global South.
- Worked collaboratively with transgender and LGB activists in Cuba, China, Hong Kong, India, South Africa, Kenya, Tanzania, Zimbabwe, and Uganda.

Founding Executive Director

Aug 2010 – Aug 2014

Arcus Center for Social Justice Leadership at Kalamazoo College

Kalamazoo, MI

- Directed the nation's largest endowed social justice leadership center.
- Secured \$23 million endowment; evaluated and reported on progress to donor.
- Supervised staff of 5 and a dozen guiding and volunteer committees across campus.
- Worked with award-winning architect on social justice underpinnings of design for architecturally significant building.

<https://www.architectmagazine.com/design/the-arcus-center-for-social-justice-leadership-in-kalamazoo>

- Launched the \$25,000 Kalamazoo College Global Prize for Transformational Leadership.
- Developed campus-wide dialogues on sexism and sexual assault; race and racism.
- Created a visiting fellows program for local, national and global activists/scholars.

Director of the Policy Institute

Nov 2007 – Aug 2010

National Gay and Lesbian Task Force

Washington, DC

- Directed the nation's premiere LGBTQ think tank; raised core funding.
- Determined research priorities; developed "big dialogues" tour within LGBTQ community.
- Created a fellows program; revamped the internship rubric to prioritize queers of color.
- Co-authored *Injustice at Every Turn*, catalyzing significant changes in policy on transgender issues.
- Co-authored *Outing Age 2010* on LGBTQ elder health and housing policy.
- Conceived *Queer the Census*; created media and dissemination strategies; crafted op-eds.

Program Director, Leadership for a Changing World

Feb 2004 – Oct 2007

The Advocacy Institute (Ford closed the program in 2007)

Washington, DC

- Managed the Ford Foundation's signature leadership awards program.
- Led program design and facilitation of meetings for 3 cohorts of awardees, shifted from outside "expert" pedagogy to awardee-driven dialogues and leadership training model.
- Collaborated with research partners at NYU Wagner's Center for Leadership in Action on creating community-based research out of leaders' experiences.
- Performed site visits in annual selection process; assessed finalists.
- Managed logistics team for biannual meetings of 100 awardees; LCW awardees were a POC majority.

**Organizational Development Consultant
Transformational Organizations**

**2001 – 2004
Washington, DC**

Worked with three principal clients over three years to maximize their resources and increase their organizational capacity:

- ***National Alliance for the Mentally Ill:***
 - Launched NAMI's International and Multicultural Resources Center with COO.
 - Designed and implemented a fellows program for global mental health advocates participants from all over the Globe – Argentina, South Africa, Sweden, etc.
 - Wrote proceedings document from convening: *Listening to Black Psychiatrists*
 - Created manuals on Latinx and Indigenous community mental health needs.
- ***The Gaea Foundation:***
 - Guided launch of a new resource center on art and activism; currently housed at GMU.
 - Created marketing materials; conducted research on funding sustainability.
- ***The National Youth Advocacy Coalition:***
 - Advised sr. management on strategic plan for national LGBTQ youth health advocacy org.
 - Developed its *Blueprint for Action*, a public document describing NYAC's theory of change.

Director

Oct 1993 – Jan 2000

The Union Institute Center for Women (TUICW)

Washington, DC

For more than a decade, TUICW was the only academic women's center dedicated to coalition work between scholars and activists. Over six years, I conceived, funded and directed several academic/community coalition projects including:

- ***The Women and Organizing Documentation Project***
 - Directed a 3-year effort to equip nearly two dozen outstanding community organizers with personal and organizational documentation tools with CTWO (Oakland) and WEEI (Boston).
 - Raised \$300,000 from a small group of funders to finance the project.
 - Executive produced a teaching video: *Women Organize!*
- ***The Kitchen Table: Women of Color Press Transition Coalition***
 - Directed a 3-year effort to transition legendary women of color press from founder's home.
 - Met monthly by phone with 16 volunteers from around the nation; built the press' resource base.
 - Maintained KTP board and publishing integrity while incorporating broader support.
 - Secured \$300,000 from small foundations and national house party program.
 - Moved the press to abolitionist church in Fort Greene; supported hiring of press' first staff.
- ***The National Lesbian Health Coalition***
 - Worked with a dozen lesbian health advocates in the government and non-profit sectors to secure the first cabinet level meeting on lesbian health.
 - NLHC met with Secretary Shalala who responded by issuing the first public health research funding in history on lesbian health.
- ***The Making the Connections Coalition***
 - Facilitated partnerships among researchers and practitioners in the domestic violence movement, occupational therapists, and Veteran's Administration administrators to make job training and workforce development resources available for U.S. survivors of domestic violence.

**Adjunct Lecturer in Women's Studies
Georgetown University**

**1996 – 1998
Washington, DC**

Developed and taught: *The Social History of Women's Activism in the U.S., 1960-Present.*

- Centered women of color feminisms.
- Required and developed a consensus-based midterm action for each class to undertake.
- Brought renown national and regional feminist scholars and activists into the classroom.

**Director of Development, National Association for Public Interest Law
Now Equal Justice Works**

**1992 – 1993
Washington, DC**

- Co-piloted EJW's national fellowship program for outstanding public interest advocates; secured funds.
- Co-created ground-breaking selection criteria for fellows that selected for *candidates most impacted* by discrimination and inequality.
- Created signature annual event that currently nets over \$1 million annually.
- Worked with campus-based public interest law foundations to maximize summer internships programs.
- Directed annual law firms fundraising campaign.

**Director of Development
National Gay and Lesbian Task Force**

**1990 – 1992
Washington, DC**

- Produced direct mail and all written materials.
- Created signature events; developed a house party program.
- Created a major donor program.
- Helped develop annual conference, a matchless movement training ground.
- Grew a faltering membership program into a \$1.3 million income base.

**Director of Sexual Assault Programs; Domestic Violence Counselor
Susquehanna Valley Women in Transition/Bloomsburg Women's Ctr.**

**1987-1990
Susquehanna, PA**

- Trained and supervised staff and volunteers in a three-county rural area.
- Co-facilitated support groups for incarcerated women at MCI Muncy.
- Advocated for survivors through medical and legal systems; ran support groups.
- Provided one-to-one emergency and ongoing counseling to survivors in need.
- Organized and supervised hotlines; trained police, doctors and other professionals.

**Assistant Director, Annual Giving
Bucknell University**

**1983 – 1986
Lewisburg, PA**

- Produced phone-a-thons on campus and in several major cities.
- Oversaw class gift drives, managed dozens of alumni volunteers.
- Wrote award-winning brochures for annual fund.

EDUCATION

1999 The Union Institute and University, Women's, Gender and Sexuality Studies, Ph. D.
1988 Bucknell University, Women's, Gender and Sexuality Studies, MA *GPA: 4.0*
1983 Wesleyan University, Economics and Government, BA

Awards and Appointments

- **Development Coordinator (pro-bono), Mary's House for Older LGBTQ/SGL Adults, Washington, DC, 2018**
- **Washington, DC Mayor's Advisory Council on LGBT Affairs, 2016-present**
- **Gender Diversity (Gender Odyssey Conference), Advisory Board, 2012-present**
- **Women of Color Policy Network, Advisory Board, NYU Wagner, 2010-2012**
- **Rockwood Leadership Institute Fellow, LGBTQ Year-Long Cohort, 2012**
- **National Youth Advocacy Coalition, Closing Advisory Committee, 2011**
- **Sex & Justice Awardee, Queers for Economic Justice, 2011**
- **Council for Global Equality, Board of Advisors, 2010**
- **Provincetown Fine Arts Works Center Fellowship, Summer 2002**
- **GAEA Foundation Awardee, P'town Sea Change Residency, Summer 2001**
- **National Youth Advocacy Coalition, Board of Directors, 1997-1999**

Books

Friendship as Social Justice Activism, with Niharika Banerjea, Debanuj DasGupta, Rohit DasGupta, editors. University of Chicago Press, March 2018.

Mapping Your Desire, with Amelie Zurn, illustrated by Damon Davis, self-published, 2015.

Injustice at Every Turn: A Report of the National Transgender Discrimination Survey (NTDS), with Harrison-Quintana, et al. National Gay and Lesbian Task Force Policy Institute, February 2011.

Outing Age 2010: Public Policy Issues Affecting Lesbian, Gay, Bisexual and Transgender Elders, with Gerard Koskovich. National Gay and Lesbian Task Force Policy Institute, 2010.

What's A Family? Envisioning Justice for LGBT Families and Our Allies, NGLTF & Family Equality Council, unpublished, 2009.

Listening to Black Psychiatrists: A Proceedings Document. National Alliance for the Mentally Ill (NAMI), 2003.

Peer Reviewed Journal Articles

Boxes of Our Own Creation: A Trans Data Collection Wo/Manifesto. with Jack Harrison-Quintana and Ignacio Rivera, Trans Studies Quarterly, 2:1, Duke University Press, 2015

<https://read.dukeupress.edu/tsq/article-abstract/2/1/166/24769/Boxes-of-Our-Own-CreationA-Trans-Data-Collection?redirectedFrom=PDF>

A Gender Not Listed Here: Genderqueers, Gender Rebels and Other Wise in the National Transgender Discrimination Survey, with Jody Herman and Jack Harrison, The LGBT Policy Journal at the Harvard Kennedy School, Harvard University, 2012.

http://www.thetaskforce.org/static_html/downloads/release_materials/agendernotlistedhere.pdf

Gendering Reilly, Journal of the Association for Research on Mothering, 2:1, Mothers and Sons. York University, Toronto, 1999.

<https://jarm.journals.yorku.ca/index.php/jarm/article/view/2189/1397>

Affirmative Inaction, National Women's Studies Association Journal, 10:3, Johns Hopkins University Press, Autumn 1998.

https://www.jstor.org/stable/4316611?seq=1#page_scan_tab_contents

Building Community-Based Coalitions from Academe: The Kitchen Table: Women of Color Press Transition Coalition in Signs: A Journal of Culture and Society, University of Chicago Press, Volume 21, Number 4, Summer 1996.

Articles in Anthologies

The 'Homosexual Agenda' Revisited. in Mandate for Change: Policies and Leadership for 2009 and Beyond, Chester Hartman, Poverty and Race Research and Action Council, Ed. Landmark Books, 2009.

The Combahee River Collective, in Lesbian Histories and Cultures, Bonnie Zimmerman, ed, 2000.

Racism in the Women's Movement with Sharon Parker, in The Reader's Companion to US Women's History, Wilma Mankiller, Barbara Smith, et al, editors, Houghton Mifflin, 1999.

The History of Lesbian, Gay and Bisexual Organizations, with Trish Bonica, in The Reader's Companion to US Women's History, Wilma Mankiller, et al, editors, Houghton Mifflin, 1999.

Born Femme, in The Femme Mystique, Leslea Newman, editor. Alyson Books, 1995.

Who's Killing Us? in Femicide, Diana E. H. Russell, editor. Twayne Press, 1992.

Film & TV

Injustice at Every Turn, In the Life TV, GLAAD Award Winning Documentary based on the NTDS, featured researcher, 2011. (short clip, <https://www.youtube.com/watch?v=k9txieXR1LQ>)

Women Organize! Project director, executive producer. Women Make Movies, 2000.

Popular Press

Friends as Family in LGBTQ Worlds, Medium, November 23, 2017

<https://medium.com/@drjaimegrant/friends-as-family-in-lgbtq-worlds-af526f2ddb22>

What Exactly Does it Mean to Be ‘All-Gender Affirming’? LA Blade, November 9, 2017

<http://www.losangelesblade.com/2017/11/09/exactly-mean-gender-affirming/>

It’s #BiWeek. What Will YOU Do? Medium, September 19, 2017

<https://medium.com/@drjaimegrant/https-medium-com-jaimemgrant-biweek2017-e8e5c3398ee2>

Ten Ways to Support Sex-Positive Kids, The Body is Not an Apology, online Magazine, April 25, 2017

<https://thebodyisnotanapology.com/magazine/10-ways-to-support-sex-positive-kids/>

Over the Ally: 9 Ways to Work in Solidarity for Racial Justice, The Body is Not an Apology, online magazine, May 31, 2016

<https://thebodyisnotanapology.com/magazine/over-the-ally-9-ways-solidarity-is-an-act-of-radical-self-love/>

A Love Letter to the Movement: An Interview with BLM Boston Leader, Daunasia Yancy. The Body Is Not an Apology, online magazine, February 29, 2016.

<http://thebodyisnotanapology.com/magazine/is-black-lives-matter-a-radical-self-love-movement/>

How College Policies Fail at Preventing Rape – and What We Need Instead. Everyday Feminism, on-line magazine, August 17, 2015. <http://everydayfeminism.com/2015/08/college-rape-policies/>

18 New Year’s Resolutions to Fight Racism, Huffington Post, December 30, 2014.

http://www.huffingtonpost.com/jaime-grant-phd/white-silence-is-violence_b_6382612.html

It’s Time to Pass a Trans-Inclusive ENDA. November 2013.

http://www.huffingtonpost.com/jaime-grant-phd/its-time-to-pass-a-trans-inclusive-enda_b_4214133.html

Just Lead, Huffington Post, December, 2012.

http://www.huffingtonpost.com/jaime-grant-phd/just-lead_b_2239530.html

Beyond Male and Female: Creativity, Risks, and Resilience Among Genderqueers in the National Transgender Discrimination Survey, May 15, 2012.

http://www.huffingtonpost.com/jack-harrison/national-transgender-discrimination-survey_b_1516566.html

Concept of Social Justice Goes Beyond Service (viewpoint), Kalamazoo Gazette, October 2011.

http://www.mlive.com/opinion/kalamazoo/index.ssf/2011/10/concept_of_social_justice_goes.html

Our Families Count, July 2008.

http://www.huffingtonpost.com/jaime-grant/our-families-count_b_114149.html

(Kickoff to the Task Force’s *Queer the Census* campaign.)

Transformational Organizations, *Sojourner: The Women’s Forum*, 1996.

The Politics of Addiction, *The Washington Blade*, 1992.

Presentations

Mapping Desire Institute, Queerfest, St. Petersburg, Russia, September 2018

Healing as Power: Building on Audre Lorde, Community Dialogue, Kalamazoo College, Feb. 2017

The Power of Community-Based Research, Kalamazoo College Women's Studies class, Feb. 2017

The Importance of Multi-Issue Collaborative Networks, with Chris Bartlett, Creating Change Conference, Philadelphia, January 2017.

Toward a Disability Liberation Framework, with Debanuj DasGupta, Renair Amin, Creating Change Conference, Philadelphia, January 2017

Diverse Approaches to Sexual Assault Prevention, Hamline U. Title IX Committee, April 14, 2016.

Self-Care for Sexual Health Educators, Smitten Kitten Staff, Minneapolis, April 2016.

What is Consent? An Interactive Workshop Defining Boundaries and Creating Healthy Sexuality in Community with Amelie Zurn and Ignacio Rivera, Montgomery College, February 2016.

Diverse Approaches to Sexual Assault Prevention with Kyla Day and Shiva Subbaraman, National LGBTQ Task Force Creating Change Conference, Chicago, January 2016.

Transformational Relationships with Shannon Perez-Darby, Creating Change Conf, Chicago, Jan 2016.

Genderqueers in the National Transgender Discrimination Survey, with Ignacio Rivera, Philadelphia Trans Health Conference, June 2015.

LGBTQ Parenting, with Andrea Jenkins and Roxanne Anderson, Creating Change Conference, Denver, February 2015.

Sober Revolution, with Alok Vaid-Menon, Debanuj DasGupta and Yosenio Lewis, Creating Change Conference, Denver, February 2015.

Mapping Trans Health with Jabu Pereira, Leigh Ann Van der Merwe, Neo Musangi, Amelie Zurn, and the GTRAP team, Gender DynamiX annual trans health conference, Capetown, December 2014.

Grassroots Research Methodologies on Transgender Identity and Experiences of Discrimination, with Jack Harrison-Quintana, Pan-African Directorate of the International Lesbian and Gay Association, Nairobi, Kenya, March 24-28, 2014.

Sober Revolution with Alok Vaid-Menon, Creating Change Conference, Houston, January 2014.

Grassroots Research Methodologies in Collecting Data on Transgender Identity and Experiences of Discrimination, with Jack Harrison-Quintana, 2nd National LGBT Conference, Beijing, August 2013.

The US National Transgender Discrimination Survey: Findings, with Jack Harrison-Quintana, 2nd National LGBT Conference, Beijing, China, August 2013.

Using the NTDS Findings to Change Gender Recognition Law in Hong Kong, with Jack Harrison-Quintana, Legal Symposium, University of Hong Kong, with Dr. Sam Winter, August 2013.

Kalamazoo Global Prize Keynote Dialogue with Angela Y. Davis, Cary Alan Johnson and shea howell, Kalamazoo College, May 2013.

Genderqueers in the National Transgender Discrimination Survey, with Jody Herman, Philadelphia Creating Change Conference, February 2013.

Keynote, Trans Day of Remembrance, Kalamazoo Community, November 18, 2012.

Keynote, Social Service or Social Justice? Niagara Foundation, Western Michigan U, September 2011.

Using the NTDS Findings to Advance Policy Change with Debanuj DasGupta, Sappho for Equality, Calcutta, India, July 2012.

U.S. Senate Briefing, on the findings of the NTDS, Hart Building, with Mara Keisling and Jack Harrison-Quintana, May 22, 2012.

Welcoming Communities: What is Social Justice? Kalamazoo Rotary Club, Fall 2011.

Closing Keynote, State of the LGBTQ Movement, IVYQ Conference, University of Penn, Fall 2010.

Keynote, Preliminary Findings from the US National Transgender Discrimination Survey, Canada Professional Association for Transgender Health, Montreal, April 2010.

The 'Homosexual Agenda', Revisited, Cornell Institute for Public Affairs, April 2010.
<http://www.cornell.edu/video/jaime-grant-the-homosexual-agenda-revisited>

Testimony on Health Findings in the NTDS, Institute of Medicine, Washington, DC, Feb. 1, 2010.

LGBT Policy and Movement Building after Proposition 8, with Lisa Duggan, Chandan Reddy, and Joanna Brooks, American Studies Association Annual Conference, DC, November 6, 2009.

Making a Life in Advocacy, Feminist Majority Foundation Expo, Baltimore, April 4, 2000.

Writing Critically About Movements We Love, with Marybeth Maxwell, National Women's Studies Association Workshop, 1997.

Racial Justice in Mentorship and Leadership Succession, panel, National Council for Research on Women panel, annual conference, June 1995.

The Kitchen Table: Women of Color Press Transition Coalition: Accountable Partnerships, with Barbara Smith and Vicki Smith, National Women's Studies Association Workshop, 1994.

Articles About Me

Activist Takes the Fight for Social Justice to Kalamazoo, Chronicle of Higher Education, September 5, 2010 <http://chronicle.com/article/Activist-Takes-the-Fight-for/124296/>