**About the Ubuntu Healing Project**

The Ubuntu Healing Project is a new culturally specific, community-informed healing program for Black - African queer/transgender youth and adults that bridges indigenous and cultural healing practices with Western mental and physical health. This Project directly addresses the impacts of systemic racism, cisnormativity, and colonialism by recentering on the specific healthcare needs that exist at the intersections of race and gender. The health services provided will help ameliorate long-term healthcare trauma and harms that are experienced frequently by each of these communities, as well as at the intersection of them. Further, by housing the Project within Black – African and queer/transgender led and owned organizations, we build a workplace that creates healing opportunities for marginalized professionals to thrive and sustain their work; ensures that black/trans voices are heard and valued in all roles in the program; and provides our community access to vibrant and informed professionals.

The Ubuntu Healing Project is a collaborative project between several independent organizations/providers that each hold equal responsibility, but different roles, in the management of the project.

* Black and Beyond the Binary Collective (B3C) will be the fiscal delegate and provide the location of services, and will provide marketing and referral of clientele to the Project. B3C will also coordinate healthcare events and contract additional healers for the events.
* Brave Space, LLC will be primarily responsible for grant writing, grant management, and organizational consultation. Brave Space will provide non-dominant and trauma-informed business consultation to new business owners/professionals, and help the therapist and CHW build a private practice.
* T. Aisha Edwards, LPC of Full Flight Wellness, LLC will be responsible for clinical supervision for the therapist and CHW. Erin Waters of B3C will also provide supervision of the CHW.
* The therapist will provide mental health services to clientele through their own private practice.
* The community health worker will provide culturally specific advocacy and resource navigation.
* Community healers and healing professionals will be contracted for periodic health events.

About the Partners

**Full Flight Wellness** is excited to partner with Brave Space and B3C to provide culturally responsive and embedded supervision for the service delivery providers with the Ubuntu Healing Project.

FFW holds the values of interconnectedness both in the present and in the socio-historical/ancestral past, fractalism and emergence as a disruptors to systems of Empire and internalized Empire, access to generative systems of wellness and heterarchical organizing strategies that amplify all of the above.

Within the Ubuntu Healing Project, FFW’s mission is to provide culturally contextualized supervision that uplifts the strengths, vitality and resilience of Black-African Transgender and nonbinary folk. In this way, FFW hopes to vision a future in which all Black-African Transgender and nonbinary folk thrive in bright and powerful lives.

Through fostering practices of somatics, decolonized spirituality, trauma informed depth-oriented therapies, and community strength building, FFW will guide and mentor the services delivery team toward providing care with holistic wellness and dynamic growth in mind.

**Black & Beyond the Binary Collective (B3C)** builds the leadership, healing, and safety of Black-African transgender, queer, nonbinary, and intersex (TQNI+) Oregonians. We envision a future that gives power back to our communities, celebrates self-expression, and preserves the dignity, joy, and the future of Black queer and Trans communities living fully liberated lives.

The Black TQNI+ community has been routinely decentered and intentionally marginalized. B3C seeks to intentionally disrupt this cultural tendency with a radical, abolitionist approach to our liberation and personal sovereignty. Our clientele base seek to thrive outside of existing models of rationed health and safety.

Our role in the Ubuntu Healing Project will be creating a space where our incoming staff can integrate and practice, tools to complete the work, a platform to build trust trusting with the community, and referral of clientele seeking culturally informed and responsive care. In addition, B3C will also coordinate healthcare events and contracting of additional healers for said events.

**Brave Space, LLC** creates community and facilitates access to expert and knowledgeable providers for transgender and non-binary children, youth, adults, and their families. Brave Space is excited to further their commitment to uplift black and brown transgender/nonbinary community through their partnership with the Ubuntu Healing Project.

As a white led, insurance-billing organization, we understand the limits of our ability to fully decenter whiteness and capitalism in the workplace, and it is meaningful to us to apply our privileges and skillsets to the creation of a Project that is by and for black-African transgender/nonbinary professionals and clients, and that works outside the mandates of insurance companies.

We believe it is a representation of using privilege for the liberation of everyone to assume the burden of system correspondence and advocacy, logistics navigation, and organizational management, in order to funnel the benefits of those efforts directly to those who are most gifted in a direct service position. By taking the burden of our system’s requirements off of black and brown transgender/nonbinary professional’s shoulders, we hope to create a workplace that truly feels sustainable, enlivening, and supported.

Communities Served:

Youth and adults who identify as both Black – African, AND Queer, Transgender, Nonbinary, Genderqueer, Asexual, Intersex, and Two-Spirit

Inequities addressed by Project:

| Legacy of slavery, incarceration, and policing on Black and trans bodies | Intergenerational Trauma |
| --- | --- |
| Systemic and structural racism that limits healthcare access | Systemic and structural transphobia that limits healthcare access |
| Lack of access to culturally relevant services | Lack of access to gender-affirming healthcare |
| Gatekeeping and barriers to transgender healthcare | Impacts of isolation and community fracturing on individual health |
| Complex trauma | Minority stress |
| Substance use | Houselessness |
| HIV/STI education and support | Uninsured/underinsured people |
| Children and youth in DHS custody | Intimate Partner Violence |

**Goals and Objectives**

1. **The Ubuntu Healing Project will create a healthcare team:** During year 1, this team includes:
   1. 1: 0.2 FTE clinical supervisor with deep personal experience with Black - African queer/transgender community, and who models strong clinical skills in indigenous ways of knowing, somatic therapy, and trauma-informed care;
   2. 1: 0.75 FTE mental health counselor (QMHP) who provides individual counseling, group counseling, and case management. Priority given to clinicians who are Black - African; prefer queer/transgender provider.
   3. 1: 0.75 FTE community health worker (CHW) with either personal experience as or deep relationships to the Black - African queer/transgender community who will provide triage, case management, assistance navigating healthcare systems, advocacy during appointments, healthcare literacy and interpretation, insurance enrollment support, and mediation with healthcare systems.
   4. Guest practitioners who offer: 1) indigenous healing from an African-centered lens, which may include acupuncture, reiki, spiritual ritual, community healing groups, massage, or naturopathy; 2) physical health care services; 3) gender-related services.
   5. 2: 0.10 FTE administrators who identify as trans/nonbinary, and Black – African queer/transgender.
   6. 1: 0.10 FTE business consultant who will assist contracted providers with establishing, maintaining, and running their businesses from a liberatory and non-dominant model.

By year 2, staffing may expand to include 2 0.75 FTE mental health counselors, and 2 0.75 FTE community health workers.

1. **UHP contracts T. Aisha Edwards to provide culturally relevant clinical supervision:**  In Year 1,Supervisor will be current supervisor on registered internship of 1 QMHP and 1 CHW, and provide 1 hour individual supervision, 1.5 hours group supervision, per week. By year 2, supervisor may oversee 4 clinicians.
2. **UHP team engages new community members in a culturally specific system of health:** Success in the first year is measured by: providing culturally specific care to 30-50 Black - African queer/transgender people (youth and adults); at least 30 new intake appointments with a mental health or physical health provider; at least 30 referrals and linkages to physical health providers. In year 2, success will be measured by engaging 60-100 clients, with 60 new intake appointments and 60 referrals to physical health.
3. **Provide a culturally specific, sustaining, and affirming workplace for marginalized healthcare workers:** The healthcare team will be embedded in a culturally specific work environment, which has systems in place for healing from workplace oppression, burnout, and vicarious traumatization. Success is measured by an employee retention rate of 75% or more over the first year.
4. **Actively engage colleagues and clientele to guide the program in community-informed quality improvements.**

**Outcomes**

This Project is an innovative collaboration that utilizes the best assets of all organizations/individuals to reach and serve underserved communities who have experienced high levels of healthcare trauma and harm. We anticipate the following outcomes:

* Increased healthcare engagement: matching clients with providers who have similar identities and experiences has well documented and researched health outcomes. We believe that of the clients who engage in care, 60% will attend 4 or more sessions and 90% will report high satisfaction rates.
* Responsive and flexible service based on community feedback: We believe that our community will guide us in shaping their healthcare. Our Project allows us to quickly craft events that will meet these needs, which we believe will result in increased attendance of services. We anticipate that 10-15 community members will respond to surveys to advocate for health care options.
* Increased professional retention of Black – African queer/transgender professionals: With generalist community mental health agencies facing a 45% disengagement of clinical staff, this Project foresees that 75% or more of our colleagues will feel supported and sustained in this work, and will report commitment to continuing the collaboration.
* Sustainable and revitalizing workplace culture: UHP cultivates and supports providers in building sustainable careers centered in radical healing.  We offer providers experiences built to help heal from past workplace traumas and recenter on marginal and non-dominant forms of wisdom.
* Ongoing board internships: We anticipate that all clinical colleagues will continue to have an active board relationship and receive high quality supervision over the course of the Project, which addresses the needs of this grant and HB 2949.