

MA BSAS Trans & Gender Expansive Community
Advisory Board (TGE CAB)

Background

The MA Bureau of Substance Addiction Services is committed to providing gender-affirming care to all people accessing services within its system. As such, the bureau created a Transgender Affirming Services Coordinator Position, addressing gaps and barriers to equitable service delivery and engaging community members to inform system-level changes. In order to effectively meet this aim, a Trans and Gender Expansive (TGE) Community Advisory Board (CAB) will be established. The TGE CAB is a newly formed group of community members, service providers, and service consumers who will offer consulting services to the Massachusetts Department of Public Health (MDPH) on the topics related to gender identity within the Commonwealth's substance use services system.

Scope of Work

May include, but is not limited, to:

- Review and revise BSAS Trans and Gender Expansive (TGE) Program materials, including practice guidance documents.
- Review and provide feedback on new and existing TGE campaigns and health promotion materials such as materials available on the MA Health Promotion Clearinghouse.
- Review and provide feedback on new and existing TGE curricula, trainings, and/or learning modules that are funded and/or supported by BSASD and are delivered by various training and technical assistance vendors in MA.
- Present to state/regional/local leaders, organizations, providers, and other key stakeholders on TGE topics.
- Mentor peers through consulting, visiting programs, having new program staff spend time at established programs, host learning collaborative calls, participate in learning communities, etc.
- Provide expertise to regional efforts such as best practices, workplace culture, and community engagement strategies.
- Participate as a key informant in BSAS funded/supported evaluations and research.

Preferred Qualifications

- Identifies as transgender or gender expansive
- Lived / living experience with substance use and/or sex work.
- Identifies with one or more of the following populations:
 - Works or has worked in BSAS service system
 - Has accessed BSAS services (or has a history of substance use/ substance use disorder)
 - Has engaged in advocacy for trans communities

CAB Composition (12 – 15 members)

The TGE CAB will aim to have the following representation:

- At least 1 member per [EOHHS health region](#). (Greater Boston, Northeastern, Southeast, Central, Western)
- At least 6 members of the Council will have lived/living experience with substance use including active use, recovery, or other history of problematic substance use.
- At least 6 members of the Council will identify as People of Color.

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- At least 2 identifying as Black or of African descent¹
- At least 2 identifying as Latina/o/x/e or Hispanic
- At least 2 identifying as Indigenous or Native American
- At least 2 identifying as Asian or of Asian descent, including Southeast Asian
- At least 1 member of the Council will identify as having a disability
- At least 2 members of the Council will identify as trans masculine.
- At least 2 members of the Council will identify as trans feminine.
- At least 2 members of the Council will identify as non-binary/gender expansive, two-spirit, or another identity that is neither masculine nor feminine
- At least 1 member of the Council will identify as Intersex.
- At least 1 member of the Council will have a history of incarceration.
- At least 1 member of the Council will be a current or former Sex Worker.
- At least 2 members of the Council will be based rural communities.
- At least 2 members of the Council will be based in urban communities.

Expectations

- Commit to a one-year term of service with possibility of extension
- Members are welcome to renew their contracts if they would like to continue beyond the one-year term and are in good standing as a contractor.
- *Contribute ~5 hours of work per month toward CAB efforts.*
- Submit monthly invoices that include number of hours and activity details to AdCare for reimbursement.
- Attend and participate monthly meetings

Benefits

- Members will be paid \$150 per hour, up to \$10,000.00 annually. (~66 hours/year) via check or gift card
- Members will complete a W-9 with AdCare and will be compensated as consultants.

Application

You may respond by answering a questionnaire, video submission, or resume/cover letter.

[Digital application can be found here.](#)

If you have questions, please contact Diandra Blackwood, the Trans Affirming Services Coordinator:

Text/Call: (617) 385-3628 **or** **Email:** Diandra.C.Blackwood@mass.gov

***Responses must be submitted by 9:00 PM Wednesday
September 6th 2023.***