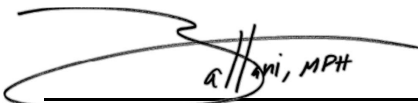


Application Submittal Checklist

The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.

- 1) Hawaii Compliance Express Certificate (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
 - a) Budget request by source of funds ([Link](#))
 - b) Personnel salaries and wages ([Link](#))
 - c) Equipment and motor vehicles ([Link](#))
 - d) Capital project details ([Link](#))
 - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



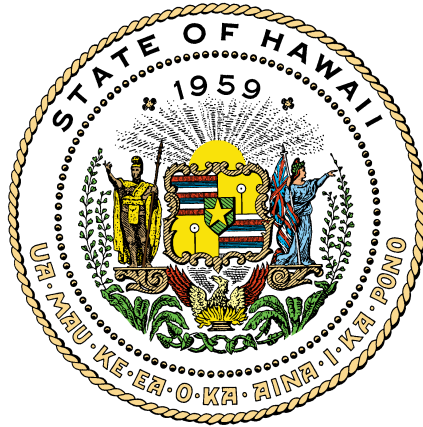
Patricio Argenta Battani

12/29/2023

AUTHORIZED SIGNATURE

PRINT NAME AND TITLE

DATE



Department of Commerce and Consumer Affairs

CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that according to the records of this Department,

HISIS, LLC

was organized under the laws of the State of Hawaii on 11/17/2020 ; that it is an existing limited liability company in good standing and is duly authorized to transact business.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 02, 2024

Director of Commerce and Consumer Affairs

Application for Grants

If any item is not applicable to the request, the applicant should enter "not applicable".

I. Certification – Please attach immediately after cover page

1. Hawaii Compliance Express Certificate (If the Applicant is an organization)

If the applicant is an organization, the applicant shall submit one (1) copy of a Hawaii Compliance Express Certificate from the Comptroller of the Department of Accounting and General Services that is dated no earlier than December 1, 2023.

2. Declaration Statement

The applicant shall submit a declaration statement affirming its compliance with [Section 42F-103, Hawaii Revised Statutes](#).

3. Public Purpose

The applicant shall specify whether the grant will be used for a public purpose pursuant to [Section 42F-102, Hawaii Revised Statutes](#).

Yes, the grant requested will be utilized for a public purpose pursuant to Section 42F-102 of the Hawaii Revised Statutes.

**DECLARATION STATEMENT OF
APPLICANTS FOR GRANTS PURSUANT TO
CHAPTER 42F, HAWAII REVISED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
 - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
 - c) Agrees not to use state funds for entertainment or lobbying activities; and
 - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is incorporated under the laws of the State; and
 - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided; and
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
 - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
 - b) Has a governing board whose members have no material conflict of interest and serve without compensation.
- 4) The use of grant-in-aid funding complies with all provisions of the Constitution of the State of Hawaii (for example, pursuant to Article X, section 1, of the Constitution, the State cannot provide "... public funds ... for the support or benefit of any sectarian or nonsectarian private educational institution...").

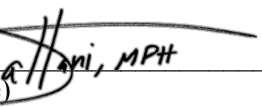
Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

HISIS, LLC

(Typed Name of Individual or Organization)

(Signature)



12/29/2023

(Date)

Patricio Argenta Robert Battani

(Typed Name)

Chief Firebrand

(Title)

II. Background and Summary

This section shall clearly and concisely summarize and highlight the contents of the request in such a way as to provide the State Legislature with a broad understanding of the request. Please include the following:

1. A brief description of the applicant's background;

HI SIS, a non-profit organization, is dedicated to supporting the transgender and gender-diverse community in accessing medically necessary care. With a focus on gender affirming procedures and hair removal, HI SIS envisions a world where individuals can navigate healthcare systems with dignity and receive the support they need during their gender transition.

2. The goals and objectives related to the request;

The primary goal of this grant proposal is to establish and sustain a comprehensive Gender Doula Program. Trained community members will serve as doulas, providing advocacy, emotional support, and practical assistance to transgender and gender-diverse individuals navigating healthcare, particularly during gender affirming procedures. Additionally, the program aims to address hurdles such as name changes, insurance paperwork, and other documentation.

3. The public purpose and need to be served;

The public purpose of this proposal is to address the significant gaps in support and advocacy for transgender and gender-diverse individuals seeking medically necessary care. The need arises from systemic challenges, including a lack of understanding, limited access to affirming care, and obstacles that hinder the seamless progression of gender transition. By establishing the Gender Doula Program, HI SIS seeks to empower individuals in making informed decisions, reduce disparities in healthcare, and foster a more inclusive and affirming environment.

4. Describe the target population to be served; and

The target population comprises transgender and gender-diverse individuals who are in the process of or considering medically necessary interventions for gender affirmation. This includes those facing economic hardships, racial/ethnic minorities, and individuals residing in under-resourced communities where access to affirming care is limited.

5. Describe the geographic coverage.

HI SIS aims to serve individuals across the State of Hawaii, with an initial in-person focus on Oahu and virtual assistance across the rest of the state. The Gender Doula Program seeks to address the unique challenges faced by individuals in these areas, ensuring that support and advocacy are accessible to those who need it most.

III. Service Summary and Outcomes

The Service Summary shall include a detailed discussion of the applicant's approach to the request. The applicant shall clearly and concisely specify the results, outcomes, and measures of effectiveness from this request. The applicant shall:

1. Describe the scope of work, tasks and responsibilities;

The Gender Doula Program by HI SIS is a comprehensive initiative aimed at providing advocacy, emotional support, and practical assistance to transgender and gender-diverse individuals seeking medically necessary care. The scope of work includes:

- **Training Community Members:** HI SIS executive team will develop and implement a training program for community members to become gender doulas, equipping them with the knowledge and skills required for effective support.
- **Client Advocacy and Support:** Doulas will assist clients in navigating bureaucratic processes, including name changes, health insurance paperwork, and medical appointments. They will offer emotional support and provide information on affirming care.
- **Cultural Competency and Trauma-Informed Care:** Through training community members to become doulas, HI SIS will ensure that doulas are trained in cultural competency and trauma-informed care to provide inclusive and sensitive support.
- **Educational Outreach:** Doulas will conduct educational presentations for families, communities, and healthcare providers to promote understanding and support for gender-diverse individuals.

2. Provide a projected annual timeline for accomplishing the results or outcomes of the service;

Months 1-3: Recruit and Train the First Cohort of Doulas During the initial phase, the Gender Doula Program will diligently focus on assembling a skilled and culturally competent team of gender doulas. This period includes comprehensive recruitment efforts, engaging with community members interested in becoming doulas. Simultaneously, a robust training program will be developed and implemented, ensuring that the doulas receive the necessary knowledge and skills to effectively advocate for and support transgender and gender-diverse individuals.

Months 4-6: Pilot the Gender Doula Program Building upon the foundation laid in the previous phase, Months 4-6 will mark the pilot phase of the program. Two gender doulas will be stationed on Oahu, while the other two will have the

flexibility to travel to communities beyond. This phase will be localized to a specific geographic area, allowing the program to focus its resources and efforts. The emphasis will be on building strong partnerships with local healthcare providers and community organizations to establish a seamless network of support for program participants. The pilot phase will serve as a valuable testing ground for the program's efficacy, enabling real-time adjustments based on community feedback and evolving needs.

Months 7-12: Evaluate and Refine Program Effectiveness The latter half of the year will be dedicated to a comprehensive evaluation of the Gender Doula Program's impact. Through client feedback, outcomes assessment, and collaborative discussions with healthcare partners, the program will undergo thorough scrutiny to ensure effectiveness. Continuous refinement will be a key focus, with an emphasis on incorporating lessons learned during the pilot phase. The goal is to make data-informed adjustments that enhance the program's ability to provide affirming care, reduce disparities, and meet the unique needs of the transgender and gender-diverse population. By the end of the twelfth month, the Gender Doula Program will be positioned for expansion, armed with valuable insights and a solid foundation for sustained success.

3. Describe its quality assurance and evaluation plans for the request. Specify how the applicant plans to monitor, evaluate, and improve their results; and

HI SIS recognizes the critical importance of maintaining high standards of service delivery and continually assessing the effectiveness of the Gender Doula Program. Our quality assurance and evaluation plans are designed to ensure the program's impact, responsiveness to community needs, and overall success. The key components of these plans include:

- **Regular Program Assessments:**

Conduct periodic assessments of program activities, including training sessions, advocacy efforts, and support services, to ensure alignment with program goals and community expectations.

- **Training Session Assessments:** Regular evaluations of training sessions for gender doulas to assess the effectiveness of the training curriculum, identify areas for improvement, and ensure that doulas are adequately prepared for their roles.
- **Program Activities Audits:** Periodic reviews of program activities, including advocacy efforts and support services, to ensure adherence to program goals and alignment with community expectations.

- Cultural Humility Assessments: Ongoing evaluations of the cultural competency of program staff to ensure that services are delivered sensitively and responsively to the diverse cultural backgrounds of program participants.
- Client Treatment Plan Reviews: Continuous evaluations of individual treatment plans, reviewing the progress of clients' goals and ensuring that the care provided is in line with the program's objectives.
- Client Feedback Mechanism:

Implementing a robust client feedback mechanism is crucial for the Gender Doula Program to ensure continuous improvement and responsiveness to the needs of its participants, with a specific focus on mental health assessments. The following client feedback methods could be employed:

1. Regular Client Satisfaction Surveys:

- Design and administer periodic client satisfaction surveys that encompass a range of aspects, including the quality of support provided by gender doulas, the effectiveness of advocacy efforts, and the overall impact on mental health and well-being. These surveys can be conducted through online platforms, paper-based forms, or in-person interviews, depending on the preferences and accessibility of the participants.

2. Community Advisory Board:

- Facilitate regular groups with program participants. These sessions can provide a more in-depth understanding of the experiences and perspectives of clients. This will help to guide the program narrative to meet the needs of the community.

3. Mental Health Assessments:

- Integrate validated mental health assessment tools into the client feedback process. These tools can include standardized questionnaires or scales designed to measure aspects such as anxiety, depression, and overall mental well-being. The assessments should be administered at key points during the program to track changes in mental health status over time.

4. Anonymous Reporting Channels:

- Establish confidential and anonymous reporting channels, such as suggestion boxes or online forms, where clients can provide feedback without fear of identification. This can encourage candid responses and facilitate the reporting of sensitive issues related to mental health.

5. Personalized Check-ins:

- Conduct personalized check-ins with clients at regular intervals to discuss their experiences and gauge the impact of the program on their mental health. This individualized approach allows for a more personalized understanding of each client's journey and well-being.

6. Longitudinal Tracking:

- Implement a longitudinal tracking system that follows clients over an extended period, allowing for the assessment of sustained mental health improvements. This method provides insights into the long-term impact of the program on the well-being of participants.

By combining these client feedback methods, the Gender Doula Program can gather comprehensive data on the effectiveness of its services, with a specific emphasis on mental health outcomes. This multi-faceted approach ensures that the program remains client-centered, responsive, and continually adapts to the evolving needs of the transgender and gender-diverse community.

- Continuous Training and Development:

Provide ongoing training and professional development opportunities for gender doulas. Regular training sessions will focus on evolving best practices, cultural competency, and changes in healthcare policies related to gender-affirming care.

- Outcome Evaluation:

Regularly evaluate the outcomes of the program, including improvements in mental health, successful healthcare navigation, and increased client satisfaction. Outcome measures will be compared against established benchmarks to gauge program effectiveness.

- Data Collection and Analysis:

- Implement robust data collection processes to gather quantitative and qualitative data on program activities, client demographics, and outcomes. Data will be analyzed to identify trends, assess impact, and inform decision-making.

- Feedback Loops with Community Stakeholders:

- Establish ongoing feedback loops with community stakeholders, including healthcare providers, LGBTQ+ organizations, and advocacy groups. Regular meetings and forums will provide opportunities to gather insights, address concerns, and enhance collaborative efforts.

- Cultural Competency Assessments:
 - Conduct cultural competency assessments for all program staff to ensure that services are delivered in a manner that is sensitive and responsive to the diverse cultural backgrounds of program participants.
- Documentation and Reporting:
 - Maintain detailed documentation of program activities, achievements, and challenges. Regular reports will be generated for internal review, grant reporting requirements, and communication with stakeholders.

By integrating these quality assurance and evaluation plans, HI SIS aims to establish a program that not only meets but exceeds the expectations of the community it serves. Regular assessments and adjustments will contribute to the ongoing success and sustainability of the Gender Doula Program.

4. List the measure(s) of effectiveness that will be reported to the State agency through which grant funds are appropriated (the expending agency). The measure(s) will provide a standard and objective way for the State to assess the program's achievement or accomplishment. Please note that if the level of appropriation differs from the amount included in this application that the measure(s) of effectiveness will need to be updated and transmitted to the expending agency.
1. Number of Clients Served: 50 unduplicated clients
 - Measure: The total number of transgender and gender-diverse individuals who have received support and services through the Gender Doula Program. This metric reflects the program's reach and impact on the target population.
 2. Client Satisfaction Surveys: 50 unduplicated client surveys
 - Measure: Regularly conducted client satisfaction surveys to assess the perceived effectiveness of the program. Feedback on the quality of services, responsiveness, and overall satisfaction will be quantified to gauge program success.
 3. Community Engagement Metrics: 10 outreach events per year including LGBTQIA+ Pride celebrations across the state.
 - Measure: Track the level of community engagement through participation in educational presentations, outreach events, and collaborative initiatives. This measure reflects the program's impact on community awareness and support.

4. Successful Name Changes and Insurance Appeals: 15 Name Changes, 25 Insurance prior authorizations for gender affirming care.

- Measure: Quantify the number of successful name changes and insurance appeals facilitated by the program. This metric reflects the program's effectiveness in navigating obstacles and ensuring legal and healthcare recognition.

5. Program Partnerships and Reach: 20 referrals from community healthcare providers.

- Measure: Document the program partnerships through referral of clients to our services. This measure demonstrates the program's scalability and ability to address the needs of diverse populations.

These measures of effectiveness will provide the State agency with a comprehensive and objective assessment of the Gender Doula Program's achievements and accomplishments.

IV. Financial

Budget

- 1. The applicant shall submit a budget utilizing the enclosed budget forms as applicable, to detail the cost of the request.
 - a. Budget request by source of funds ([Link](#))
 - b. Personnel salaries and wages ([Link](#))
 - c. Equipment and motor vehicles ([Link](#))
 - d. Capital project details ([Link](#))
 - e. Government contracts, grants, and grants in aid ([Link](#))

- 2. The applicant shall provide its anticipated quarterly funding requests for the fiscal year 2025.

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
125,000	125,000	125,000	125,000	500,000

- 3. The applicant shall provide a listing of all other sources of funding that they are seeking for fiscal year 2025.
not applicable

- 4. The applicant shall provide a listing of all state and federal tax credits it has been granted within the prior three years. Additionally, the applicant shall provide a listing of all state and federal tax credits they have applied for or anticipate applying for pertaining to any capital project, if applicable.
not applicable

- 5. The applicant shall provide a listing of all federal, state, and county government contracts, grants, and grants in aid it has been granted within the prior three years and will be receiving for fiscal year 2025 for program funding.
not applicable

- 6. The applicant shall provide the balance of its unrestricted current assets as of December 31, 2023.

V. Experience and Capability

1. Necessary Skills and Experience

The applicant shall demonstrate that it has the necessary skills, abilities, knowledge of, and experience relating to the request. State your experience and appropriateness for providing the service proposed in this application. The applicant shall also provide a listing of verifiable experience of related projects or contracts for the most recent three years that are pertinent to the request.

HI SIS possesses a wealth of experience and expertise essential for the successful implementation of the Gender Doula Program. Our team combines a diverse set of skills, deep-rooted community connections, and a proven track record in supporting transgender and gender-diverse individuals. Key qualifications include:

1. Community Engagement and Advocacy:

- Extensive experience in engaging with and advocating for marginalized communities.
- Successful history of community-driven initiatives that promote inclusivity and access to essential services.

2. Training and Education:

- Demonstrated ability to design and implement effective training programs.
- Experience in educating community members on topics related to gender-affirming care, healthcare navigation, and cultural competency.

3. Healthcare Navigation:

- In-depth knowledge of healthcare systems and processes.
- Previous experience assisting individuals in navigating obstacles, including name changes and health insurance paperwork.

4. Cultural Competency and Trauma-Informed Care:

- Training and expertise in cultural competency and trauma-informed care.
- Successful implementation of programs that prioritize sensitivity and understanding of diverse cultural backgrounds and personal histories.

5. Program Development and Management:

- Proven ability to develop, launch, and manage community-based programs.

- Experience in scaling programs to reach broader populations while maintaining quality and effectiveness.

6. Client-Centered Approach:

- Established history of delivering client-centered services.
- A commitment to the principles of informed decision-making and empowering individuals in their healthcare journeys.

Verifiable Experience:

Over the past three years, HI SIS has been actively involved in several projects and initiatives aligned with the proposed Gender Doula Program. Notable examples include:

1. Gender Affirming Hair Removal

- Description: Implemented an initiative focusing on providing hair removal for gender diverse people. When insurance refused coverage, we offered the services at drastically reduced price.
- Role: Led program development & community outreach.
- Outcome: Increased access to hair removal and improved healthcare access for transgender individuals.

This showcases our ongoing commitment to creating positive impacts in the lives of transgender and gender-diverse individuals. Our experience, skills, and proven outcomes position us as a qualified applicant capable of successfully implementing the proposed Gender Doula Program.

2. Facilities

The applicant shall provide a description of its facilities and demonstrate its adequacy in relation to the request. If facilities are not presently available, describe plans to secure facilities.

HI SIS is committed to ensuring that the Gender Doula Program is supported by adequate facilities to facilitate effective training, coordination, and delivery of services. As of the application date, HI SIS operates in a space that is 2,100 sq ft. Currently there are 7 procedure chairs, two private procedure rooms, a lab, break room, and training space with state-of-the-art equipment.

Our current facilities are adequate for the Gender Doula Program. The training center provides a conducive environment for the training of community members, and the administrative office supports effective program management. However, as the program expands and reaches more communities, we anticipate the need for

additional facilities to accommodate larger training sessions and community outreach activities.

VI. Personnel: Project Organization and Staffing

1. Proposed Staffing, Staff Qualifications, Supervision and Training

The applicant shall describe the proposed staffing pattern and proposed service capacity appropriate for the viability of the request. The applicant shall provide the qualifications and experience of personnel for the request and shall describe its ability to supervise, train and provide administrative direction relative to the request.

HI SIS recognizes the importance of a well-structured and qualified staff to ensure the success and viability of the Gender Doula Program. The proposed staffing pattern is designed to encompass a diverse team with the necessary skills, experiences, and cultural competency to effectively support transgender and gender-diverse individuals. The staffing pattern includes the following key positions:

2. Chief Firebrand: Patricio Battani, MPH, CCE (1 FTE)

- a. Responsibilities: Oversee operations and development of Gender Doula program.

3. Disruptor in Chief: Wendy Wink (1 FTE)

- a. Responsibilities: Design and implement the training program for community members to become gender doulas.

4. Medical Director: Irene Hwang, MD (.1 FTE)

- a. The Medical Director plays a pivotal role in the success and viability of the Gender Doula Program, providing essential expertise, oversight, and guidance at the intersection of healthcare and gender-affirming services.

5. Electrologists (1 FTE):

- a. Responsibilities: Provide gender affirming hair removal
- b. Qualifications: Strong community engagement skills, experience in LGBTQ+ advocacy, and knowledge of local resources. Training in electrology and licensure in the State of Hawaii.
- c. Electrologists play a crucial role in delivering medically necessary hair removal services. The budget includes compensation, training, and travel expenses for electrologists stationed on Oahu and those serving on Hawaii Island and Maui, ensuring accessibility to gender-affirming services across diverse geographic locations.

6. Gender Doula (1 FTE):

- a. Responsibilities: Provide advocacy, emotional support, and practical assistance to clients.
- b. Qualifications: Lived experience as transgender or gender-diverse individuals, completion of the training program, and a commitment to client-centered care.
- c. Gender Doulas are the frontline advocates providing direct support to individuals navigating gender-affirming procedures. Budget allocation covers their compensation, training, and travel expenses for those serving beyond Oahu, enabling the program to reach underserved communities statewide.

Proposed Service Capacity:

The Gender Doula Program's service capacity is meticulously designed to make an immediate impact while maintaining the adaptability to scale based on the dynamic needs of the community. The initial implementation focuses on a specific geographic area, ensuring a concentrated effort to address the unique challenges faced by transgender and gender-diverse individuals in that region. At the heart of this initiative is the training and deployment of an inaugural cohort comprising four (4) gender doulas.

Two of these doulas will be stationed on Oahu, a strategic placement considering the high population density and diverse healthcare landscape of the island. The other two gender doulas will possess the flexibility to travel, allowing them to reach communities beyond Oahu. This approach is foundational to the program's commitment to inclusivity, recognizing that the needs of transgender and gender-diverse individuals extend beyond geographic boundaries.

The Gender Doula Program is committed to fostering collaborative partnerships with local Federally Qualified Health Centers (FQHCs), the Harm Reduction Branch of the Department of Health, and other organizations integral to our proposed service capacity. By aligning with FQHCs, we aim to enhance the accessibility of gender-affirming care, leveraging their established healthcare infrastructure to reach a broader demographic. Collaborating with the Harm Reduction Branch underscores our commitment to trauma-informed care and harm reduction techniques, ensuring our program aligns with best practices in supporting individuals undergoing gender-affirming procedures. Additionally, by engaging with other organizations, we seek to create a comprehensive support network, leveraging collective expertise and resources to address the diverse needs of the transgender and gender-diverse community in Hawaii. Through these collaborations, we aim to create a more integrated and supportive healthcare ecosystem that empowers individuals throughout their gender-affirming journey.

The phased expansion plan reflects a thoughtful and sustainable growth trajectory. As the initial cohort of gender doula gains experience and expertise, the program will strategically extend its reach to additional communities across Hawaii. This expansion is not just a numerical increase in service capacity but a deliberate effort to enhance accessibility and inclusivity for individuals seeking gender-affirming care.

The program's flexibility stands as a cornerstone of its approach. It enables responsive adjustments to service capacity, ensuring that the Gender Doula Program remains attuned to the evolving and diverse needs of the target population. This adaptability is not only crucial for the success of the initial deployment but also positions the program to be an enduring resource that can grow and evolve in tandem with the ever-changing landscape of healthcare and community needs. As the program unfolds, it will contribute significantly to the overarching goal of reducing healthcare disparities and improving the overall well-being of transgender and gender-diverse individuals in Hawaii.

Qualifications and Experience of Personnel:

Chief Firebrand: Patricio Battani, MPH, CCE

Patricio Battani brings a wealth of experience and expertise to the Gender Doula Program as Chief Firebrand. With a Master's in Public Health (MPH), Patricio has a notable history in healthcare advocacy, particularly in transgender and gender-diverse communities. He has pioneered the development of a groundbreaking trans navigation program for a Federally Qualified Health Center (FQHC), showcasing his commitment to improving healthcare access for marginalized communities. Patricio's extensive 25 years of HIV prevention work further underscore his dedication to public health initiatives. His leadership extends beyond program development, as evidenced by his role on the Board of Directors for the United States Professional Association for Transgender Health (USPATH), where he actively contributes to shaping national policies and best practices.

Disruptor in Chief: Wendy Wink

Wendy Wink, in her role as Disruptor in Chief, brings a unique blend of expertise in gender navigation and mental health administration to the Gender Doula Program. With a rich background as a gender navigator, Wendy has demonstrated a deep understanding of the complexities faced by transgender and gender-diverse individuals seeking affirming care. Her experience in running a mental health clinic further enhances her capacity to address the holistic well-being of program participants. Wendy's commitment to breaking barriers and disrupting conventional norms aligns seamlessly with the innovative and client-centered approach of the Gender Doula Program. This commitment is shown through her tireless work to ensure a safe and healthy school environment for her own children. Her leadership ensures that the program not only provides effective advocacy and support but also prioritizes the mental health and overall wellness of those it serves.

Medical Director: Irene Hwang, MD

Dr. Hwang, serving as the Medical Director of HI SIS, brings a valuable medical perspective and a wealth of experience in harm reduction to the leadership team. As a board-certified family medicine physician, Dr. Hwang embodies a commitment to comprehensive and patient-centered healthcare. Her background in family medicine positions her as a compassionate advocate for the diverse healthcare needs of individuals within the transgender and gender-diverse community. Dr. Hwang's expertise in harm reduction is particularly significant, as it underscores the program's dedication to trauma-informed care and mitigating potential risks associated with gender-affirming procedures. Her role as Medical Director ensures that the Gender Doula Program not only prioritizes the emotional and social aspects of care but also maintains a rigorous standard of medical excellence, promoting the health and well-being of each program participant.

Gender Doulas & Electrologist

Embracing a trauma-informed approach to hiring is paramount for the Gender Doula Program, reflecting a commitment to creating a safe and supportive environment for both clients and staff. In seeking the best talent, the program recognizes the significance of individuals who embody empathy, cultural sensitivity, and a deep understanding of trauma-informed care principles. The hiring process prioritizes candidates with a proven track record in trauma-informed practices, ensuring that every member of the team contributes to a culture of safety, trust, and empowerment. By valuing lived experiences and diverse perspectives, the Gender Doula Program aims to build a team that not only meets professional qualifications but also reflects the diversity and resilience inherent in the transgender and gender-diverse communities. This approach aligns with the program's overarching goal of providing affirming and transformative care, acknowledging the unique challenges faced by its participants and fostering a collaborative, understanding, and trauma-informed work environment. HI SIS is committed to assembling a team with the following qualifications and experiences:

- **Healthcare Navigation Expertise:** Relevant staff will possess knowledge of healthcare systems, particularly in the context of gender-affirming care.
- **Training and Education:** Gender Doulas will have extensive expertise in designing and conducting effective educational programs, with a nuanced understanding that education is a dynamic process developed on the streets as much as in formal settings. Drawing from real-world experiences and community engagement, the training approach emphasizes the practical application of knowledge, ensuring that gender doulas are equipped with the skills needed to navigate complex healthcare systems and provide comprehensive support.
- **Community Engagement:** Community engagement stands as a foundational qualification in the recruitment process for the Gender Doula Program. Recognizing the nuanced nature of the work and the diverse needs of the

transgender and gender-diverse community, candidates are sought who have a proven track record of meaningful community engagement. This qualification goes beyond theoretical knowledge and formal training, emphasizing the importance of individuals who have actively immersed themselves in community spaces, building trust, and establishing connections. Candidates with a demonstrated commitment to understanding and addressing the unique challenges faced by the community through direct engagement, advocacy, and collaboration with local organizations are highly valued. This qualification ensures that the Gender Doula Program's team not only possesses the necessary skills but is deeply embedded in the communities it serves, fostering authentic relationships that are essential for providing affirming and culturally competent care.

- **Lived Experience:** The hiring practices of the Gender Doula Program are intentionally designed to transcend traditional metrics and embrace a holistic perspective that values education earned through lived experience as much as formal academic qualifications. Recognizing the profound impact of personal journeys, the program acknowledges that individuals with direct lived experiences within the transgender and gender-diverse communities bring invaluable insights and understanding to the role of gender doulas. Beyond formal education, the program seeks candidates who can contribute unique perspectives, empathy, and a deep cultural competency that goes beyond what can be taught in a classroom. By prioritizing a diverse range of experiences, the hiring practices aim to build a team that authentically represents and resonates with the community it serves, fostering a supportive and inclusive environment where the transformative power of lived experiences is recognized and celebrated.

Supervision, Training, and Administrative Direction Plan:

Overview:

The Supervision, Training, and Administrative Direction plan is designed to provide comprehensive leadership and support to the Gender Doula Program. This multifaceted role encompasses supervision of staff, development and implementation of training programs, and efficient administrative coordination. The goal is to foster a culture of excellence, cultural competency, and streamlined operations to ensure the program's success in delivering quality care and support.

Supervision:

Objectives: Provide ongoing support, mentorship, and feedback to staff, ensuring a collaborative and positive work environment.

Strategies:

- Conduct regular check-ins and team meetings to address challenges and celebrate achievements.
- Implement a performance review system that encourages professional growth and development.
- Establish an open-door policy to encourage transparent communication and a sense of inclusivity.

Training Program Development:

Objectives: Design, implement, and enhance training programs to equip gender doulas with the necessary knowledge and skills.

Strategies:

- Collaborate with healthcare professionals and subject matter experts to develop evidence-based training modules.
- Integrate cultural competency and trauma-informed care principles into training curricula.
- Regularly update training materials to align with emerging best practices in gender-affirming care.

Administrative Coordination:

Objectives: Streamline administrative processes, ensuring organizational efficiency and compliance.

Strategies:

- Collaborate with the Administrative Assistant to establish standardized documentation procedures.
- Implement digital tools for efficient data management and reporting.
- Conduct regular internal audits to ensure compliance with reporting requirements.

Professional Development:

Objectives: Continuously enhance personal and team expertise in healthcare management and gender-affirming care.

Strategies:

- Attend relevant conferences, workshops, and training sessions to stay updated on industry trends.
- Facilitate ongoing education sessions for staff to share knowledge and foster a culture of continuous learning.
- Establish partnerships with local institutions for specialized training opportunities.

Measures of Success:

Staff Satisfaction Surveys: Regularly assess staff satisfaction to gauge the effectiveness of supervision and the overall work environment.

Training Program Evaluation: Conduct periodic evaluations of training programs, incorporating participant feedback for continuous improvement.

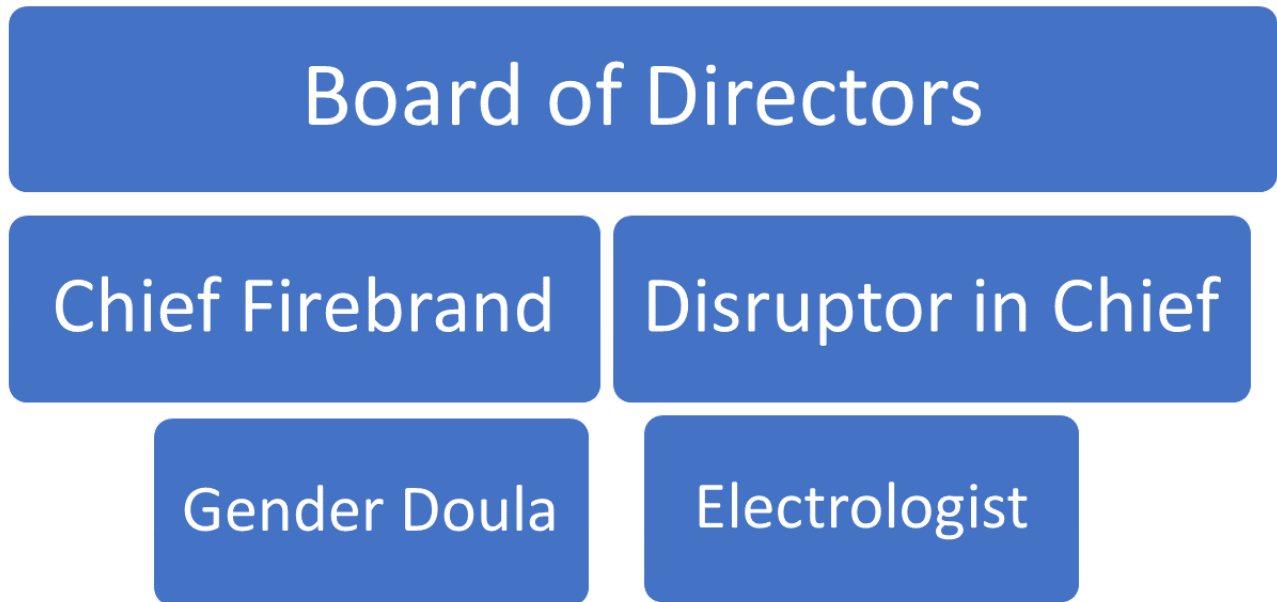
Administrative Efficiency Metrics: Monitor the efficiency of administrative processes through metrics such as response times, document turnaround, and compliance rates.

Professional Development Impact: Track staff engagement in professional development activities and assess the application of newfound knowledge in their roles.

This Supervision, Training, and Administrative Direction plan is integral to ensuring the Gender Doula Program's success, aligning with its mission of providing compassionate and effective care to transgender and gender-diverse individuals.

2. Organization Chart

The applicant shall illustrate the position of each staff and line of responsibility/supervision. If the request is part of a large, multi-purpose organization, include an organization chart that illustrates the placement of this request.



The applicant shall provide an annual salary range paid by the applicant to the three highest paid officers, directors, or employees of the organization by position title, not employee name.

Chief Firebrand	\$ 150,000
Disruptor in Chief	\$ 130,000
Gender Doula	\$ 90,000

VII. Other

1. Litigation

The applicant shall disclose any pending litigation to which they are a party, including the disclosure of any outstanding judgment. If applicable, please explain.

not applicable

2. Licensure or Accreditation

The applicant shall specify any special qualifications, including but not limited to licensure or accreditation that the applicant possesses relevant to this request.

- Electrologists: 600 Hour Electrology training program and Hawaii State Licensure.
- Medical Director: Medical Degree and Hawaii Medical License

3. Private Educational Institutions

The applicant shall specify whether the grant will be used to support or benefit a sectarian or nonsectarian private educational institution. Please see [Article X, Section 1, of the State Constitution](#) for the relevance of this question.

not applicable

4. Future Sustainability Plan

The applicant shall provide a plan for sustaining after fiscal year 2024-25 the activity funded by the grant if the grant of this application is:

- (a) Received by the applicant for fiscal year 2024-25, but
- (b) Not received by the applicant thereafter.

HI SIS is committed to ensuring the sustained success of the Gender Doula Program beyond the fiscal year 2024-25. Our sustainability plan is designed to leverage existing resources, establish community partnerships, and explore alternative funding streams to maintain and expand the program. The key components of our sustainability plan are as follows:

1. Diversification of Funding Sources:

- **Grant Writing and Fundraising:** Dedicate staff resources to ongoing grant writing and fundraising efforts to secure additional funding from foundations, private donors, and corporate sponsors.
- **Community Contributions:** Establish a framework for community members and allies to contribute financially to the program, creating a sustainable base of support from within the community.
- **Electrology Income and Insurance Claims:** electrology income and insurance claims can be integral to financial stability. Generating income through electrology services provides a potential revenue stream for sustaining the program beyond grant funding. Electrology services, which may include hair removal procedures often sought by transgender and gender-diverse individuals, can be billed through insurance claims, contributing to financial sustainability. Establishing partnerships with healthcare providers and insurance companies to facilitate reimbursement for these services can not only enhance program income but also create a more inclusive healthcare landscape. By leveraging electrology services and navigating insurance claims effectively, the Gender Doula Program can diversify funding sources and enhance its ability to provide ongoing support to the community it serves.

2. Integration with Existing Programs:

- **Integration with Healthcare Systems:** Collaborate with healthcare providers to integrate the Gender Doula Program into existing healthcare systems, potentially securing funding or in-kind support from healthcare institutions.
- **Government Partnerships:** Explore partnerships with local, state, or federal agencies to integrate the program into existing public health initiatives, tapping into government funding sources.

3. Fee-for-Service Model:

- **Training Services:** Offer the training program for a fee to external organizations, healthcare providers, or institutions seeking to enhance their cultural competency in gender-affirming care.
- **Consultation Services:** Provide consultation services to healthcare facilities or organizations seeking expertise in creating inclusive and affirming environments for transgender and gender-diverse individuals.

4. Community Partnerships:

- **Collaboration with LGBTQ+ Organizations:** Strengthen partnerships with LGBTQ+ organizations and community centers, exploring joint initiatives and shared resources to support the program.

- **Educational Institutions:** Collaborate with educational institutions to integrate the Gender Doula Program into relevant curricula, fostering sustainability through educational partnerships.

5. Volunteer Engagement:

- **Community Volunteer Program:** Develop a structured volunteer program where community members can contribute their time and skills to support program activities, reducing reliance on paid staff.
- **Peer Support Networks:** Foster peer support networks within the transgender and gender-diverse community, creating a sustainable framework for individuals to support each other.

6. Continuous Program Evaluation and Improvement:

- **Data Collection and Analysis:** Implement robust data collection mechanisms to evaluate program outcomes, demonstrating effectiveness to potential funders and partners.
- **Feedback Loops:** Establish feedback loops with program participants, community members, and stakeholders to continually improve program delivery and responsiveness to community needs.

7. Training of Trainers:

- **Train-the-Trainer Model:** Develop a train-the-trainer model to empower community members to become trainers, expanding the capacity to deliver the Gender Doula training program independently.
- **Certification Program:** Offer a certification program for individuals who have completed the training, creating opportunities for them to become trainers and leaders within the program.

By implementing these strategies, HI SIS aims to create a self-sustaining model for the Gender Doula Program, ensuring its continuity and growth even in the absence of grant funding after the fiscal year 2024-25. This multifaceted approach aligns with our commitment to long-term impact and community-driven sustainability.

BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2024 to June 30, 2025

App

HISIS, LLC

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
A. PERSONNEL COST				
1. Salaries	400,000			40,037
2. Payroll Taxes & Assessments	46,609			4,664
3. Fringe Benefits	36,255			5,180
TOTAL PERSONNEL COST	482,864			49,881
B. OTHER CURRENT EXPENSES				
1. Airfare, Inter-Island	10,000			
2. Insurance				5,000
3. Lease/Rental of Equipment				10,000
4. Lease/Rental of Space				96,000
5. Staff Training	5,000			10,000
6. Supplies	2,136			20,000
7. Telecommunication				1,800
8. Utilities				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
TOTAL OTHER CURRENT EXPENSES	17,136			142,800
C. EQUIPMENT PURCHASES				
D. MOTOR VEHICLE PURCHASES				
E. CAPITAL				
TOTAL (A+B+C+D+E)	500,000			192,681
SOURCES OF FUNDING		Budget Prepared By:		
(a) Total State Funds Requested	500,000	Patricio Battani 8,083,818,569		
(b) Total Federal Funds Requested		Name (Please type or print) Phone		
(c) Total County Funds Requested		Signature of Authorized Official Date		
(d) Total Private/Other Funds Requested	192,681	Patricio Battani Chief Firebrand		
TOTAL BUDGET	692,681	Name and Title (Please type or print)		

BUDGET JUSTIFICATION - EQUIPMENT AND MOTOR VEHICLES

Period: July 1, 2024 to June 30, 2025

Applicant: HISIS, LLC

DESCRIPTION EQUIPMENT	NO. OF ITEMS	COST PER ITEM	TOTAL COST	TOTAL BUDGETED
Not Applicable			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

DESCRIPTION OF MOTOR VEHICLE	NO. OF VEHICLES	COST PER VEHICLE	TOTAL COST	TOTAL BUDGETED
Not Applicable			\$ -	
			\$ -	
			\$ -	
			\$ -	
			\$ -	
TOTAL:				
JUSTIFICATION/COMMENTS:				

BUDGET JUSTIFICATION - CAPITAL PROJECT DETAILS

Period: July 1, 2024 to June 30, 2025

Applicant: HISIS, LLC

FUNDING AMOUNT REQUESTED						
TOTAL PROJECT COST	ALL SOURCES OF FUNDS RECEIVED IN PRIOR YEARS		STATE FUNDS REQUESTED	OTHER SOURCES OF FUNDS REQUESTED	FUNDING REQUIRED IN SUCCEEDING YEARS	
	FY: 2022-2023	FY: 2023-2024	FY:2024-2025	FY:2024-2025	FY:2025-2026	FY:2026-2027
PLANS						
LAND ACQUISITION						
DESIGN						
CONSTRUCTION						
EQUIPMENT						
TOTAL:						
JUSTIFICATION/COMMENTS: <p style="text-align: center;">Not Applicable</p>						

GOVERNMENT CONTRACTS, GRANTS, AND / OR GRANTS IN AID

Applicant: HISIS, LLC

Contracts Total: -

	CONTRACT DESCRIPTION	EFFECTIVE DATES	AGENCY	GOVERNMENT ENTITY (U.S./State/Hawaii/ Honolulu/ Kauai/ Maui County)	CONTRACT VALUE
1	Not Applicable				
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