

NATIONAL
WORKING
POSITIVE
COALITION

Institute on HIV and Employment
Pre-Conference Institute for US Conference on AIDS 2015

Presented by the National Working Positive Coalition
September 9, 2015
Human Rights Campaign, Equality Forum

9:00 AM

Welcome – NWPC and the DC Local Host Committee – USCA 2015

Mark Misrok, MS Ed, CRC

President, Board of Directors, National Working Positive Coalition

Leo Rennie, MPA

Senior Legislative and Federal Affairs Officer, American Psychological Association (Policy); Co-Chair, Washington, DC Local Host Committee, US Conference on AIDS

Opening Comments

Douglas M. Brooks, MSW

Director, White House Office of National AIDS Policy

9:15-9:45 AM

Employment and HIV Health and Prevention Outcomes – Research

Liza Conyers, PhD, CRC

Associate Professor of Education (Rehabilitation and Human Services), Penn State University; Co-Founding Board Member and Chair, Research Working Group, National Working Positive Coalition

Kenneth Hergenrather, PhD

Professor of Counseling, George Washington University, Board Member, National Working Positive Coalition

9:45-10:45 AM

HIV, Employment and Key Populations

Moderator: Suraj Madoori, MA

Manager, HIV Prevention Justice Alliance, AIDS Foundation of Chicago, Chicago, IL

Cecilia Chung

Senior Strategist, Transgender Law Center; Health Commissioner, San Francisco Department of Public Health; Co-Chair, Global Network of People Living with HIV (GNP+); President, US PLHIV Caucus, San Francisco, CA

Ruby Corado

Executive Director, Casa Ruby, Washington, DC

Reggie Dunbar II
CEO, POZ VETS USA INTL., Atlanta, GA

Kenyon Farrow, MA
US and Global Policy Director, Treatment Action Group, Washington, DC

Naina Khanna
Executive Director, Positive Women's Network-USA; Steering Committee
Member, US PLHIV Caucus; Board Member, AIDS United, Oakland, CA

10:45-11:00 AM Break

**11:00 AM-
12:00 PM**

HIV Employment Service Models

Moderator: Esther Lok, MPA, M Ed

Assistant Director of Policy, Advocacy and Research, Federation of Protestant
Welfare Agencies; Executive Committee Member, New York State HIV Advisory
Body

Brett Andrews, MA
Executive Director, Positive Resource Center

Carrie Podolsky, LCSW
Director of Employment Services, Chicago House & Social Service Agency

April Watkins, MPA
Director of Workforce Development, GMHC

Working Lunch

12:00-1:00 PM

Introductory Comments

Chad Griffin
President, Human Rights Campaign

Addressing the Intersection of LGBTQ Justice, Economic Security, and HIV

Noël Gordon
Senior Program Specialist, HIV Prevention & Health Equity, Human Rights
Campaign

Robin Maril, JD, Senior Legislative Counsel, Human Rights Campaign

1:00-2:00 PM

HIV, Employment and Mental Health

Moderator: Evelyn Tomaszewski, MSW, ACSW
Senior Policy Advisor, National Association of Social Workers

David Martin, PhD, ABPP
Senior Director, Office on AIDS, American Psychological Association

Yavar Moghimi, MD
Staff Psychiatrist, Whitman-Walker Health

Ilze Ruditis, MSW, ACSW
CAPT, US Public Health Service Division of Service and Systems Improvement,
Center for Mental Health Services, Substance Abuse and Mental Health Services
Administration, Department of Health and Human Services

2:00-3:00 PM

HIV, Vocational Rehabilitation and Workforce Development

Deborah A. Carroll, JD
Director, DC Department of Employment Services

Sandy DeRobertis, JD, MSILR
Vocational Rehabilitation Specialist, Rehabilitation Services Administration,
Department of Education

Andrew Reese, JD, LCSW
Deputy Director, DC Department on Disability Services, Rehabilitation Services
Administration

Stephen Wooderson, MS
CEO, Council of State Administrators of Vocational Rehabilitation

3:00-3:15 PM Break

3:15-4:00 PM

HIV and the Workplace

Daniel Bruner, JD, MPP
Senior Director of Policy, Whitman-Walker Health

Patrick Holzfaster
District Manager, Levi Strauss & Co.

Joanne Lim-Pousard
Senior Manager, HIV/AIDS Program, Levi Strauss & Co.

Allison Nichol, JD
Co-Director, Center for HIV Law and Policy; Adjunct Professor of Law,
Georgetown University Law Center

4:00-5:00 PM

Closing Session: Employment and HIV Care & Prevention

Moderator: Mark Misrok, MS Ed, CRC
President, Board of Directors, National Working Positive Coalition

Vanessa Johnson, JD
Co-Owner, Ribbon Consulting Group; National Training & Leadership Director,
Positive Women's Network-USA; Board Member, National Working Positive
Coalition; Founding Board Member, US PLHIV Caucus; Member, Washington,
DC Local Host Committee, US Conference on AIDS

Suraj Madoori, MA
Manager, HIV Prevention Justice Alliance, AIDS Foundation of Chicago

Leo Rennie, MPA
Senior Legislative and Federal Affairs Officer, American Psychological Association (Policy); Co-Chair, Washington, DC Local Host Committee, US Conference on AIDS

Lamont Scales, MA, NCC
Public Health Analyst-Coordinator for Gay, Bisexual, and Other MSM Activities, Office of Health Equity, Office of the Director, Division of HIV/AIDS Prevention National Center for HIV, Viral Hepatitis, STD and TB Prevention, Centers for Disease Control and Prevention

Kim Williams, PhD
Prevention Research Branch, Division of HIV/AIDS Prevention, National Center for HIV, Viral Hepatitis, STD and TB Prevention, Centers for Disease Control and Prevention

Presenter Biographies

Brett Andrews, MA, Executive Director, Positive Resource Center (PRC)

Brett Andrews currently serves as the Executive Director of Positive Resource Center (PRC), a 28-year-old San Francisco-based non-profit organization that provides culturally appropriate professional benefits counseling and employment services to people disabled by mental health conditions and/or HIV/AIDS. The Benefits Counseling Program is staffed by attorneys and legal support staff who are experts in Social Security law and represent clients throughout the complicated administrative process of accessing disability benefits. The Employment Services Program offers a full spectrum of vocational rehabilitation and employment placement services to support clients in entering or re-entering the workforce.

Prior to joining PRC, Mr. Andrews served as the Executive Director of Los Angeles Team Mentoring, Inc. (LATM), a youth serving non-profit organization that operates the TEAMWORKS Program. Under his leadership the TEAMWORKS program was evaluated by Public/Private Ventures, a national evaluator and named a “best practices” group mentoring program by the U.S. Department of Education. Previous to his work with LATM, Mr. Andrews served as the Executive Director of Kids N’ U, Inc., a New York City-based non-profit youth serving organization sponsored by Michael Kors. Kids N’ U, Inc. administered two premier programs, Kids Cook Too, a culinary program for high school students and S-Team, a self-esteem program for homeless youth.

Mr. Andrews holds a BA in Psychology from Pennsylvania State University and a Master of Arts in Industrial/Organizational Psychology from George Washington University. In June of 2013, Brett was appointed to the San Francisco Ethics Commission by the Board of Supervisors and is currently the Vice Chairperson. He is a member of the San Francisco HIV/AIDS Provider Network, the San Francisco Human Services Network, The CBO Workforce Development Coalition, and the Mayor’s CBO Taskforce. Brett is a board member of the National Working Positive Coalition and a former Rockwood Leadership Institute Fellow.

Douglas M. Brooks, MSW, Director, Office of National AIDS Policy, The White House

Douglas M. Brooks, MSW is the Director of the Office of National AIDS Policy. He is the President’s lead advisor on domestic HIV/AIDS and is responsible for overseeing implementation of the National HIV/AIDS Strategy and guiding the Administration’s HIV/AIDS policies across Federal agencies.

Prior to joining the Administration, Brooks was the Senior Vice President for Community, Health, and Public Policy at the Justice Resource Institute (JRI), a regional health and human service agency with a range of residential and community-based services. He also previously served as Executive Director of the Sidney Borum Jr. Community Health Center.

Brooks, a person living with HIV, earned a Bachelor of Science from Lesley University, a Master of Social Work from Boston University, and is a licensed clinical social worker in Massachusetts.

Daniel Bruner, JD, MPP, Senior Director of Policy, Whitman-Walker Health

Daniel Bruner is the Senior Director of Policy at Whitman-Walker. His expertise is in discrimination in employment and health care; insurance and employee benefits; and privacy issues. He previously served as the organization’s Director of Legal Services. Prior to joining Whitman-Walker in 1995, Bruner was a partner at the Washington, DC law firm of Spiegel & McDiarmid, during which time he volunteered as an attorney for Whitman-Walker and worked on *pro bono* projects with the Pennsylvania AIDS Law Project and Lambda Legal. Between 2000 and 2005, he was an adjunct faculty member at American University’s Washington College of Law, where he taught seminars on AIDS and the Law and courses on Public Health Law. Bruner is rated “AV-Preeminent” for legal ability and ethical standards by Martindale-Hubbell – the highest rating possible. In 2007, he received the Washington Council of Lawyers’ annual President’s Award. In 2013, he received a Community Service Award from the LGBT Bar Association of the District of Columbia.

Bruner received his law degree (*magna cum laude*) and master’s degree in public policy from the University of Michigan. He received his bachelor’s degree (*summa cum laude*) from Rice University. Bruner is the author of the Forward in David W. Webber et al., *AIDS AND THE LAW* (4th ed. 2007), and has given numerous presentations on discrimination and privacy law and on the law and LGBT health. He is a member of the District of Columbia Bar, and lives in Washington, DC with his partner Tim of 30 years.

Deborah A. Carroll, JD, Director, DC Department of Employment Services

Deborah A. Carroll is the Director of the DC Department of Employment Services and the former Interim Director and past Administrator for the DC Department of Human Services Economic Security Administration.

Ms. Carroll is a Bronx, New York native and a graduate of Temple University, where she obtained her Bachelor of Science degree and her Juris Doctorate. After several years of clerkships and private practice, she developed expertise in health privacy, child welfare, and mental health law and practice while representing the Departments of Health, Behavioral Health, and the Philadelphia Department of Human Services from 1999-2003. Additionally, Ms. Carroll served as legal counsel to the City of Philadelphia's Forensic Mental Health Task Force where she co-authored a treatise on Pennsylvania's mental health commitment laws, and participated in Pennsylvania's Southeast Region Forensic Mental Health Task Force. She joined the Office of the General Counsel for the DC Department of Human Services (DHS) in 2003, where she served as the Deputy General Counsel for DHS and served as principal attorney for the Economic Security Administration. Ms. Carroll also served as the Acting General Counsel for DHS from 2006 through 2008 before she joined the agency in 2009 to serve as the Administrator.

During her tenure, the Department of Human Services earned numerous performance awards for timeliness and program access. She spearheaded reforms in the Temporary Assistance for Needy Families Program (TANF), focusing on developing a program model that includes intelligent referrals and individualized, unified case plans to maximize customer success. During the past few years, Ms. Carroll expanded the use of federal dollars by expanding partnerships in the community in the SNAP Employment and Training program. Recently, she led reforms in homeless services intake and case management for families by merging the TANF assessment and case planning with crisis intervention services, to help immediately stabilize and provide support to families at risk. Ms. Carroll served as the chair for the Health Reform Implementation Committee's Medicaid Eligibility and Enrollment subcommittee and was instrumental in developing one of the most successful state based health insurance exchanges in the nation.

Ms. Carroll is a contributing member to the National Workgroup on Integration, hosted by the American Public Human Services Association, and Regional Representative to the Board of the American Association of SNAP Directors.

Cecilia Chung, Senior Strategist, Transgender Law Center; Health Commissioner, San Francisco Department of Public Health

Cecilia Chung, is the Senior Strategist of Transgender Law Center, a Health Commissioner of San Francisco and an internationally recognized leader HIV policies, LGBT equality, and social justice.

Cecilia has been calling San Francisco home for over 30 years where she began her advocacy works. During that time, she has broken ground in a number of ways including: being the first transgender woman and first Asian to be elected to lead the Board of Directors of the San Francisco Lesbian, Gay, Bisexual, and Transgender Pride Celebration; the first transgender woman and first person living openly with HIV to Chair the San Francisco Human Rights Commission; and the architect of Transgender Economic Empowerment Initiative, the nation's most ambitious publicly funded program, addressing economic justice within the transgender community. In 2014, Cecilia founded Positively Trans, a community-led project to empower transgender people living with HIV in leadership and advocacy positions.

Cecilia currently serves as Chair of the US PLHIV Caucus, Co-Chair of the Amsterdam-based Global Network of People Living with HIV, a member of the National Advisory Board of Center of Excellence for Transgender Health and a member of the Presidential Advisory Council on HIV/AIDS.

Liza Conyers, PhD, CRC, Associate Professor, Penn State University

Dr. Conyers received her PhD in Rehabilitation Psychology from the University of Wisconsin-Madison. She is currently a tenured Associate Professor at Penn State University and has published over 35 referred publications and book chapters related to HIV and employment issues, psychosocial and cultural aspects of disability and rehabilitation education. She helped to co-found the National Working Positive Coalition and serves on the board as the Chairperson of the Research Working Group. Dr. Conyers is the principal investigator on three current research projects relating to HIV and employment issues. Dr. Conyers has provided input to a number of federal initiatives related to HIV and has been invited (a) to testify to the Institute of Medicine's Committee on Social Security HIV Disability Criteria, (b) to participate in a meeting at the White House on HIV & aging, (c) to present key research findings at the Department of Labor Roundtable on HIV and Employment, hosted by Secretary Hilda Solis and (d) to present research findings at an international conference on employment and health in Havana, Cuba. She is also affiliated with a consortium of researchers investigating charges of employment discrimination filed with the EEOC. She is currently a program evaluator for the Foundations for Living integrated employment and housing services project (Special Project of National Significance

funded by the Housing and Urban Development Housing Opportunities for Persons with AIDS Program). She is currently collaborating with the Pennsylvania Department of Health (PA DOH) to integrate employment-related items into PA DOH needs assessment database to better track the vocational needs of Pennsylvanians in HIV care. She is the recipient of several research grants and fellowships, including a grant from the Penn State University Africana Research Center (2014), a Children, Youth and Family Consortium Faculty Fellowship (2010-2011), a National Institute on Disability and Rehabilitation Research Mary Switzer Fellowship (2007), and a National Institute on Child and Human Development Two-Year (1996-1998) Postdoctoral Fellowship at the Waisman Center on Developmental Disability and Human Development. She was awarded the National Council on Rehabilitation Education (NCRE) Researcher of the Year Award in 2006. Dr. Conyers has mentored many undergraduate, masters and doctoral students and supervised research teams throughout her tenure at Penn State University. She was awarded the 2004 Rehabilitation Counselor Educator of the Year Award by the National Council on Rehabilitation Education for her excellence in teaching and mentoring students. She serves as editorial board member for *Rehabilitation Education* and has co-edited a special issue of the *Journal of Vocational Rehabilitation* on HIV/AIDS and employment.

Ruby Corado, Founder and Executive Director, Casa Ruby

Ruby Corado is Founder and Executive Director of Casa Ruby, a bilingual, multicultural LGBT organization in Washington, DC. Ruby was born in San Salvador, El Salvador. She fled a civil war when she was 16 years old. Now 43 years old, she has lived in Washington, D.C. for the past 27 years where she has devoted the last 20 years as an advocate for the inclusion of Transgender, Gender Queer and Gender Non-Conforming Gay, Lesbian, Bisexual people in main stream society. She is a self-made tireless advocate and leader for social justice, her hard work has help gain legal protections in Washington, DC. She has fought for LGBT Human Rights, Transgender Liberation, Immigration Equality, Access to Health Care, Hate Crimes/violence and many other disparities and issues facing the communities that she represents. Ruby's work has been featured by News Week Magazine 2003, Washington Post, 2003-2014, The Washington Blade, 2003-2014, Metro Weekly Magazine 2007-2014, Washington City Paper 2010/13, Washington Times, 2012, The advocate Magazine 2012, NBC Latino, 2013 and by News Channel 4, 5, 7, 9, Univision DC, CBS Radio, Pacifica Radio, National Public Radio among other media channels.

Sandy DeRobertis, JD, MSILR, Vocational Rehabilitation Specialist, Rehabilitation Services Administration

Sandy DeRobertis has served as a Vocational Rehabilitation (VR) Specialist for the U.S. Department of Education's Rehabilitation Services Administration (RSA) since January 2009. Sandy previously served as the Director of Multitasking System (MTS) of New York (1991 to 1993), the First VR Service Program in the U.S. for People Living with HIV/AIDS. Dr. Laubenstein and Dr. Greene of NYU founded MTS in 1989; funded, in significant part, by RSA and the NYS Office of Adult Career and Continuing Education Services. These immunologists founded MTS, in part, based upon anecdotal evidence that their patients with HIV/AIDS who continued working seemed to be less susceptible to depression than their clients who ceased employment, and that their working patients appeared to live longer. As the Director of MTS and as a graduate student, Sandy prepared a study entitled, "The Impact of HIV on Employment: A Retrospective Analysis of the Characteristics of Persons with HIV Disease Seeking Job Placement Services" (MTS, 1992). Sandy's study encompassed the review of the case files for 385 consumers living with HIV/AIDS who sought job placement services from MTS between March of 1989 and April of 1992. Sandy's workforce development experience likewise includes serving as the Assistant Vice President for Education & Youth Services in NYC for the Federation Employment & Guidance Service (2000 – 2002); the Principal & Alternative School Director for the Rochester Arbor Career Center (1993 – 1997); and as the Intake and Outreach Coordinator in NYC for Job Path (1988 – 1991). Sandy earned a JD from the Northeastern Univ. School of Law (2000) and an MSILR from the Cornell Univ. School of Industrial and Labor Relations (1992).

Reggie Dunbar II, CEO, POZ VETS USA INTL.

Reggie Dunbar II is the Founder and CEO of Georgia Disabled Veterans Business Enterprise (GADVBE) and POZ VETS USA INTL. He is a former U.S. Army paralegal, and a former U.S. Representative intern. He currently serves as a member of the Fulton County HIV Task Force, and the Metropolitan Atlanta HIV Health Services Planning Council.

Kenyon Farrow, MA, U.S. & Global Policy Director, Treatment Action Group

Kenyon Farrow is an award-winning writer and activist living in Washington, DC. He is the US & Global Health Policy Director for Treatment Action Group, an independent AIDS research and policy think tank fighting for better treatment, a vaccine, and a cure for AIDS, and is the former executive director of Queers for Economic Justice. Kenyon is co-editor of *Letters From Young Activists: Today's Rebels Speak Out, A New Queer Agenda* (an issue of Feminist & Scholar, an online journal of the Barnard Center for Research on Women) and his essays appear in many books and online news outlets including *The Washington Blade, Colorlines, Alternet, Huffington Post, POZ, RH Reality Check*, and the recent

book titles, *We Have Not Been Moved: Resisting Racism and Militarism in 21st Century America* (PM Press 2012), *Against Equality: Queer Critiques of Gay Marriage* (AK Press 2010), and *Black Gay Genius: Answering Joseph Beam's Call* (Vintage Entity Press 2014).

Noël Gordon, Senior Program Specialist, HIV Prevention & Health Equity, Human Rights Campaign

Noël Gordon joined the Human Rights Campaign in 2013, and currently serves as Senior Specialist for HIV Prevention and Health Equity. In this role, Noël works to educate LGBT people and allies about the current realities of HIV and other health disparities in order to help them lead longer, healthier lives. An openly gay man with Afro-Caribbean and Latino roots, Noël is passionate about building bridges between people and communities. He holds a Bachelor's degree in Political Science from the University of Michigan, Ann Arbor and completed a law and policy fellowship at the University of California, Berkeley.

Chad Griffin, President, Human Rights Campaign

Chad Griffin is the president of the Human Rights Campaign, the nation's largest lesbian, gay, bisexual and transgender (LGBT) civil rights organization. Since joining HRC as president in 2012, Griffin has steered the organization into an exciting new era in the fight for equality. From spearheading record-breaking investment in the 2012 elections that enabled unprecedented victories from coast to coast, to historic advocacy around the Supreme Court's rulings striking down Proposition 8 and the Defense of Marriage Act in June of 2013, Griffin has brought renewed passion and energy to a fight that is inspiring Americans—LGBT and straight—all around the country.

Ken Hergenrath, PhD, Professor of Counseling, George Washington University

Ken Hergenrath, PhD is professor and Chair of the Department of Counseling and Human Development at The George Washington University in Washington, DC. He received his PhD in Rehabilitation Counseling from Auburn University in Auburn Alabama. Dr. Hergenrath is the recipient of the National Council on Rehabilitation Education (NCRE) 2008 Rehabilitation Researcher of the Year Award. His primary research area is the employment needs of persons living with HIV/AIDS. He has worked in the field of public health education in the area of HIV/AIDS testing, counseling, and clinical drug trials. He has collaborated with community-based AIDS service organizations and state vocational service agencies to address the employment needs of persons with HIV/AIDS. Dr. Hergenrath is a board member of the National Working Positive Coalition and a member of the Research Working Group. He has been an author on more than 50 peer-reviewed articles, and 100 national presentations, and several international presentations. Dr. Hergenrath served on the boards of for three national rehabilitation organizations that include the National Rehabilitation Association (NRA), The National Rehabilitation Counseling Association, and the National Council for Rehabilitation on which is a past president.

Patrick Holzfaster, District Manager- Retail, Northwest, Levi Strauss & Co.

Patrick is the District Manager for Retail for the U.S. Northwest region, which covers Colorado, Nebraska, Utah, Oregon and Washington. He leads a team of 15 store managers and 150 store staff. Patrick's responsibilities include four-wall accountability from hiring and development of talent, consistent Brand standards, consumer service training, P&L management/operations and community giving back. Patrick had over 15 years of retail experience prior to joining Levi Strauss & Co.

Patrick joined Levi Strauss & Co. in 2009 and was early on inspired by Bob Haas's courageous leadership in handing out HIV/AIDS information and material to employee's in the atrium of the Levi's company headquarters in San Francisco over 30 years ago. He was further inspired during a presentation in 2011 by the Employee HIV/AIDS Program team covering the Levi Strauss & Co. HIV/AIDS workplace policy and employee program. Seeing the tremendous value of this program in the workplace and relating it to his personal workplace journey since 1987 chose to speak up about his HIV status and have workplace presence in how the program and policy works and supports every employee.

Patrick continues to champion normalizing the conversation around HIV/AIDS and focus on the Levi Strauss & Co. policy/program through district, regional and national platforms, during store visits with team members and community giving back events. Patrick had the honor of speaking at the AIDS Memorial Quilt opening in D.C. in 2012 as well as being featured in a Department of Labor article on HIV in the workplace.

Vanessa Johnson, JD, Co-owner, Ribbon Consulting Group

Vanessa Johnson is the co-owner of the Washington, DC-based Ribbon Consultant Group (Ribbon) with Linda Scruggs. Her career accomplishments include 34 years of creating and scaling up responsive community health services (i.e. HIV testing), interventions (i.e. trauma-informed and vocational development), and activities (i.e. learning institutes). In this pursuit, Vanessa dedicated 20 years to developing and providing capacity building assistance in the area of HIV with a special emphasis on women living with HIV. She is an experienced facilitator and nationally certified trainer with a focus on leadership development, community mobilization and the delivery of public health education and interventions. Vanessa is a graduate of Temple University Law School.

Naina Khanna, Executive Director, Positive Women's Network

Naina Khanna serves as Executive Director of Positive Women's Network - USA, a national membership body of women living with HIV. She also serves on the Board of Directors for AIDS United, the Steering Committee for the US People Living with HIV Caucus, the Steering Committee for the 30 for 30 Campaign, and served on President Obama's Advisory Council on HIV/AIDS (PACHA) from 2010 - 2014. A national speaker, trainer, and advocate, Naina has worked in the HIV field since 2005. Prior to working in HIV, Ms. Khanna co-founded and served as National Field Director for the League of Pissed Off Voters, a progressive electoral organizing project focused on increasing political participation by young people and communities of color.

Joanne Lim-Pousard, Senior Manager, Employee HIV/AIDS Program, Levi Strauss and Co.

Joanne Lim-Pousard is the Senior Manager of Levi Strauss & Company's (LS&Co.) Employee HIV/AIDS Program, which aims to improve access to HIV/AIDS prevention, treatment, and care for employees and their families worldwide. She leads the implementation of country-level HIV/AIDS workplace efforts across 45 locations worldwide, and manages the administration of the program. Joanne leads country teams, working closely with local NGOs and community partners to deliver HIV/AIDS in the Workplace education and to ensure that our employees receive high quality and compassionate HIV/AIDS information, access, and care. She spearheads and manages partnerships across the company to create HIV-related employee outreach, mobilization, and communications to ensure program participation. She is also responsible for the execution of results monitoring, analysis, and the evaluation approach of the program. Prior to joining LS&Co., Joanne had over 10 years of corporate experience in health education, employee communication, and wellness promotion at Kaiser Permanente, McGraw-Hill Education, and CIGNA.

Esther Lok, MPA, M Ed, Assistant Director of Policy, Advocacy and Research, Federation of Protestant Welfare Agencies

Esther W. Y. Lok has 10 years of experience conducting policy analysis, building coalitions and managing advocacy campaigns in New York City and State. Esther was recently appointed by the Commissioner of New York State Department of Health to serve on the New York State HIV Advisory Body, where she was elected as co-chair of the Emerging Issues Committee. She is a co-founder of the New York HIV Employment Network. Esther has served as a member of the Policy Committee of the New York City Health and Human Services HIV Planning Council since 2010 and co-leader of the People's Budget Coalition for Public Health since 2013. Esther currently works at the Federation of Protestant Welfare Agencies in New York, NY, as the Assistant Director of Policy, Advocacy and Research.

Esther was the co-author of "HIV Prevention for Women and Girls in Communities of Color – Reframing HIV Prevention Strategies" (published in 2008). She has authored dozens of public testimonies regarding return-on-investment of vital public health and social safety net programs. Esther received her Master in Public Administration from Baruch College, City University of New York, U.S., and Master in Education from the University of Manchester, U.K. She was born and raised in Hong Kong, a former British colony, and moved to New York in 2002.

Suraj Madoori, MA, Manager, HIV Prevention Justice Alliance

Suraj Madoori is the Manager of the HIV Prevention Justice Alliance (HIV PJA) at the AIDS Foundation of Chicago, working at an intersection of human rights and social justice in the domestic HIV/AIDS epidemic. Suraj manages and organizes a 13,000-member network of advocates, activists and people living with HIV – providing strategic communications support and leadership to build network advocacy capacity to respond to emerging national issues.

Suraj has earned Masters degrees in bioethics & health Policy, public health, and medical journalism. He is a 2009-2010 Albert Schweitzer Fellow with Howard Brown Health Center in Chicago, working with HIV-positive youth in an Advocacy & Empowerment Project. As a former journalist, his writing has appeared in *POZ*, *Treatment Issues*, *Huffington Post*, and the *Journal of Public Health Preparedness & Disaster Medicine*.

Robin Maril, JD, Senior Legislative Counsel, Human Rights Campaign

Robin Maril serves as Senior Legislative Counsel at the Human Rights Campaign. Her work focuses on federal programs and administrative policies that impact the LGBT community. Prior to joining HRC, Maril served as a Presidential Management Fellow at the U.S. Department of Housing and Urban Development in Washington, D.C. Maril graduated with her bachelor's degree in women's studies summa cum laude from the University of Oklahoma, where she was also selected for Phi Beta Kappa. Maril received her law degree from Temple University's Beasley School of Law, where she was named a Rubin Public Interest Law Fellow.

David J. Martin, PhD, ABPP, Senior Director, Office on AIDS, American Psychological Association

David J. Martin, PhD, ABPP, is Senior Director of the Office on AIDS in the Public Interest Directorate of the American Psychological Association (APA). He joined APA in 2013 and provides oversight of HIV-related activities including professional education for psychologists; a program for mentoring new HIV investigators; implementation of initiatives emanating from the Committee on Psychology and AIDS (COPA); and the public face of APA's continued response to HIV/AIDS, including the APA website and articles in APA's publications.

Prior to joining APA, Dr. Martin was a Professor in the David Geffen School of Medicine at UCLA, Department of Psychiatry and Biobehavioral Sciences (Medical Psychology), Director of HIV Mental Health Services, and Chief Psychologist and Director of Training in the Psychology Division at Harbor-UCLA Medical Center. He received his Bachelor of Science from the University of Washington in 1977, and his from the State University of New York at Stony Brook in 1983. He completed internship and post-doctoral training at Harbor-UCLA Medical Center, and he is licensed as a psychologist in California.

Dr. Martin has had affiliations with several governmental and community-based organizations, including the Long Beach HIV CARE Comprehensive Planning Group, the Los Angeles County Department of Health Services HIV Commission, the State of California Department of Health Services HIV Comprehensive Care Working Group, and the Los Angeles County Department of Mental Health HIV Mental Health Program. His research projects have included employment issues for persons with HIV, neuropsychological evaluation of persons with HIV disease, HIV treatment adherence, and high-risk sexual behavior, and clinical supervision. He has published and presented in the areas of depression, HIV (risk reduction, mental health, and community need), ethics (treatment of gay men and lesbians, HIV-infected populations, work in managed care), and supervision and training.

Mark Misrok, MS Ed, CRC, President, National Working Positive Coalition

Mark Misrok is a co-founder (in 2003) and President of the National Working Positive Coalition board of directors. He previously served as Director of Client Services and Community Programs, Employment Services, at Positive Resource Center (PRC) in San Francisco, working there from 1995 - 2007. Mark has been living with HIV for over 30 years, and began his own vocational rehabilitation activities with PRC first as a client and then as a volunteer in 1992. He served as a member of the San Francisco Mayor's Committee for Employment of Persons with Disabilities from 2001-2007, as a member of the New York Statewide AIDS Service Delivery Consortium (SASDC) from 2011-2014, as advisor on employment for the NY Governor's Task Force on Ending the Epidemic in 2014-2015, and is currently a member of the NY State Peer Certification Steering Committee and the U.S. People Living with HIV Caucus Steering Committee.

Mark participated in the development of a suite of resources on HIV and employment for the U.S. Department of Labor, Office of Disability Employment Policy (ODEP), and the online training curriculum, Getting To Work, for HIV and housing services providers for ODEP, in partnership with the U.S. Department of Housing and Urban Development, Office of HIV/AIDS Housing.

A resident of New York City since 2007, Mark provides education, training and technical assistance on employment issues, policies and program development for people living with or at greater risk for HIV.

Yavar Moghimi, MD, Staff Psychiatrist, Whitman-Walker Health

Dr. Moghimi is a psychiatrist working at Whitman-Walker Health, the largest provider of HIV services in Washington DC, which has the largest prevalence of HIV in the US. He is also an assistant clinical professor at George Washington University Department of Psychiatry and a fellow in the NIMH-funded R25 Brown University Initiative in HIV and AIDS Clinical Research for Disadvantaged (Underrepresented) Communities.

Allison Nichol, JD, Co-Director, Center for HIV Law and Policy

Allison Nichol is Co-Director of the Center for HIV Law and Policy. Prior to that, she served in the Department of Justice for more than 20 years. At the Department she was Chief and Deputy Chief of the Disability Rights Section in the Civil Rights Division and Special Counsel for Disability Resources in the Office of the Associate Attorney General. During her tenure she served as counsel in *Bragdon v. Abbott*, oversaw litigation, policy, regulatory and technical assistance development related to the Americans with Disabilities Act. She is the Department's long-time expert on HIV law and policy and represented the Department on the federal working group on the National Strategy on HIV/AIDS and the federal working group on the Intersection of HIV/AIDS Violence against Women and Girls and Gender-Related Health Disparities. She is author of United States Department of Justice Civil Rights Division Best Practices Guide to Reform HIV-Specific Criminal Laws to Align with Scientifically-Supported Factors www.aids.gov, and co-author of: *Prevalence and Public Health Implications of State Laws that Criminalize Potential HIV Exposure in the United States*, AIDS and Behavior, March 2014. <http://link.springer.com/article/10.1007/s10461-014-0724-0>

In 2012 she received the Attorney General's Award for Equal Employment Opportunity, the Department's highest award for performance in support of the Department's Equal Employment Opportunity program.

Carrie Podolsky, LCSW, Director of Employment Services, Chicago House & Social Service Agency

Carrie Podolsky is a licensed clinical social worker and has been in the social work field for 8 years. Carrie currently is the Director of Employment Services at Chicago House and Social Service Agency. She has been with the agency for four years starting as the manager and moving into the director role in 2014. Chicago House and Social Service Agency serves individuals and families who are disenfranchised by HIV/AIDS, LGBTQ marginalization, poverty, homelessness, and/or gender nonconformity by providing housing, employment services, medical linkage and retention services, HIV prevention services, legal services, and other supportive programs. The Employment Program provides training, career counseling, and mentorship to help individuals achieve greater self-sufficiency and productivity in the workforce. Carrie launched the DRS Community Partner Program in July of 2015 and oversees the TransWorks program which was started in 2013 offering employment services to transgender and gender non-conforming individuals.

Andrew Reese, JD, LCSW, Deputy Director, Department on Disability Services (DDS)

Andrew Reese currently serves as the Deputy Director of the Department on Disability Services (DDS), responsible for the Rehabilitation Services Administration (RSA). RSA is the agency responsible for vocational rehabilitation services (VR) in the District. These services help people with disabilities obtain, retain, regain or advance in employment.

Prior to being appointed to this position, Mr. Reese served as the Deputy General Counsel for DDS, primarily responsible for RSA legal matters. Mr. Reese is an attorney, admitted to the bar in DC and MD, and a licensed clinical social worker. He has worked in both the public and non-profit sectors, as well as serving ten years as a clinical instructor on the faculty of the University of MD at Baltimore, in the School of Social Work and the Law School, and working as a sole practitioner in the District, representing parents and acting as a Guardian ad litem for child in the foster care system. While on the faculty at the University of MD, Mr. Reese served as the Chair of a disability advocacy organization, the AIDS Legislative Committee, from 1996 through 2002.

Mr. Reese received his JD from the University of MD School of Law, his Masters in Social Work from Howard University and his Bachelor of Science in Family Studies from the University of MD, College Park.

Leo Rennie, MPA, Senior Legislative and Federal Affairs Officer, American Psychological Association (Policy)

Leo Rennie is the Chairman of the USCA 2015 DC Host Committee. With USCA coming to Washington, DC for the first time, he leads the host committee's efforts to maximize engagement of community stakeholders and residents throughout the Metropolitan Washington region across all aspects of the conference experience. Rennie is a Senior Legislative & Federal Affairs Officer in the American Psychological Association Public Interest Government Relations Office where he covers federal HIV/AIDS, LGBT human rights and health equity issues. Over the past two decades he has played leadership roles in the HIV and public health on the federal, state and local levels. Rennie holds a BS in Foreign Service, Georgetown University, and a Masters in Public Affairs, Woodrow Wilson School of Public and International Affairs, Princeton University.

Ilze Linda Ruditis, MSW, ACSW, DCSW, CAPT, USPHS, Substance Abuse and Mental Health Services Administration (SAMHSA)

Capt. Ruditis is currently serving in DHHS/SAMHSA/Center for Mental Health Services, Rockville, MD as a program manager with contracts and grants pertaining to HIV-related behavioral health care, training and education. Prior activities include projects in homeless programs, suicide prevention for colleges, management of a refugee mental health evaluation program, monitoring for the national block grant for community mental health services, and Special Assistant to the USPHS Chief Health Services Officer. Collateral duties have included serving in disaster response, and as chair of the USPHS Social Work Professional Advisory Group. She received her MSW with a concentration in Health Services from the University of Georgia, is licensed in clinical practice, and holds the Diplomate in Clinical Social Work/NASW. She has an extensive background as a clinical social worker in health care systems, mental health programs and community services.

Lamont Scales, MA, NCC, Coordinator for Gay, Bisexual, and Other MSM Activities, Office of Health Equity

Mr. Lamont Scales serves as the Coordinator for Gay, Bisexual, and Other MSM Activities in the Office of Health Equity, Office of the Director, Division of HIV/AIDS Prevention, at the Centers for Disease Control and Prevention (CDC) in Atlanta, Georgia. Mr. Scales is responsible for coordinates and monitors the Division's activities related to reducing health inequities among gay, bisexual, and other men who have sex with men. Mr. Scales also serves as the Co-chair for the CDC's Sexual and Gender Minority Workgroup. Mr. Scales has extensive experience and training in addressing local and national health disparities among LGBT people, including program management, organization and project coordination, communication and facilitation, research implementation, and professional counseling.

Evelyn P. Tomaszewski, MSW, Senior Policy Advisor, National Association of Social Workers

Evelyn P. Tomaszewski, MSW is a senior policy advisor at the National Association of Social Workers (NASW). She serves a Project Director to a multi-phase, federally funded training and education project (NASW HIV/AIDS Spectrum Project), now in collaboration with the SAMHSA funded National HIV Mental Health Training and Resource Center. Ms. Tomaszewski also works to promote critical role of the social work profession through collaborations and partnerships with domestic and international organizations, agencies, and allied provider associations.

Ms. Tomaszewski is also responsible for the policy and practice content designed to promote LGBT equity, is an appointed member of the Forum on Global Violence Prevention (Institutes of Medicine of the National Academies'), serves as Commissioner with the American Bar Association Commission on Youth at Risk Commission, and is a member of the Expert Panel on Reproductive Health and Preconception Care of HIV-infected Women (CDC).

Ms. Tomaszewski holds a Masters in Social Work (WVU), and a Certificate in Procurement and Contracts Management and a Certificate in Leadership Development from the University of Virginia.

April Watkins, MPA, Director of Workforce Development, GMHC

April Watkins has been part of Workforce Development for the past 15 years and her journey began in 2000 when she took a job as a receptionist for the Bowery Residents' Committee (BRC). There she worked her way up from Receptionist to Case Manager/Internship Liaison. April became better acquainted with the Back to Work Initiative in 2001 when she worked within BRC's vocational/employment program called Horizon. There she worked within a Special Populations contract through the NYC Human Resources Administration (HRA) and the Department of Labor, under Employment Services and Placement for individuals with substance abuse issues. She held this role for three years and was then offered a position to work as a Job Readiness Instructor at the Gay Men's Health Crisis (GMHC) in 2004. GMHC is the world's first and leading provider of HIV/AIDS prevention, care and advocacy services. GMHC being new to employment services landed their first contract with The New York State Office of Temporary Disability Assistance (OTDA) to provide job readiness and job placement assistance to the HIV/AIDS community. April played an intricate role in the implementation of the start-up program and created several program models that still exist today, although GMHC's workforce program has since expanded.

April returned to school and completed her studies in December 2014 with a Master's Degree in Public Administration and continues to be a strong advocate bringing awareness to lack of employment services for people with disabilities and more importantly people with HIV. Being HIV positive and formerly on public benefits, April considers herself the spokesperson for HIV/AIDS community. Being armed with first-hand knowledge of both sides of the spectrum—formerly a client and now a provider—has allowed her to be open-minded and passionate to this cause. She states that this never

gets old for her and she never gets tired of advocating and changing the lives of others in need of support on their journey to self-sufficiency.

After eleven plus years of working in various positions within GMHC's workforce program, April was recently promoted to Director of Workforce Development at GMHC's MATCH and RISE Employment Programs.

Kim Williams, PhD, Prevention Research Branch, Division of HIV/AIDS Prevention, National Center for HIV, Viral Hepatitis, STD and TB Prevention, Centers for Disease Control and Prevention

Kim Williams, PhD, MSW is a Behavioral Scientist in the Prevention Research Branch in the Division of HIV/AIDS Prevention (DHAP), National Center for HIV, Viral Hepatitis, STD and TB Prevention (NCHHSTP). Dr. Williams has over 25 years of experience in public health and clinical social work providing therapy and direct services in mental health and addiction treatment settings. She currently serves as the Lead Project Officer for the Care and Prevention in the United States (CAPUS) Demonstration Project, funded by the Secretary's Minority AIDS Initiative Fund. Dr. Williams has led and provided scientific and technical expertise on several HIV and STD behavioral intervention research projects. Her most recent projects include developing and evaluating risk-reduction interventions for heterosexual African American men; adapting a brief, nurse-delivered risk-reduction intervention for women living with HIV; conducting formative research to develop an economic intervention for impoverished women in the southeastern US; and examining the acceptability, accessibility and availability of HIV and STD services in rural Georgia. Dr. Williams previously co-chaired NCHHSTP's Health Equity Workgroup (2010-2013) and currently serves on DHAP's Data to Care Workgroup. She has authored several peer-reviewed scientific publications, book chapters and recently served as co-editor for a special issue on applying social determinants of health to public health practice. Prior to joining DHAP, Dr. Williams was a STD Prevention Fellow at the Emory University School of Public Health and in the Behavioral Interventions and Research Branch within the Division of STD Prevention at CDC. She earned a PhD in Medical Sociology from Howard University, MSW from The Ohio State University and BS in Social Work from Morgan State University.

Stephen Wooderson, MS, CEO, Council of State Administrators of Vocational Rehabilitation

Steve Wooderson was selected as the CEO of CSAVR on November 1, 2010. Prior to joining CSAVR, Steve was the administrator of Iowa Vocational Rehabilitation Services. He oversaw the state VR and independent living programs, as well as the disability determination services bureau.

His experience in VR spans over 35 years of service in the vocational rehabilitation program. Steve started as a VR counselor in south central Missouri in January of 1981 and he enjoyed a 20 year career with the Missouri VR agency. In March of 2000, Steve moved to Iowa to become the rehabilitation services chief, and then was appointed agency administrator in December of 2002. He has served at all professional levels in the public vocational rehabilitation program; which gives him a unique perspective of the local, state and national implications of VR service delivery. During Steve's tenure in Iowa, he also was adjunct faculty in the Drake University rehabilitation counseling program.

Since his tenure with CSAVR, he has also led the way to an international partnership with allied vocational rehabilitation service providers in Western Europe and been a featured trainer and speaker with the European Platform for Rehabilitation headquartered in Brussels, Belgium. Steve also has represented CSAVR and the US public VR program by presenting and meeting with members of the Vietnamese Ministry of Labor, social services providers and higher education officials in Hanoi, Vietnam.

He is a certified Dale Carnegie trainer and a retired Army Reserves Lieutenant Colonel.

**Join the NWPC at the
U.S. Conference on AIDS 2015:
The Numbers Don't Lie – It's Time to End the Disparities!**
September 10-13, 2015 Washington, DC
Marriott Marquis

USCA Roundtable: **Common Threads - An Integrated HIV Prevention and Vocational Intervention Program for African American Women Living with HIV**
Saturday, September 12th from 2:30pm to 4:00pm
Speakers include NWPC Board Members Liza Conyers, PhD, CRC, and Vanessa Johnson, JD

Common Threads - Developing Community Service & Economic Collectives
Saturday, September 12th from 10:00am to 11:30am
Women's Networking Zone

Common Threads Marketplace
September 10-12
Exhibit Hall, Booths 406-411

**Join the NWPC at the
North American Housing and HIV/AIDS Research Summit VIII:
Tackling the Social Drivers of HIV**
September 14-16, 2015, Washington DC
Omni Shoreham Hotel

Tackling the Social Drivers of HIV: Poverty, housing status, food security, (un)employment, incarceration, race/ethnicity, behavioral health issues, stigma and intimate partner violence. What impact do these drivers have on health disparities? What policies and programs can influence these drivers or mitigate their negative effects?

Monday, September 14 8:30am

Plenary: Social Drivers and HIV Health Disparities: Digging Deeper

Employment as a Social Determinant of Health for People Living with HIV

Presented by NWPC Board Member Ken Hergenrather, PhD, CRC

Monday, September 14 (afternoon break-out session)

Concurrent Session: **(Un)Employment: Impact and Interventions**

Speakers include NWPC Board Members Liza Conyers, PhD, CRC, Vanessa Johnson, JD, and Mark Misrok, MS Ed, CRC (moderator)

Wednesday, September 16 (full-day Learning Institutes)

Learning Institute II: Policy

Redefining Integrated Health Services to Include Housing and Other Social Determinants

Speakers include NWPC Board Member Ken Hergenrather, PhD, CRC

Institute on HIV & Employment: *Additional Resources and Information*

National Working Positive Coalition (NWPC)

NWPC connects individuals and organizations to work on increasing and improving employment opportunities for people living with or at greater risk for HIV, through training and technical assistance, research and advocacy.

www.workingpositive.net

Getting to Work - A Training Curriculum for HIV Service Providers and Housing Providers

Getting to Work is a multi-media online training curriculum with information for HIV service and housing providers on different approaches to help clients who are ready to work identify and achieve their goals for employment. Getting to Work was developed by the U.S. Department of Housing and Urban Development's (HUD) Office of HIV/AIDS Housing, in collaboration with the U.S. Department of Labor's (DOL) Office of Disability Employment Policy (ODEP), with input from HIV service providers across the country that demonstrate leadership in this area, as well as the National Working Positive Coalition, an ODEP Alliance partner.

aids.gov/gettingtowork

Employment and Living with HIV - A suite of resources to assist individuals, employers and service providers

Developed by the U.S. Department of Labor, Office of Disability Employment Policy (ODEP) in partnership with the Job Accommodation Network (JAN) and the National Working Positive Coalition.

www.dol.gov/odep/topics/hivaids

The Structural Interventions Working Group - Federal AIDS Policy Partnership (FAPP)

The Federal AIDS Policy Partnership (FAPP) is a national coalition of local, regional, and national organizations advocating for progressive federal HIV legislation and policy. The FAPP Structural Interventions Working Group represents Housing, Food and Nutrition Services, Employment and other supportive services fundamental to making health care work for people living with HIV.

federalaidspolicy.org/working-groups/structural-interventions

HIV Prevention Justice Alliance (HIV PJA)

HIV PJA is a diverse, national human rights network at the intersection of HIV and economic, racial and social justice. Together, we confront HIV by mobilizing against the social drivers of the epidemic in the United States.

www.preventionjustice.org

U.S. People Living with HIV Caucus

The United States People Living with HIV (PLHIV) Caucus (or the HIV Caucus) is a group of organizations, coalitions, networks, client groups and individuals with HIV who advocate for people with HIV (PLHIV) in the U.S.

www.hivcaucus.org