

Haury Partnering Grant narrative, 10-30-19

Submitted by Kore Press Institute, for the *Gender Diversity Initiative*

Kore Press Institute seeks funding from the Haury Program Partnering Fund to develop a cohesive and productive partnership with the UA College of Public Health by laying a foundation which addresses the critical aspects of collaborative skill-building and team-building that make a successful project (the Gender Diversity Initiative). We recognize that input from all partners is valuable and necessary, and therefore intend to follow a community-based, facilitated process with a true cross sector at the table for deep and rich conversations from multiple perspectives. The aim is to change culture, mind sets, resource allocation, systems, and health outcomes for safer, more accessible, and inclusive learning environments in order to move the needle on basic safety in Arizona schools for LGBTQ+ youth.

This partnership intends to address this pressing need for safer, more inclusive educational ecosystems, environments, and practices cognizant of health outcome disparities for LGBTQ+ youth. We intend to move the needle for our most vulnerable by addressing the root cause of gender-based violence with interventions to affect systemic change: teacher education and policy change. Our concerns are comprehensive and inclusive, and therefore intend to address the need as it intersects with race, ability, and gender identities across the spectrum since these populations face disproportionate injustices, bullying, discrimination, and other significant barriers to access living full lives, including the need for basic safety. According to UA researcher Dr Russ Toomey, we know suicide and bullying rates are significantly higher for homosexual, gender nonconfirming and trans youth. We also know this about Arizona: it only recently struck down a “Don’t Say Gay” law that bars or explicitly restricts educators from discussing LGBT people or issues in schools; it does not have inclusive non-discrimination or anti-bullying laws or policies that explicitly protect LGBT students; it does not ban conversion therapy for LGBT youth (Pima County did ban fee-for-service conversion therapy); and it does not explicitly protect LGBT youth in the child welfare system. This current ecosystem is not one that cultivates safety and an ability to thrive for diverse youth in the Southwest.

We view the issue of safety for our most vulnerable as a moral and environmental imperative. The partnership intends to build a stronger and more richly diverse social ecosystem for a more just and sustainable Southwest in 25 years. Providing an environment of safety and social justice for the most marginalized populations in Southern Arizona’s classrooms has deep implications. We recognize that normative narratives don’t work for everybody, and that those who are worried about personal safety are not only barred from accessing an ability, and right, to fully thrive, but also from putting energy into issues facing the larger, natural environment like climate change or food security..

Kore Press Institute has done social justice work for women, girls, LGBTQ populations and communities of color for 25 years in Tucson addressing social and cultural cohesion through literature, education, and rich community engagement for more sustainable and just ecosystems locally and nationally.

Our goals for funding the partnership include building specific skills and capacities that will support a successful, long-term collaboration and project. While Deanna / CoPH has worked with KPI in the past on various short-term projects, we intend to formally explore, build, and hone our existing relationship for this new, longer-term endeavor. These aspects will include the following: work to identify additional, new

partners for the best team with complementary skills that fully represents across sectors and demographics, including directly impacted community, allies, and challengers; understand the difference and interplay of various goals (individual, organizational, institutional) and work styles and how they impact our mutual goals; how to work in respectful relationship while resolving issues and fruitfully dealing with conflict as it arises; how to build strong and durable personal and organizational relationships that will lead to success and larger system-changing investments. We will participate in facilitated meetings with a coach to identify our styles of working, and collaborating while inviting diverse views while working toward our goals as a team. How do we establish a framework or contract for the partnership and build on other work while bringing our innovative approach to challenges? Looking to other team models for reference; identifying techniques, tools, resources, and skills needed to manage complicated, diverse projects. Creating a suite of skills in project management while learning to work together across diversity of experience, opinion, and external requirements.

We want to build these capacities as co-leaders as a base, and to share knowledges with other partners and collaborators across the project, especially since we will be intentionally working across sectors, across cultures, across generations, often with differently impacted populations, and potentially with folx who may not be allies.

The partners are:

**Deanna Lewis** is a doctor of public health. Between August 2019-October 2019 Dr. Lewis identified and interviewed 35 community experts in the domain and discipline of Trans\*gender health and issues affecting Trans\*gender people. The key informants were identified from the public, private, and nonprofit sectors and represent people from within and outside of academia. Deanna is a member of the leadership team for the Kore Press Gender Diversity Initiative. The GDI is a recent recipient of Live Well Arizona Incubator Cohort, funded by the Vitalyst Foundation, (<http://arizonahealthycommunities.org/uncategorized/meet-the-second-live-well-arizona-incubator-cohort/>). She is also a member of the Resilience Team for the Resilience Project funded by the Haury Foundation (<https://www.resilience-project.com/who-we-are>). More information on Deanna can be found on her website: (<https://forwardmovingconcepts.weebly.com/about1.html>).

**Lisa Bowden** is the co-founder and Executive Director of Kore Press Institute (formerly Kore Press), who has developed Kore's 26-years long list of titles and award-winning community engagement programming as an activist, advocate, writer, editor, and intersectional feminist culture worker dedicated to healthier and more just communities for all. She is a recipient of the University of Arizona English Department 2018 Alumni of the Year Award, *Maryann Campau Fellowship* for poetry from the University of Arizona Poetry Center, and a *Woman on the Move Award* from the YWCA. Lisa secured and implemented the first Big Read grant (from the National Endowment for the Arts) in Southern Arizona to cultivate community cohesion through a city-wide, 40-partner literacy project; is responsible for the city-wide, medical humanities project designed to engage cross sector, public dialog about the link between cultural competency and health disparities; and is the visionary for Kore's Gender Diversity Initiative, which has recently been accepted into the Live Well Arizona Incubator. See more here: [korepress.org](http://korepress.org)

<b>HAURY PROGRAM PARTNERING GRANT PROPOSAL - BUDGET</b>						<b>Proje ct:</b>	Gender Diversity Initiative
						<b>Leads :</b>	Kore Press Institute / College of Public Health
<b>CATEGORY</b>	<b>Description</b>		<b>Year 1</b>		<b>TOTAL</b>		
			<i>Kore</i>	<i>UA</i>			
<b>1. Salaries</b>	<b>Hours/%</b>	<b>Rate</b>					
KPI project lead / Lisa Bowden	80	\$26/hr	2080				2080
"administrative"	8	\$15/hr	120				120
<b>Total Salaries</b>			2200				2200
<b>2. Fringe Benefits</b>							
<b>Total Fringe Benefits</b>							
<b>5. Services</b>							
a. CoPH project lead / Deanna Lewis	80	\$30/hr		2400			2400
b. coach-facilitator / Cynthia Melde	4	\$100/hr	400				400
<b>Total Services</b>			400	2400			2800
<b>TOTAL DIRECT COSTS</b>			2600	2400			5000
<b>Indirect Costs*</b>							
<b>TOTAL COSTS</b>			2600	2400			5000
<b>Notes: Include explanations or justifications you think necessary for the budget.</b>							<b>Different rates of pay for the partners is meant to create parity between employee pay rate/taxes withheld and contract worker/pays her own taxes.</b>