

Angela K. Perone, PhD, JD, MSW, MA

University of California, Berkeley School of Social Welfare
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EDUCATION

- 2021 Ph.D., Sociology and Social Work, University of Michigan, Ann Arbor
- Preliminary Examinations: Gender & Sexuality; Health, Healthcare, & Aging
 - Graduate Certificate in Science, Technology, and Society
 - Rackham Professional Certificate in Diversity, Equity, and Inclusion
 - Dissertation: *Safety, Autonomy, Discrimination, and Religious Exemptions: Three Papers on How Long-Term Care Staff Navigate Conflicting Rights*
- 2019 M.A., Sociology, University of Michigan, Ann Arbor
- 2015 M.S.W., University of Michigan, Ann Arbor
Practice Method/Area: Interpersonal Practice/Aging
- 2006 J.D., University of California, Hastings College of Law
Concentration: Public Interest Law
- 2003 B.A., Individual Plans of Study, Women's Studies, University of Illinois, Urbana
Minors: Afro-American Studies; Political Science (top 1% of class)

EMPLOYMENT EXPERIENCE

- 2022- present **Assistant Professor (Berkeley, CA)**
Director, Center for the Advanced Study of Aging Services
University of California, Berkeley School of Social Welfare
- 2021 - 2022 **Robert Wood Johnson Foundation Health Policy Fellow (Washington, D.C.)**
National Academy of Medicine
United States Senate, Office of Tammy Baldwin
- Drafted health policy memos for legislative hearings and for analyzing and recommending pending bills and oversight letters
 - Collaborated with constituents, advocacy groups, administrative agencies, and congressional staff to draft legislation and oversight letters
 - Oversaw and drafted health-related appropriations letters
- 2016 - 2021 **Founding Executive Director**
SAGE Metro Detroit (Services and Advocacy for LGBTQ+ Older Adults)
- Developed new health and social services before & during COVID pandemic
 - Helped create services for the first geriatric clinic for LGBTQ+ older adults in Michigan
 - Grew budget from under \$50,000 to over \$750,000 in five years
 - Developed and supervised policy, programming, community organizing, training, and communications initiatives impacting LGBTQ+ older adults

- 2006 - 2013 **Civil Rights Attorney (San Francisco, CA)**
National Center for Lesbian Rights; RHDT Law; Equal Rights Advocates
- Directed a national LGBT Elder Law Program
 - Co-founded a racial justice project that secured felony voting rights
 - Co-created one of the first transgender-specific elder law clinics
 - Drafted amicus, trial, and appellate briefs in civil rights cases
 - Drafted reports regarding elder law, Medicare, and health equity

GOVERNMENT-APPOINTED POSITIONS

- 2015 - 2021 **State-Appointed Council Member and Chair**
Michigan's State Advisory Council on Aging
- Provided policy research for Michigan Office of Services to the Aging
 - Helped draft policy reports presented to State Legislature and Governor
- 2011 - 2013 **Mayoral-Appointed Advisor**
Human Rights Commission, LGBT Advisory Committee (San Francisco, CA)
- Conducted panels, discussion groups, and town hall meetings
 - Co-chaired Task Force for Racial and Economic Justice
 - Moderated panel on services for deaf persons and persons with disabilities

PUBLICATIONS

PEER-REVIEWED AND SCHOLARLY LAW REVIEW PUBLICATIONS

- Berlin, Melissa, & **Perone, Angela K.** (2022). Interactions, Relationships, and Belonging: Comparing Social Connectedness among Older Women Living in the Community and in Assisted Living. *Ageing & Society*, <https://www.doi.org/10.1017/S0144686X22000812>.
- Kirkland, Anna, Shauhin, Talesh, & **Perone, Angela K.** (2021). Health Insurance Rights and Access to Care for Trans People: The Social Construction of Medical Necessity. *Law & Society Review*, 55(4), 539–562.
- Kirkland, Anna, Shauhin, Talesh, & **Perone, Angela K.** (2021). Transition Coverage and Clarity in Self-Insured Corporate Health Insurance Benefit Plans. *Transgender Health*, 6(4), 207–216.
- Perone, Angela K.** (2021). Surviving the Semester during COVID-19: Evolving Concerns, Innovations, and Recommendations. *Journal of Social Work Education*, 57(Suppl.1), 194–208.
- Perone, Angela K.** (2021). Barriers and Opportunities for Nontraditional Social Work during COVID-19: Reflections from a Small LGBTQ+ Nonprofit in Detroit. *Qualitative Social Work*, 20(1–2), 416–422.
- Perone, Angela K.**, Watkins-Dukhie, Keisha, & Lewis, Judith. (2020). LGBTQ+ Aging during COVID-19. *QED: A Journal in GLBTQ Worldmaking*, 7(3), 117–124.

Perone, Angela K. (2020). Protecting Health Care for Transgender Older Adults amidst a Backlash of Federal Policies. *Journal of Gerontological Social Work*, 63(8), 743–752.

Perone, Angela K., Ingersoll-Dayton, Berit, & Watkins-Dukhie, Keisha. (2020). Social Isolation & Loneliness among LGBT Older Adults: Lessons Learned from a Pilot Friendly Caller Program. *Clinical Social Work Journal*, 48(1), 126-139.

Perone, Angela K., Dunkle, Ruth E., Feld, Sheila, Shen, Huei-Wern, Kim, & Min Hee (2019). Depressive Symptoms among Former Spousal Caregivers: Comparing Stressors, Resources, and Circumstances of Caregiving Cessation among Older Husbands and Wives. *Journal of Gerontological Social Work*, 62(6), 682-700.

Kirkland, Anna, Moran, David, & **Perone, Angela K.** (2017). Child Abuse Evidence: New Perspectives from Law, Medicine, Psychology and Statistics. *Michigan Journal of Law Reform* 50, 669-676.

Kim, Min H., Dunkle, Ruth E., Lehning, Amanda J., Shen, Huei-Wern., Feld, Sheila C., & **Perone, Angela K.** (2017). Caregiver Stressors and Depressive Symptoms among Older Husbands and Wives in the United States. *Journal of Women & Aging* 29, 494-504.

Perone, Angela K. (2015). Health Implications of the Supreme Court's *Obergefell v. Hodges* Marriage Equality Decision. *LGBT Health* 2, 196-199.

Perron, Brian E., Kipling, Bohnert, **Perone, Angela K.**, Bonn-Miller, Marcel O., & Ilgen, Mark. (2014). Use of Prescription Pain Medications among persons with medical cannabis: Comparisons of pain levels, functioning, and patterns of alcohol and drug use. *Journal of Studies on Alcohol and Drugs* 76, 406-413.

Perone, Angela K. (2014). The Social Construction of Mental Illness for LGBT Persons in the United States. *Qualitative Social Work* 13, 766-771.

Perone, Angela K. (2013). Creating Inclusive Policy Reform for LGBT Older Adults with HIV. *LGBTQ Policy Journal* 3, 83-95.

Perone, Angela K. (2013). From Punitive to Proactive: An Alternative Approach for Responding to HIV. *Hastings Women's Law Journal* 24, 363-406.

Perone, Angela K. (2006). Unchain My Heart: Slavery as a Defense to the Dismantling of the Violence Against Women Act. *Hastings Women's Law Journal* 17, 115-140.

ARTICLES UNDER REVIEW AND MANUSCRIPTS IN PREPARATION

Perone, Angela K. Constructing Discrimination Rights: Comparisons among Staff in Long-Term Care (*The Gerontologist*)

Perone, Angela K., Reed, Beth Glover, & Ross, Danae. Transversal Time across the Life Course: Spirituality and "Coming Out" among Black Same-Gender-Loving Older Men (*Journal of Gerontology: Social Sciences*)

Perone, Angela K. Pray the Gay Away: Navigating Religious and Moral Exemptions for LGBTQ Residents and Staff in Long-Term Care Facilities (*Social Issues and Policy Review*)

Perone, Angela K. Navigating Conflicting Rights between Safety and Autonomy: Street-Level-Bureaucracy in Long-Term Care (*Social Service Review*)

Perone, Angela K. Queer Youth, Drag Queens, and Transsexuals: How the Emergence of Collective Identity Shapes Access to Resources (*Social Service Review*)

Armstrong, Elizabeth A., Garrison, Spencer A., **Perone, Angela K.**, Hoffman, Charity M., & Giles, K. Sex, Intimacy, and Situationships: How Women Navigate Intimate Inequality and Being Single at Mid-Adulthood (*American Journal of Sociology*)

BOOK CHAPTERS

Dunkle, Ruth, **Perone, Angela K.**, & Dennis, Mary Kate (2021 / 2017). Social Work. In J. B. Halter, J. G. Ouslander, S. Studenski, K. P. High, S. Asthana, M. A. Supiano, C. Ritchie, & W. R. Hazzard (Eds.), *Geriatric Medicine and Gerontology* (7th ed.) (pp. 391-400). McGraw Hill.

Perone, Angela K. & Perone, Katherine. (2018). LGBT Elder Health Care, LGBT Estate and Long Term Care Plans. In C. Stewart (Ed.), *Lesbian, Gay, Bisexual, and Transgender Americans at Risk*. Praeger.

- *Best Book Award: American Book Fest (LGBTQ Non-Fiction Category)*

Minter, Shannon, & **Perone, Angela K.** (2013). Legal Issues for Transgender Older Adults. In P. Currah, R. M. Juang, & S. P. Minter (Eds.), *Transgender Rights*. University of Minnesota Press.

Minter, Shannon, & **Perone, Angela K.** (2013). Discrimination in Housing, Credit, and Public Accommodations. In P. Currah, R. M. Juang, & S. P. Minter (Eds.), *Transgender Rights*. University of Minnesota Press.

Minter, Shannon, & **Perone, Angela K.** (2013). Employment Discrimination. In P. Currah, R. M. Juang, & S. P. Minter (Eds.), *Transgender Rights*. University of Minnesota Press.

Minter, Shannon, & **Perone, Angela K.** (2012) (updated in 2013). Same-Sex Marriage, Civil Unions, and Other Protections for Couples. In K. Moulding (Ed.), *Sexual Orientation and the Law* (pp. 295-403). Thomson Reuters/West.

OTHER SELECTED PUBLICATIONS

Perone, Angela K. (November 2017). Navigating Nursing Home Violations, Dwindling Protections, and Potential Solutions for LGBT Older Adults. Op-Ed, *Between the Lines* (Issue 2544), available at <http://64.130.3.16/article.html?article=83721>.

Perone, Angela K. (June 2016). "Bathroom Legislation" and its Impact on Older Adults and Caregivers. *AGESW Newsletter*

Perone, Angela K. (August 2015). Much More Work After Marriage Equality Decision. Op-Ed,

Between the Lines (Issue 2333). Online publication, available at <http://www.pridesource.com/article.html?article=72714>.

Perone, Angela K. (2014). Transcending Social Movement Theory: International Case Studies of Political Consciousness, Marginalization, and Resilience. *Peer-Reviewed Conference Proceedings*, International Graduate Research Conference 2014, Chiang Mai University, Thailand, SS 71-79.

Perone, Angela K. (2012). California's Journey Towards Marriage Equality. *Jurist-Hotline*. Online publication, available at <http://jurist.org/hotline/2012/07/angela-perone-california-marriage.php>.

Perone, Angela K. (2010). Beyond Ledbetter and the Equal Pay Act: Proactive Solutions to Pay Inequality in the Legal Profession. 18 *American Association for Justice*, Employment Rights Section.

Perone, Angela K. (2009). Fitness for Duty Examinations: Assessing the Legal Rights and Obligations Under the Fair Employment and Housing Act and Related Laws From the Employer and Employee Perspectives. *California Labor and Employment Law Review* 23(1), 14-18.

Perone, Angela K. (August 2008). Sexual Harassment Policies Can Survive Free Speech Challenge after DeJohn Ruling. *Jurist-Hotline*. Online publication, available at <http://jurist.org/hotline/2008/08/sexual-harassment-policies-can-survive.php>.

POLICY REPORTS AND PROFESSIONAL PUBLICATIONS

State Advisory Council on Aging 2020 - 2021 Annual Report to the Michigan Commission on Services to the Aging (Editor, Report Contributor). *Social Isolation with a Focus on Equity*, presented to Michigan State Legislature and Governor April 2021 (focused on research and policy solutions)

State Advisory Council on Aging 2019 Annual Report to the Michigan Commission on Services to the Aging (Editor, Report Contributor). *Michigan Area Agencies on Aging: Innovative Practices Supporting Older Adults through the Direct Care Workforce, Elder Abuse Prevention, and Transportation*, presented to Michigan State Legislature and Governor June 2019 (focused on research and policy solutions)

State Advisory Council on Aging 2018 Annual Report to the Michigan Commission on Services to the Aging (Editor, Report Contributor). *Volunteerism is Ageless—It Spans a Lifetime: A Report on Volunteering Benefits, Effective Recruitment Techniques, and Retention Strategies*, presented to Michigan State Legislature and Governor June 2018 (focused on research and policy solutions)

State Advisory Council on Aging 2017 Annual Report to the Michigan Commission on Services to the Aging (Editor, Report Contributor). *Creative Aging: Opening the Door to Health and Happiness*, presented to Michigan State Legislature and Governor June 2017 (focused on research and policy solutions to promote creative aging)

State Advisory Council on Aging 2016 Annual Report to the Michigan Commission on Services to the Aging (Committee Chair, Editor, Report Contributor). *Direct Care Workers: Training Certification, Accountability, Retention*, presented to Michigan State

Legislature and Governor June 2016 (focused on research and policy solutions for low-income direct care workers regarding employment, transportation, and training barriers)

Perone, Angela K. (2014). *The Impact of Michigan's Marriage Laws on Lesbian, Gay, and Bisexual Older Adults*, Policy Report for Area Agency on Aging 1-B.

Perone, Angela K., Daniel Redman, Joshua Slocum. (2013). *Honoring our Dead: A 50-State Guide to Understanding Funerary Rights for Lesbian, Gay, Bisexual, and Transgender People*, National Center for Lesbian Rights, DLK Law Group, & Funeral Consumers Alliance: San Francisco.

Perone, Angela K., Veoveo, N. (2013). *Beyond Castro Report: Exploring LGBT Community in District 10, Findings and Recommendations*, San Francisco Human Rights Commission: San Francisco.

Perone, Angela K. (2005). Your Policy, My Right: Protecting Family Leave through Breach of Contract Claims. Incorporated in *WorkLife Law's Guide to Family Responsibilities Discrimination*.

CONFERENCE PRESENTATIONS AND PANEL DISCUSSIONS

- 2022 "Race and Sex Discrimination by Residents in Long-Term Care Facilities: Underreporting and Legal Consciousness among Three Levels of Staff." *Society for Social Work and Research*, Washington, D.C. (Oral Presentation).
- 2021 "Discrimination in Long-Term Care Facilities: Legal Consciousness and Problem-Solving Among Staff." *Gerontological Society of America Conference*, Virtual (Oral Paper Presentation).
- 2021 "Constructing Race Discrimination Rights: Comparisons among Staff in Long-Term Care Health Facilities." *Council on Social Work Education Annual Conference*, Orlando, FL (Oral Presentation).
- Selected as top 40 Premier Education Session
- 2021 "Street-Level Bureaucracy and Conflicting Rights in Long-Term Care Health Facilities: Safety versus Autonomy." *Law & Society Association Annual Conference*, Virtual (Paper Presentation).
- 2021 "Pray the Gay Away: Long-Term Care Facility Staff and Organizational Responses to Religious and Moral Exemptions for Serving LGBTQ Residents and Staff." *Society for Social Work and Research Annual Conference*, Virtual (Paper Presentation).
- 2020 "Critical Intersectionality, Ageism, and Intergenerational Supports Foregrounding Black Same Gender Loving and Gay Older Men." *Gerontological Society of America Conference*, Virtual (Symposium Paper Presentation).
- 2020 "Conflicting Rights Among Residents, Visitors, and Families in Long-Term Care Facilities." *Gerontological Society of America Conference*, Virtual (Paper Presentation).

- 2020 "Navigating Religious and Moral Exemptions in Serving LGBTQ Residents in Long-Term Care Facilities." *Gerontological Society of America Conference*, Virtual (Symposium Paper Presentation).
- 2020 "Street-Level-Bureaucracy and Conflicting Rights in Long-Term Care Facilities." *Law and Society Annual Conference*, Virtual (Paper Presentation).
- 2020 "How Health Insurers Mediate the Meaning of Sex Discrimination Among Transgender and Non-Binary Patients." *Law and Society Annual Conference*, Virtual (Paper Presentation in Panel Discussion: Institutions and the Making of Gender, Transgender, and Non-Binary Identities).
- 2019 "Social Isolation Among LGBT Older Adults: Lessons Learned From a Pilot Friendly-Caller Program." *Gerontological Society of America Annual Conference*, Austin, TX (Paper Presentation).
- 2019 "The Promises and Challenges of Critical Intersectionality Frameworks in Scholarship and Practice." *Society for Social Work and Research Annual Conference*, San Francisco, CA (Roundtable).
- 2019 "Transitions in the Meaning, Saliency, and Consequences of Being Black Gay Men across the Life Course: Intersectionality Lenses on Life Course Perspective." *Society for Social Work and Research Annual Conference*, San Francisco, CA (Paper Presentation).
- 2018 "Depressive Symptoms among Former Spousal Caregivers: Comparing Stressors, Resources, and Circumstances of Caregiving Cessation among Older Husbands and Wives." *Gerontological Society of America Annual Conference*, Boston, MA (Poster Presentation).
- 2018 "Navigating Intersectionalities: Implications for Social Justice" *Society for Social Work and Research Annual Conference*, Washington, D.C. (Roundtable).
- 2017 "Bridging the Gaps between Healthcare Providers and LGBT Older Adults: New Resources and Lessons Learned." *Annual Michigan LGBTQ Health Summit*, Lansing, MI (Poster Presentation).
- 2017 "Masculinities, Race, and Age: Perceptions of Older and Younger Black Gay Men" *American Men's Studies Association Annual Interdisciplinary Conference*, Ann Arbor, MI (Oral Presentation).
- 2017 "Multiple Masculinities in Different Populations: Intersectionality Frameworks, Methods and Themes" *American Men's Studies Association Annual Interdisciplinary Conference*, Ann Arbor, MI (Oral Presentation).
- 2017 "Sex, Singlehood, and Situationships: Navigating the Search for Sex and Intimacy at Mid-Adulthood" *Eastern Sociological Society Conference*, Philadelphia, PA. (Oral Presentation).
- 2017 "Intersectionality and Bias: How Perceptions of Black Gay Men Change with Age" *Society for Social Work and Research Annual Conference*, New Orleans, LA (Oral Presentation).

- 2017 "Privilege, Oppression, Diversity, and Social Justice: Understanding and Enacting Critical Intersectionality in Research" *Society for Social Work and Research Annual Conference*, New Orleans, LA (Roundtable).
- 2016 "The Effects of Race on Depressive Symptoms of Spouses who Stop Spousal Caregiving" *Gerontological Society of America Annual Conference*, New Orleans, LA. (Poster Presentation).
- Finalist for the Social Research, Policy, and Practice (SRPP) Outstanding Student Poster Award
- 2016 "Applying Critical Intersectionality Through Focus Groups" *Council on Social Work Education Annual Conference*, Atlanta, GA (Interactive Workshop)
- 2016 "Compton's Cafeteria Riot: A Case Study of Collective Action and Transformational Empowerment among Hypermarginalized Gender Nonconforming Communities" Session: Gender, Sexualities, and Emerging Social Movements, *American Sociological Association Meeting*, Seattle, WA. (Oral Presentation)
- 2015 "The Effects of Husbands and Wives Stopping Spousal Caregiving on their Depressive Symptoms" *Gerontological Society of America Annual Conference*, Orlando, FL (Poster Presentation).
- 2015 "Queer Contagions, Social Quarantines, and Digital Antidotes for LGBT Older Adults" *Arizona State University's Transforming Contagion Conference*, Phoenix, AZ (Oral Presentation).
- 2015 "Group Identity Formation and Collective Empowerment among Hypermarginalized Transgender Communities" *Council on Social Work Education Annual Conference*, Denver, CO (Oral Presentation).
- 2015 "Enhancing Social Work Services in Healthcare for LGBT Older Adults." *National Association of Social Workers Annual Conference*, Kalamazoo, MI (Oral Presentation).
- 2015 "Compton's Cafeteria Riot: Exclusion, Erasure, and Empowerment." *Society for Social Work and Research Annual Conference*, New Orleans, LA (Oral Presentation).
- 2014 "Transcending Social Movement Theory: International Case Studies of Political Consciousness, Marginalization, and Resilience" *International Graduate Research Conference*, Chiang Mai, Thailand (Oral Presentation).
- 2013 "Understanding Employment Rights for Transgender Workers: From Application through Termination." *Gender Odyssey Annual Conference*, Seattle, WA (Oral Presentation).
- 2013 "Taking on the Giants: Navigating Insurance and Healthcare Reform." *Gender Odyssey Annual Conference*, Seattle, WA (Oral Presentation).
- 2013 "Creating Inclusive Resources and Services for Trans Elders." *Gender Odyssey Annual Conference*, Seattle, WA (Panel Discussant).
- 2013 "Recent Developments in Law and Policy Addressing the Needs of LGBT Older Adults." *American Society on Aging, Aging in America Conference*, Chicago, IL (Co-presenter; Oral Presentation)

- 2013 Symposium: *Legal Rights for Transgender Older Adults*, L.A. Gay and Lesbian Center, Los Angeles, CA (Co-Organizer and Presenter)
- 2012 “Pushing Past HIV Criminalization Laws.” *LGBT Advocates Annual Conference*, New York, NY.
- 2012 “Lost in the Law? Legal Rights for Bisexual and Gender or Sexually Fluid Persons.” *Transcending Boundaries Annual Conference*, Springfield, MA (Oral Presentation).
- 2012 “Protecting the Rights of LGBT Older Adults through Law and Policy.” *Transcending Boundaries Annual Conference*, Springfield, MA (Oral Presentation).
- 2012 “What’s Next? Aging in the Queer Community.” *Transcending Boundaries Annual Conference*, Springfield, MA (Panel Discussant).
- 2012 “Beyond Castro: Incorporating Youth and Older Adults into LGBT Community.” *Human Rights Commission*. San Francisco, CA (Panel Discussion Facilitator and Co-Organizer).
- 2012 “Navigating Medical Insurance for Transgender and Gender Non-Conforming Children.” *Gender Odyssey Annual Conference*, Seattle, WA (Oral Presentation).
- 2012 “Employment Rights for Transgender and Gender Non-Conforming Employees.” *Gender Odyssey Annual Conference*, Seattle, WA (Oral Presentation).
- 2012 “Identity Documents.” *Gender Spectrum Annual Conference*. Berkeley, CA (Oral Presentation).
- 2011 “HIV and the Law: A License to Discriminate?” *Human Rights Commission*. San Francisco, CA (Panel Discussion Facilitator and Co-Organizer).
- 2011 “Beyond Castro: Building LGBT Community in District 10.” *Human Rights Commission*. San Francisco, CA (Panel Discussion Co-Organizer).
- 2006 Symposium: “Sex and Reproductive Rights.” *Hastings Women’s Law Journal*. San Francisco, CA (Co-Organizer).
- 2005 “Slavery, Resistance Movements, and Reparations in Haiti and the United States.” *Ecole Supérieure Catholique de Droit de Jérémie (ESCDROJ)*. Jérémie, Haiti (Oral Presentation).
- 2003 Symposium: “Women’s Positive Health.” University of Illinois, Champaign, Urbana, IL (Co-Organizer).
- 2002 “Proportional Representation: Justice for Gender and Race.” *League of Women Voters*, University of Illinois, Champaign-Urbana, IL (Panel Discussion Organizer).

INVITED PAPERS AND TALKS

- 2022 “Midst of Change” Podcast (Invited Guest Speaker for CEW+)

- 2022 “The Time is Right for Social Work” (Invited Plenary Speaker for annual conference for the National Association of Social Workers)
- 2022 “The Future of LGBTQ+ Caregiving: Visibility and Transformation (Invited Keynote Speaker for annual Winkelman Lecture at the University of Michigan)
- 2021 “Repairing a Fractured Rainbow: How Formal Caregivers Resolve Conflicts for LGBTQ+ Residents and Staff” to national audience at annual National Social Workers Association conference (Invited Solo Presenter for 90-minute webinar)
- 2020 “Defining Sex Discrimination – Legal Frameworks and Implications for Including Sexual Orientation and Gender Identity” to national audience through Osher Lifelong Learning Institute (Invited Panel Expert for Virtual Webinar)
- 2020 “Programming for LGBT Elders: COVID-19 Challenges and Solutions” to national audience through SAGE USA (Invited Panel Expert for Virtual Webinar)
- 2019 “LGBT Older Adults: Context, Disparities, and Opportunities” Presentation to Ford GLOBE at Ford Motor Company World Headquarters (Guest Speaker).
- 2018 “Linking Macro Practice: Nontraditional and Creative Community Organization, Policymaking, Management, and Practice.” Social Work Class: *Introduction to Community Organization, Management, Policy, and Practice*. University of Michigan, Ann Arbor (Guest Lecturer).
- 2018 “LGBTQ Workplace Issues Panel.” Michigan County Medical Facilities Council (Invited Panel Expert for Annual Conference).
- 2017 “Morality, the Law, and Long-Term-Care Leadership.” Michigan LeadingAge (Invited Panel Expert for Annual Conference).
- 2017 “Improving the Quality of Services and Supports for LGBT Older Adults.” Michigan Primary Care Association (Webinar Invited Expert on research, policy, and practice).
- 2016 “Research Measurement and Methods.” Social Work Class: *Research Methods*. Wayne State University (Guest Lecturer).
- 2016 “Ethics and Working with LGBT Older Adults.” Health Administration Class: *Ethical Dimensions in Health Care Delivery*. Eastern Michigan University. Ypsilanti, MI (Guest Lecturer).
- 2016 “Working with LGBT Older Adults in Healthcare.” University of Michigan, Turner Geriatric Clinic. Field Placement Training Program. Ann Arbor, MI (Oral Presentation and Facilitated Discussion).
- 2016 “Working with and Serving Transgender and Gender Expansive Youth.” *Children’s Cultural Linguistic Competency Conference*. Dearborn, MI. (Co-Presenter, Oral Presentation and Facilitated Discussion).
- 2013 “Gender, Sexual Orientation, and the City.” City Planning Class: *The Urban Community Class*. University of California, Berkeley (Guest Lecturer).

- 2013 “Medical, Family, and Disability Leave Rights for Employees.” *Legal Aid Society, Employment Law Center Law Clerk Training* (Oral Presentation).
- 2013 “Recent Developments in Employment Topics: Sexual Harassment, Discrimination, and Retaliation.” *Pincus California Employment Law Conference*. San Francisco, CA (Oral Presentation).
- 2013 “Interweaving Medical, Family, and Disability Leave Rights under California and Family Law.” *Pincus California Employment Law Conference*. San Francisco, CA (Oral Presentation).
- 2013 “Understanding Government Benefits for LGBT Older Adults.” *Institute on Aging: LGBT & Aging. Focus on Equality Conference*. San Francisco, CA (Plenary Speaker).
- 2012 “‘Gen Silent:’ Advocating for LGBT Older Adults.” *Frameline*. LGBT Center, San Francisco, CA (Panel Discussant with Filmmaker).
- 2012 “State of the LGBT Movement.” *Horizons*. San Francisco, CA (Panel Discussant).
- 2012 “Drafting Complaints in a Post-Iqbal, Post-Twombly World.” *Pincus Annual Federal Court Conference*. San Francisco, CA (Panel Discussant).
- 2012 “Providing Inclusive Services for LGBT Older Adults.” *San Francisco District Attorney’s Office*. San Francisco, CA (Oral Presentation).
- 2012 “Working with LGBT Employees.” *Bureau of Prisons, Federal Correctional Institution*. Memphis, TN (Oral Presentation).
- 2010 “Mentorship and Family Law.” *Centro Legal de la Raza, Youth Law Academy*. San Francisco, CA (Oral Presentation and Facilitated Discussion).
- 2009 “Ethics in Representing Transgender Clients.” *National Lawyers’ Guild Continuing Legal Education*. San Francisco, CA (Oral Presentation).
- 2008 “Legal Rights for Women Building California.” *Statewide Conference for Women in the Trades*. Oakland, CA (Oral Presentation and Roundtable).
- 2008 “Envisioning Public Interest: Careers in Social Justice.” University of California, Hastings College of the Law. San Francisco, CA (Panel Discussant).
- 2007-2008 “Navigating Family, Medical, Disability, and Paid Leave in Employment.” *Paid Leave Collaborative: Service Employees International Union*. (invited presentations throughout Northern California) (Oral Presentation and Facilitated Discussion).
- 2007 “Sexual Harassment at Work.” *Arriba Juntos*. San Francisco, CA (Oral Presentation and Facilitated Discussion).
- 2007 “Sexual Harassment at Work.” *San Francisco Clean City Coalition*. San Francisco, CA (Oral Presentation and Facilitated Discussion).

TEACHING EXPERIENCE & CURRICULUM DEVELOPMENT

- 2022 **SW 241-002: Foundations of Multilevel Practice**, Primary Instructor
University of California, Berkeley (School of Social Welfare)
- 2022 **SW 252: Program Implementation**, Primary Instructor
University of California, Berkeley (School of Social Welfare)
- 2020 **SW 510-013: Social Work and the Law**, Primary Instructor
University of Michigan, Ann Arbor (School of Social Work)
- 2020 **SW 634: Health Care Policies and Services**, Primary Instructor
University of Michigan, Ann Arbor (School of Social Work)
- 2017 **SW 522: Basic Social Work Research MOOC (Massive Open Online Course)**,
Guest Speaker for Qualitative Methods
University of Michigan, Ann Arbor (School of Social Work)
Primary Instructors: Brian Perron, Andrew Grogan-Kaylor
- 2016 **SW 504: Social Justice and Diversity**, Primary Instructor
University of Michigan, Ann Arbor (School of Social Work)
- 2016 **SW 510: Critical Intersectionality and Social Work Practice**, Co-Instructor with
Dr. Beth Glover Reed and Dr. Larry Gant
University of Michigan, Ann Arbor (School of Social Work)
- 2016 **SW 697: Social Work Practice with Community and Social Systems**,
Graduate Student Instructor
University of Michigan, Ann Arbor (School of Social Work)
Primary Instructor: Maureen Okasinski
- 2016 **WS/SOC 270: Gender and the Law**, Graduate Student Instructor
Primary Instructor: Anna Kirkland
University of Michigan, Ann Arbor (Women's Studies Department)
- 2015 **SOC 354: Law & Society**, Graduate Student Instructor
Primary Instructor: Sandy Levitsky
University of Michigan, Ann Arbor (Sociology Department)
- 2015 **WS/SOC 402: Gender & Health Policy**, Curriculum Development Research
Assistant
Primary Instructor: Anna Kirkland
University of Michigan, Ann Arbor (Women's Studies / Sociology Departments)
- 2005 **Moot Court, Legal Research and Writing**, Graduate Student Instructor
Primary Instructor: Lois Schwartz
University of California, Hastings College of the Law

GRANTS, FELLOWSHIPS, AND SCHOLARSHIPS

National

2021-2022	Robert Wood Johnson Foundation Health Policy Fellowship (\$165,000)
2020	Gupta Values Fellowship (\$7,500)
2019-2020	NASW Foundation HEALS Doctoral Fellowship (\$17,900)
2019	Wells Fargo Nonprofit Leadership Training Support (\$10,000)
2016-2018	National Institutes of Health, NIA T32 Training Grant (\$66,260)
2016	Point Foundation Fellowship (Finalist)
2016	Welcoming Foundation Scholarship (\$500)
2015	Association for Gerontology Education Social Work Pre-Dissertation Initiative Fellowship (\$1,500)
2014	National Science Foundation Graduate Student Research Fellowship (Honorable Mention)
2007-2008	Ruth Chance Law Fellowship, Equal Rights Advocates (\$50,000)

State-wide

2020-2022	Michigan Department of Health and Human Services & Centers for Medicare and Medicaid; Nursing Home Enrichment Grant (sole grant writer through SAGE Metro Detroit) (\$1,385,823.05)
2016-2020	Michigan Health Endowment Fund (grant writing collaborator through the ACLU of Michigan and Corktown Health Center) (\$1,000,000)
2016	Center for the Education of Women's Margaret Dow Towsley Scholarship (all UM campuses) (\$7,000)
2000-2001	Illinois State General Assembly Scholarship (\$10,506)
1999-2003	John P. Wayne Scholarship (\$2,600)

University

2019	Joint Doctoral Program Grant (\$6,000)
2019, 2014-16	Sociology Small Research Grant (\$1,600)
2018, 2017, 2015	Gerontology Learning Community Small Grant (\$6,600)
2018	John Longres Award in Psychology or Sociology (\$5,500)
2017	Rackham Debt Management Award (\$10,000)
2017	Irene and William Gambrill Fellowship (\$6,000)
2016	Library Mini Research Grant (\$1,000)
2016	John Malik Award for Student Debt Interest Repayment (\$4,000)
2016	Critical Intersectionality Interdisciplinary Workshop Grant (\$3,000)
2016	Rackham Pre-Candidate Research Grant (\$1,500)
2016, 2014	John and Penny Tropman Conference Travel Grant (\$500)
2015	Joanne Yaffee Scholarship (\$3,000)
2015, 2014	Social Work/Sociology Research Matching Grant (\$8,000)
2015-2019, 2013	Rackham Conference Travel Grant (\$2,400)
2014	Rackham International Travel Grant (\$1,300)
2014	Derrick L. Anderson Memorial Scholarship (\$1,000)
2013-2014	Regents Fellowship (\$71,194)
2005	Hastings Public Interest Law Foundation Fellowship (\$6,000)

Local

2020	United Way of Southeast Michigan (sole grant writer through SAGE Metro Detroit) (\$100,000)
2020	Community Foundation of Southeast Michigan / HOPE Fund (sole grant writer through SAGE Metro Detroit) (\$40,000)
2020	United Way of Southeast Michigan (primary grant writer through Corktown Health Center) (\$15,000)
2018-2019	Ann Arbor Area Community Foundation (sole grant writer through SAGE Metro Detroit) (\$50,000)
2005	Mayor George R. Moscone Scholarship
2004	Percy C. Towne Scholarship (\$10,000)
2004	Justice Wiley W. Manuel Scholarship
2002	Women's Club Scholarship (\$500)
1999	Mother Moon Community Service Scholarship (\$500)

AWARDS AND HONORS

2022	Inaugural Jack Rothman Award for Structural Change Practice, Honorable Mention (awarded by Special Commission to Advance Macro Practice in Social Work)
2019	Inaugural Ken Dawson National Leadership Award (awarded by SAGE USA) (also awarded \$1,000)
2018	LGBT Older Adult Leadership Award (LGBT & Aging Initiative)
2016	Finalist for the Social Research, Policy, and Practice (SRPP) Outstanding Student Poster Award at the National Gerontological Society of America's Annual Meeting
2015	Meyer Paper Award (also awarded \$7,500)
2014	Sims Medal and Award (also awarded \$16,500)
2013, 2012	AIDS Legal Referral Panel Volunteer Award
2010	YouthFirst Mentor Award
2006	Public Interest Clearinghouse Pro Bono Publico Award
2006	Outstanding Student Leadership Award
2004	National Quarter-Finalist, National Criminal Procedure Moot Court Competition
2004	Moot Court Best Brief Award
2003	University of Illinois Bronze Tablet highest honors
2003	Honorable Mention, University of Illinois Afro-American History Month Writing Competition
2002	Community Challenge Award
2002 (inducted)	<i>Phi Beta Kappa</i> Honor Society
2001	Constantine Christofides Prize in Art
2000	Mother's Association Book Award
1999-2003	James Scholar
1999-2000	Illinois State Scholar
1999	Appointed Student Advisory Council to the Illinois Senate and Illinois House of Representatives

SERVICE

SERVICE TO THE COMMUNITY

- 2021 - 2022 **Lead Author / SSGSS (Scholars in Social Work, Gerontology, and Social Science) Amicus Brief Coordinator**
Amicus Brief in California Supreme Court, *Taking Offense v. State of California*
- 2019 - 2021 **Committee Member / Co-Founder**
Detroit Aging Services and Housing Committee
LGBTQ+ Aging Services and Housing Committee
- 2015 - 2016 **Volunteer Coalition Member, Board Member**
LGBT Older Adult Coalition (Detroit, Michigan)
- 2011 - 2013 **Pro Bono Attorney**
AIDS Legal Referral Panel (San Francisco, CA)
Legal Aid at Work (San Francisco, CA)
- 2003 - 2013 **Volunteer Homeless Advocate / Board Member**
General Assistance Advocacy Project, San Francisco, CA

SERVICE TO SCHOOL

- 2014 - 2021 **Derrick L. Anderson Memorial Scholarship Selection Committee**
School of Social Work, University of Michigan, Ann Arbor
- 2016 - 2017 **Faculty Hiring Search Committee, Student Representative**
School of Social Work, University of Michigan, Ann Arbor
- 2015 - 2016 **Graduate Employee Organization, Bargaining Committee**
University of Michigan, Ann Arbor
- 2014 - 2015 **Curriculum Committee Representative**
School of Social Work, University of Michigan, Ann Arbor

SERVICE TO PROFESSION

- 2021 **Award Selection Committee (McCallum Memorial Award)**
Gerontological Society of America Emerging Scholar and Professional Organization, Award Review Committee
- 2021 **Award Selection Committee (Interdisciplinary Paper Award)**
Gerontological Society of America Emerging Scholar and Professional Organization, Award Review Committee
- 2021 **Award Selection Committee (Undergraduate Paper Award)**

2014 - present **Journal Reviewer**

Geriatric Nursing (2022); Ageing & Society (2021, 2020, 2019); BMJ Open (2021); Journal of Gerontological Social Work (2014); Journal of Gay & Lesbian Social Services (2016); LGBT Health (2016); Sexuality Research & Social Policy (2016, 2017)

FORMAL STUDENT MENTORSHIP

- 2019-2021 Sociology Department's Undergraduate Research Opportunity (SURO) Graduate Student Research Supervisor (Christina Agostino, Qingyi Cai, Joshua Cohen-Arcamone, Emily DeGregorio, Araba Gyan, Katherine Hasted, John Obeid, Ali Pazooki, Olivia Waelchli, Siri Yarlagadda)
- 2018-2019 Sociology Honors Thesis Graduate Student Advisor (Melissa Berlin): *Would You Rather Be At Home or "In a Home": An Exploration and Comparison of Social Connectedness among Older Adults*
- 2016-2017 Sociology Honors Thesis Graduate Student Advisor (Noah Betman): *Young Adults and Political Conversation: How they Engage and Avoid, and the Influences Behind It*
- 2016-2017 Undergraduate Research Opportunity Program (UROP) co-supervisor, Social Work Critical Intersectionality Project (Destane Turner & Emily Huhman)
- 2015-2017 Title IX Research Project, Graduate Student Supervisor and Lab Supervisor (supervised over twenty undergraduate students across four semesters)
- 2015-2017 Sociology Department's Undergraduate Research Opportunity (SURO) Graduate Student Research Co-Supervisor (Colleen Gaffney)

PROFESSIONAL AFFILIATIONS

AcademyHealth
American Sociological Association
Association for Gerontology Education in Social Work
California Bar Association
Council on Social Work Education
Gerontological Society of America
Grand Challenges Workgroup: Increasing Productive Engagement in Later Life
Law and Society Association
National Association of Social Workers
Society for Social Work and Research

LICENSES AND CERTIFICATIONS

Certificate in Diversity, Equity, and Inclusion, University of Michigan, 2021.

Certificate in Nonprofit Leadership, Boston College, 2019.
License to Practice Law, State of California, 2006.

BAR ADMISSIONS

State of California, Admitted 2006.
State of Iowa, Admitted 2012 (*pro hac vice*).
United States District Court, Northern District of California, Admitted 2008.
United States District Court, Eastern District of California, Admitted 2008.
United States District Court, Southern District of California, Admitted 2008.
United States District Court, Central District of California, Admitted 2008.
United States Court of Appeals, Ninth Circuit, Admitted 2013.
United States Court of Appeals, Eleventh Circuit, Admitted 2013.