

ARTIE HARTSELL, MSW

THEY/THEM/THEIRS

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WORK EXPERIENCE

Equality North Carolina

Director of Strategic Initiatives March 2022-Present

Advocacy and Elections Strategist Aug 2019-March 2022

Lead Organizer March 2019-Aug 2019

- Develop and implement structure and content for external training program
- Co-lead strategic planning team with executive director and board including rewriting mission, vision, and values
- Manage quarterly work planning and program evaluation with equity lens
- Develop processes and systems for efficiency, effectiveness, and equity
- Facilitate staff meetings and retreats
- Direct faith organizing program
- Develop onboarding and internal training
- Assist executive director with performance evaluation and restorative practices
- Lead advocacy programs, bridging policy and civic engagement, with Lobby Days, leading local nondiscrimination ordinances, federal nondiscrimination, and legislative needs
- Lead political endorsement process including questionnaires and interviews
- Work with civic engagement team to evaluate and develop local work
- Build and maintain coalition partnerships
- Implement and evaluate tools for project management, internal communications, external communications, and campaigns
- Assist with external communications strategy and writing for media and stakeholder communications
- Assist with grant writing and reporting

Faith in Public Life

North Carolina Consultant Feb 2020-June 2022

- Direct federal nondiscrimination statewide work with interfaith leaders
- Lead trainings and meetings with faith leaders
- Schedule and host meetings between faith leaders and U.S. senators and members of Congress
- Mobilize faith leaders to be advocates through spokesperson training, op-ed authorship, and organizing

Democracy North Carolina

Regional Managing Organizer March 2016-March 2019

- Led voting rights and civic engagement organizing in Western Piedmont of North Carolina
- Collaborated on strategic planning and workplan development across teams
- Assisted in racial equity training and program evaluation for racial equity
- Developed systems for reporting remote work
- Introduced accessibility guidelines for programs
- Mediated internal team conflicts
- Facilitated staff meetings and retreats
- Created, implemented, and evaluated a staff-wide skills assessment to determine strengths and areas of growth

Pride Education Services

Principal Jan 2012-Present

- Develop and present evidence-based research and training on LGBTQ+ inclusion to organizations, businesses, congregations, and individual leaders
- Partner with organizations to develop strategic plans
- Manage multiple moving projects
- Create and maintain website and all social media

EDUCATION

2021-Current

Master of Divinity - LGBTQ Studies

Chicago Theological Seminary

May 2013 (Graduated)

Master of Social Work

UNC Charlotte

Capstone: Addressing HIV Risk

Behaviors among Transgender

Adolescents: A Harm Reduction

Approach

May 2012 (Graduated)

Bachelor of Social Work

UNC Charlotte

2006-2009

Major: Religious Studies

Gardner-Webb University

Concentration: Christian

Education

Minors: Nonprofit Management,

Youth Ministry

TECHNICAL SKILLS

- Google Workspace
- Voter Activation Network (VAN)
- CRMs: Raisers Edge, Salsa, Arcos
- Project management: Asana, Notion, Airtable
- Campaign outreach tools: ThruTalk, Hustle, Empower, Mobilize
- Social Media
- Website creation: Weebly, Wix website creation
- Video editors: Adobe Elements, iMovie, Final Cut Pro

WORK EXPERIENCE

MeckPAC

Vice Chair Nov 2016-July 2018

Board Member May 2012-July 2018

- Planned and facilitated board meetings and retreats
- Conducted strategic planning processes, needs assessments, skills assessments, and board onboarding
- Evaluated events and programs for equity, effectiveness, and efficiency
- Served as education chair for the campaign to pass Charlotte's nondiscrimination ordinances, training faith community and businesses on the issue and how to advocate
- Used mixed research methods to collect data and stories regarding anti-LGBTQ discrimination in public accommodations in Charlotte. Research cited by mayor during debate. 2015
- Raised over \$50,000 through planning and executing fundraising events and calls to donors
- Led issue-based policy initiatives, including successfully campaign for Mecklenburg County to implement a pilot PrEP access program
- Built relationships with local and state officials and provided education on issues impacting the LGBTQ+ community
- Built a coalition with other progressive organizations in the Charlotte-Mecklenburg area and statewide LGBTQ+ organizations
- Directed endorsement processes including writing questionnaires, conducting interviews, and releasing slate to media and public

Charlotte-Mecklenburg Community Relations Commission

City Council-appointed member Nov 2016-Nov 2017

- Served on intercultural relations subcommittee
- Led research on public accommodations discrimination based on race, gender expression, and sexual orientation
- Led research on the impact of deportations on the community
- Directed process to bring LGBTQ+ equity lens to commission
- Participated in task force to introduce transformative justice to community

Charlotte Uprising

Legal Support and Comfort Coordinator Sept 2016-July 2017

- Facilitated comfort and safe space in collaboration with local churches
- Trained and scheduled court support team for individuals arrested during protest
- Provided jail and court support as well as resources to protesters
- Provided legal observation during protests in partnership with the National Lawyers Guild and the ACLU

Regional AIDS Interfaith Network (RAIN)

Medical Case Manager Sept 2014-Sept 2015

- Provided case management services to 55-60 adults living with HIV
- Facilitated adult support groups
- Equipped clients to lobby at the North Carolina General Assembly around politics that would impact their care and lived experience
- Conducted grassroots lobbying related to HIV in economic and social policy
- Supervised social work interns

TRAININGS RECEIVED

- Front Line Leaders Academy (People for the American Way Fellowship) - 2018
- Racial Equity Institute (REI)
- Racial Equity Train the Trainer (Biwa Consulting)
- Direct Action Planning
- Popular Education
- Training Design
- Conflict Transformation in Organizations
- The Management Center: Hiring and Supervising
- Wellstone Organizing Track
- Media Messaging: On-Camera and Written

TRAININGS FACILITATED

- Queer and Transgender Cultural Competency
- Addressing Risky Behaviors in Transgender Youth: Harm Reduction
- Mental Health Care for Transgender Youth
- Intersectionality
- LGBTQ Business Inclusion
- Policy Landscapes/State of the Movement
- Google Workspace
- Running for Office: The Basics
- Campaign Strategy
- Issue-Based Campaign Strategies and Tactics
- Advocating with Elected Officials
- Voter Registration
- Conducting Effective 1:1 Meetings
- Group Facilitation
- Conflict transformation
- Active Listening
- Transformative Justice
- Train the Trainers on varied topics
- LGBTQ+ Competency
- MOCHA
- Nonprofit-Compliant Civic Engagement and Advocacy

WORK EXPERIENCE

Elon Homes and Schools for Children

Clinical Coordinator Sept 2013-Sept 2014

Case Manager June 2013-September 2013

- Oversaw quality assurance, including conducting internal audits and resolving compliance issues for public contracts and private grants
- Supervised and trained interns, case managers, and foster cares in foster care policy, relevant issues, and best practices
- Created and facilitated onboarding handbook and curriculum for interns and staff
- Developed and conducted program evaluation standards, training, and services to fill gaps
- Provided training and education on LGBTQ+ youth in care
- Created and managed program for teens transitioning out of foster care and into independent living

Children's Home Society

Case Manager/MSW Intern Aug 2012-May 2013

- Provided case management services in foster care, including transition to independent living, monthly visits and documentation, and court support
- Trained foster parents to work with diverse youth in foster care, on racial disparities in child protective services, and how to have conversations about sex with youth in care

Novant Hospital Behavioral Health

Intensive Adult Outpatient Therapist/MSW Intern May 2012-Aug 2012

- Created individual treatment plans for adults with mood disorders
- Facilitated psycho-educational and support groups
- Lobbied insurance panels on behalf of patients

Time Out Youth

Program Assistant/BSW Intern June 2011-Sept 2013

- Worked with program evaluation team to improve impact of discussion and support groups
- Served on team to conduct community needs assessment for LGBTQ+ youth - assisted with survey creation and data analysis
- Provided case management for LGBTQ youth, including crisis intervention and supportive counseling
- Facilitated nightly group meetings
- Conducted SafeZone trainings for schools and community organizations serving LGBTQ+ youth
- Assisted with grant writing and objectives management

Prism Charlotte

Founding Director and Co-Coordinator Oct 2012-March 2016

- Developed and oversaw strategic plan, structure, and program evaluation methods
- Facilitated programming, events, and services for LGBTQ+ youth transitioning into young adulthood and aging out of Time Out Youth
- Led fundraising and grant-writing efforts
- Developed and maintained social media presence
- Awarded Q-Notes' "Best of Charlotte" award for Best Social/Support Group in 2014
- Launched Charlotte's first Trans Closet

Feminist Majority Foundation

Legal Observer Aug 2009-May 2012

- Trained and scheduled legal observers and clinic escorts
- Filmed and documented anti-choice protester behavior at reproductive health clinics for court documentation in successful Freedom of Access to Clinic Entrances Act violations
- Travelled between three Charlotte health clinics every Saturday morning for legal observation and volunteer management
- Served as secretary for the UNCC Feminist Union, managing multiple projects including social media presence, recruitment, event and meeting facilitation