

## summary of skills and qualifications

- Registered Social Worker with diverse clinical experience with individuals, families and groups
- Consulting, training, and clinical supervision experience
- Demonstrated leadership skills on an integrated family health team and in community organizing
- Experience in delivering population-based care in HIV service settings; for people with problem substance use; and LGBTQ, newcomer, and racialized communities
- Comprehensive understanding of the socio-political context and psychosocial impact of HIV/AIDS
- Well-developed mental health intervention skills and approaches to brief and longer-term therapy
- Interest in social work & counselling education demonstrated through post-secondary teaching, curriculum development, and field placement supervision roles
- Strong community presence developed through public speaking, podcasting, and written works

## education

- **Masters of Social Work** University of Toronto 2009 – 2011  
Mental Health & Health Specialization; Collaborative Program in Addiction Studies  
  
*International Student Placement*, University of Melbourne 2010
- **Bachelor of Arts , Honours Psychology** University of Waterloo 2003 – 2008  
Double Minor in English Language & Literature and Political Science  
  
*Student Exchange Program*, National University of Singapore 2006 – 2007

## teaching & curriculum development

**School:** Extended Learning, Centre for Equitable Systems Design, University of British Columbia

**Program:** Equity, Diversity & Inclusion Certificate

**Courses facilitated:**

- *Understanding Intersectionality and Identity (MC659) x3*
- *Engaging Diversity and Inclusion in Organizations (MC609) x1*
- *Understanding Intersectionality and Identity (MC659) x1*

**Courses developed and facilitated:**

- *Countering Biases and Microaggressions (MC658) x1*

**School:** Factor-Inwentash Faculty of Social Work, University of Toronto

**Program:** Master of Social Work

**Courses taught:**

- *Foundations of Social Work Practice (1x) Fall 2020*
- *Cognitive Behavioural Theories and Social Work Practice (1x) Fall 2023*

**Courses developed and taught:**

- *Cybercounselling and Social Work Practice (2x) Winter 2021 / Spring 2021*

**School:** School of Social Work, Toronto Metropolitan University  
**Program:** Bachelor of Social Work  
**Courses taught:** *Transformative Social Work Practice (2x)* Fall 2018 / Fall 2019

**School:** St. Jerome's University at University of Waterloo  
**Program:** Sexuality, Marriage, & Family Studies  
**Courses developed and taught:**

- *Introduction to Systemic Therapies & Anti-Oppressive Practices (2x)* Fall 2020 / Fall 2021
- *Sex Therapy (1x)* Winter 2022

**School:** George Brown College  
**Program:** Social Service Worker  
**Courses taught:**

- *Substance Use (3x)* Fall 2015
- *Concurrent Disorders (2x)* Winter 2016

**School:** Centennial College  
**Programs:** Community Development, Social Service Worker  
**Courses taught:**

- *Communication Fundamentals in Community Development (2x)* Fall 2014 / Fall 2015
- *Power, Privilege, & Oppression (1x)* Winter 2016

**School:** Centennial College  
**Program:** Addiction & Mental Health Worker  
**Courses developed (2015-2016):**

- *Integrated Approaches to Addiction & Mental Health*
- *Stigma in Addictions & Mental Health*
- *Prevention, Mental Health Promotion, & Harm Reduction*
- *Special Issues in Addictions & Mental Health*

## professional development

- Professional Certificate in Psychosexual Therapy, *Contemporary Institute of Clinical Sexology* Present
- Intensive Balint Leadership Training, *American Balint Society* 2023
- Executive Leadership in the Not-for-Profit Sector, *New York University Silver School of Social Work* 2023
- The Supervisory Relationship, *Gestalt Institute of Toronto* 2022 - 2023
- Clinical Supervision, *Institute for Self-in-Relationship Psychotherapy* 2021
- Advanced Assessment & Diagnosis, *New York University Silver School of Social Work* 2020
- Interpersonal Psychotherapy Training Certificate, *Institute of Interpersonal Psychotherapy* 2019
- Practical Psychodynamics, *Mount Sinai Psychotherapy Institute* 2017
- Clinical Social Work Supervision, *University of Calgary* 2016
- Gestalt Theory & Practice One-Year Professional's Program, *Gestalt Institute of Toronto* 2015 - 2016
- Cognitive Behavioural Therapy: Complex Disorders, *Ontario Institute for Studies in Education* 2015
- Training Enhancement in Applied (Smoking) Cessation & Health (TEACH) Certificate, *CAMH* 2015
- Fundamental Perspectives in Psychoanalysis, *Toronto Psychoanalytic Society & Institute* 2014 - 2015
- Cognitive Behavioural Therapy: Foundations, *Ontario Institute for Studies in Education* 2014
- Narrative Therapy Certificate, *Hinks-Dellcrest Centre, Gail Appel Institute* 2012 - 2013

## positions held

- **Lead Consultant & Psychotherapist, *Affective Consulting & Psychotherapy Services*** 2014 – Present
- Course Facilitator & Curriculum Consultant, *UBC Equity, Diversity, Inclusion Program* 2023 – Present
- Trainer and Facilitator, *Lyra Health (formerly ICAS)* 2023 – Present
- Lecturer, *Factor-Inwentash Faculty of Social Work, University of Toronto* 2020 – 2023
- International Visiting Scholar, *South African College of Applied Psychology* 2021 – 2022
- Lecturer, *Sexuality, Marriage & Family Studies, SJU/University of Waterloo* 2020 – 2022
- Mental Health Clinical Coordinator/Counsellor, *Sherbourne Health* 2014 – 2020
- Lecturer, *Faculty of Community Services, School of Social Work, Toronto Met University* 2018 – 2019
- Curriculum Developer, *Addiction & Mental Health Worker Program, Centennial College* 2015 – 2016
- Professor & Field Placement Supervisor, *Centennial College & George Brown College* 2014 – 2016
- Family & Youth Counsellor, *Turning Point Youth Services* 2013 – 2014
- Bathhouse Counsellor, *Towel Talk, AIDS Committee of Toronto* 2010 – 2014
- Community Counsellor, *519 Church Street Community Centre* 2012 – 2013
- Project Coordinator, Counsellor & Tester, *Making the Links, Hassle Free Clinic* 2011 – 2013
- Newcomer Gay/Bi/MSM Resource Dev. Assistant, *Black Coalition for AIDS Prevention* 2009 – 2010
- MSM Outreach Coordinator, *Desi Men's Program, Alliance for South Asian AIDS Prevention* 2009 – 2009
- Peer Outreach Worker, *AIDS Committee of Cambridge, Kitchener, Waterloo & Area* 2008 – 2009

## internships & practicum

- Addictions Counsellor 2010 – 2011  
*MSW Practicum 2 | Centre for Addiction and Mental Health*
- Trauma Project Coordinator 2010  
*Graduate Summer Internship | Inner South Community Health Service (Melbourne, VIC)*
- Episodic Disabilities Initiatives 2010  
*MSW Practicum 1 | Canadian Working Group on HIV & Rehabilitation*
- STEAM (Emotion & Anger Management) School Groups Facilitator 2008  
*Honours Psychology 4<sup>th</sup> Year Internship | Kitchener-Waterloo Counselling Services*

## clinical social work practice

- **Population-based experience working with:**
  - Children, adolescents, adults, and older adults
  - Gay/queer men living with and affected by HIV
  - Queer and trans community mental health; problem substance use, body image, dysphoria
  - Newcomers navigating settlement issues including trauma, grief, and loss
  - Racialized queer/trans communities
  - Youth and families engaged in the child welfare system
  - People managing problem substance use issues who are also affected by poverty
  - People with chronic/progressive health diagnoses
  - People with complex presentations and trauma histories

- **Practice-based experience with the following models of care:**
  - Individual psychotherapy – both short (1-12 sessions) and longer-term (up to 3 years)
  - Group work – both skills-based and therapeutic
  - Home-based counselling for mandated families
  - Interprofessional collaboration in primary, mental, and sexual health care settings
- **Demonstrated competency with the following clinical intervention skills:**
  - Biopsychosocial therapeutic assessments
  - Case formulations and case reports for strengths-based goal directed work
  - Relapse prevention skills training and harm reduction psychotherapy
  - Longer term psychodynamic, cognitive behavioural, interpersonal and Gestalt therapy
  - Individual and group clinical supervision for graduate students
  - Sexual health counselling, medical note-taking, venipuncture, and point-of-care HIV testing

## clinical supervision

- Strong interest in models of clinical supervision evidenced by three training certificates obtained in this area and efforts to reserve half of my current clinical practice for supervisees
- Provide ongoing group supervision and case consultation services to group practices and nonprofit organizations, including women's/youth shelters and an unique entrepreneurship program
- Offered individual and group supervision to MSW counselling students (x8) between 2017-2020

## program & resource development

- Developed sexual health and wellness information resources for international students exploring their sexual and gender identities and the service providers that support them (2023, funded by the Ontario HIV Treatment Network): <https://hqtoronto.ca/international-student-resources/>
- Developed a facilitator's guide and curriculum for *Love and Sex in the Age of Apps*, a manualized group for older gay and bisexual men seeking connection (2023, funded by the Ontario HIV Treatment Network)
- Developed a facilitator's guide and curriculum for *Crescent Moon: Supporting Family Members of LGBTQ Muslims* (2022, SSHRC-funded grant): <https://tinyurl.com/queercrescentmoon>
- Developed a facilitator's guide and curriculum for *Do You Mind?* a community mental health leadership program for gender and sexual minority youth (2020, funded by the Community-Based Research Centre): [https://www.cbrc.net/do\\_you\\_mind](https://www.cbrc.net/do_you_mind)
- Coordinated practicum placement program with graduate program liaisons, interviewed shortlisted candidates, provided orientation training, facilitated group supervision & student learning days (2017-2020)
- Served on the Scientific & Community Advisory Committee for a web-based resource for guys into guys aimed at increasing mental health literacy and support for navigating complex systems: <http://goodhead.ca> (2019-2020)
- Coordinated first phase of an agency's strategic plan toward becoming trauma-informed at all levels of the organization (Melbourne, 2010). Conducted a literature review, co-developed survey tools, interviewed internal mental health workers and presented findings and recommendations in a town hall meeting of employees and managers across the agency's multiple sites.
- Co-authored *The Guide* (2010), a multi-lingual print and online resource intended to help members of the gay, bisexual and trans newcomer community mitigate psychosocial vulnerabilities associated with immigration stress and navigating new spaces. Project included conducting an academic literature review and co-facilitating focus groups with the target community.

- Coordinated “Dosti” (2009), a social and support program for queer South Asian men, within a larger Desi Men’s Program, which included maintaining an online website, managing 4-6 program volunteers, directing the documentary Brown Like Me (2009) and monthly discussion group recruitment, planning, and facilitation.

## community development & engagement

- Community organizing, regional group mobilization and fundraising as Core Team Lead with Salaam Canada, a national LGBTQ Muslim organization (2012–2022).
- Planning Committee Member for the annual Guelph Sexuality Conference (2016-2019).
- Engagement in queer arts as yearly host of *brOWN/OUT* program at Pride (2014–2019)
- Co-founded Ismaili Queers: Advocates for Pluralism and coordinated initiatives (2008-2015).
- Developed community outreach strategies, built relationships for streamlined referral processes, and participated in inter-agency collaborations, including evaluation projects, joint outreach events targeting gay/bisexual men of colour, and resource dissemination as a member of the M2Men Network, comprised of City of Toronto-funded AIDS Prevention Community Investment Programs (2009-2012).
- Active strategist and community convener as part of the Crystal Meth Coalition, HIV and Mental Health Network (2011-2013) and World Pride Human Rights Subcommittee (2013-2014).

## publications

### BOOKS & EDITED VOLUMES

Thawer, R. & Khan, M. (Eds.). (*In progress*). *LGBTQ+ Muslim Stories of Madness, Love, Resistance, & Care*. University of Regina Press.

Thawer, R. (*In progress*). *Seeking: Stories from a gay therapist making sense of connection*. Thornapple Press.

Thawer, R. (*In progress*). *The Politicized Practitioner*. Blue Cactus Press.

Thawer, R. (*In progress*). *Determinants: A Self-Help Workbook for GBTQ Men*. New Harbinger Press.

Chambers, S., Farrow, J., Fitzgerald, M., Jackson, E., Lorinc, J., McCaskell, T., Sheffield, R., Taylor, T., & **Thawer, R.** (2017). *Any Other Way: How Toronto Got Queer*. Coach House Books.

### CHAPTERS

Taylor, T. & Thawer, R. (2017). Did Toronto Get Queer? In *Any Other Way: How Toronto Got Queer* (pp. 76-77). Toronto, ON: Coach House Books.

Thawer, R. (2017). Cardio-Highs: Winning and Running Away All at Once. In *Any Other Way: How Toronto Got Queer* (pp. 76-77). Toronto, ON: Coach House Books.

## ESSAYS

Thawer, R. (2023, December 16). Object Relations Theory and Therapy for the Disillusioned Nationalist. Medium. <https://medium.com/@rahimthawer/object-relations-theory-and-therapy-for-the-disillusioned-nationalist-20cdf9972875>

Thawer, R. (2023, August 3). I support queer and trans youth, but their parents make me anxious! Closing the gap in our service approach. Medium. <https://medium.com/@rahimthawer/i-support-queer-and-trans-youth-but-their-parents-make-me-anxious-29696caf8348>

Thawer, R. (2023, August 1). On Being a Politicized Practitioner. Medium. <https://medium.com/@rahimthawer/on-being-a-politicized-practitioner-aec7b32d790f>

Thawer, R. (2023, February 6). *Cultural Safety & Countertransference: Working in Communities You Belong To*. Medium. <https://medium.com/@rahimthawer/cultural-safety-countertransference-working-in-communities-you-belong-to-c561473cf953>

Thawer, R. (2023, January 16). *Supporting family members when queer & trans Muslims come out*. Medium. <https://medium.com/@rahimthawer/supporting-family-members-when-queer-trans-muslims-come-out-b9e2cb1e1886>

Thawer, R. (2022, July 8). *Pandemic Bodies Meet Pride Diets*. Momotaro Apotheca. <https://momotaroapotheca.com/en-ca/blogs/vaginal-wellness/pandemic-bodies-meet-pride-diets>

Thawer, R. (2022, June 9). *The Matrix of Envy in Our Social and Sexual Lives*. Medium. <https://medium.com/@rahimthawer/the-matrix-of-envy-in-our-social-and-sexual-lives-474d46f2a172>

Thawer, R. (2022, January 28). *Processing Shame: What Queer Guys (and Their Therapists) Need to Know — Part 3/3*. Medium. <https://medium.com/@rahimthawer/sexuality-and-the-imprint-of-shame-what-queer-guys-and-their-therapists-need-to-know-part-3-3-bd5206cbf503>

Thawer, R. (2022, January 27). *Defenses Against Shame: What Queer Guys (and Their Therapists) Need to Know — Part 2/3*. Medium. <https://medium.com/@rahimthawer/sexuality-and-the-imprint-of-shame-what-queer-guys-and-their-therapists-need-to-know-part-2-3-1fc8ea08520e>

Thawer, R. (2022, January 19). *Understanding Shame: What Queer Guys (and Their Therapists) Need to Know — Part 1/3*. Medium. <https://medium.com/@rahimthawer/sexuality-and-the-imprint-of-shame-what-queer-guys-and-their-therapists-need-to-know-part-1-3-4e5bd7caeca7>

Thawer, R. & Nelson, K. (2022). How to be culturally competent when supporting LGBTQ Muslims. *Designers Against AIDS*. <https://designersagainstaids.com/how-to-be-culturally-competent-when-supporting-lgbtq-muslims/>

Thawer, R. (2022). *How to be culturally competent when supporting LGBTQ Muslims*. Medium. <https://medium.com/@rahimthawer/how-to-be-culturally-competent-when-supporting-lgbtq-muslims-7f7686a0563c>

Thawer, R. (2020). Fear & Fluid(ity), *Part III - Confronting Our Fears: How a Fear of Bodily Fluids Affects Interpersonal Fluidity & our Communities*. *Spectrum Journal*. <https://spectrumboutique.com/journal/article/fear-fluidity-part-iii-confronting-our-fears/>

Thawer, R. (2020). *Fear & Fluid(ity), Part II - Gender Fluidity: How a Fear of Bodily Fluids Spills Over Into Fear of Gender Fluidity*. Spectrum Journal. <https://spectrumboutique.com/journal/article/fear-fluidity-part-ii-gender-fluidity/>

Thawer, R. (2020). *Fear & Fluid(ity), Part I - Bodily Fluids: How Social Discourse Causes us to Fear and Contain Bodily Fluid*. Spectrum Journal. <https://spectrumboutique.com/journal/article/fear-fluidity-part-i-bodily-fluids/>

Thawer, R. (2017). *Defending Uncritical Art Has Consequences*. Marvellous Grounds: Bodies as Archives: QTBIPOC Art and Performance in Toronto, (Issue 2). <http://marvellousgrounds.com/blog/defending-uncritical-art-has-consequences/>

Thawer, R. (2016). *Phobias, Mental Health and Pride: a QPOC Perspective*. Rabble.ca. <https://rabble.ca/anti-racism/phobias-mental-health-and-pride-qpoc-perspective/>

## keynotes & presentations

2SLGBTQIA+ Muslims and Mental Health. Ontario Council of Agencies Serving Immigrants. December 2023. <https://www.youtube.com/watch?v=5xb-oiF7NZc>

Good Self-Care for the Good Fight! PFLAG National Convention. DC, October 2023.

Crescent Moon: Supporting Family Members of LGBTQ Muslims. July 2023. Sexuality & Social Work Conference. University of Strathclyde, Glasgow.

Cultural Safety and Countertransference: Working in Communities You Belong To, Pre-Conference Institute. May 2023, University of Kentucky. Contemporary Relationships Conference.

LGBTQIA Mental Health: Same Labels, Different Determinants. May 2023, Virtual. Pennsylvania LGBTQIA Health Summit. Bradbury-Sullivan LGBT Community Center. <https://www.youtube.com/watch?v=CBFISewsmF4>

The Practice Dialogue Series with Rahim Thawer. February – May 2022, South African College of Applied Psychology. <https://www.youtube.com/playlist?list=PLY60s4QcoeebS8VEBGivfXgFSAS77ioER>

Feelin' My Feelings. Free To Be Me 2020 Virtual Forum, Newfoundland and Labrador English School District (NLESD) and the Canadian Centre for Gender and Sexual Diversity (CCGSD). June 2020. <https://tinyurl.com/feelinmyfeelings>

When Curiosity Sends the Wrong Message: Anti-Oppressive Sex Therapy Practice. AGM/Training Day: Board of Examiners of Sex Therapists & Counsellors in Ontario. Nov 2019. Toronto, ON.

“Fear & Fluid(ity)” Sex Down South Conference. Sept 2019, Atlanta, GA. <https://www.youtube.com/watch?v=sXJDXULIKX4>

Supporting Dialogue When Someone Comes Out. Réseau ACCESS Network: Pride Community Breakfast. July 2019, Sudbury, ON.

Improving Mental Health for All Canadians: Why Equity Matters. Ontario Association of Social Workers Conference. Nov 2018, Toronto, ON.

Sexuality and the Imprint of Shame. Community-Based Resource Centre. Nov 2018, Vancouver, BC.  
<https://www.youtube.com/watch?v=HC36KXvc1Jg>

Casual sex vs Long Term Relationships. Gay Men's Mental Health Summit, March 2018, Toronto, ON.  
[https://www.youtube.com/watch?v=9\\_LyqJlrX3A](https://www.youtube.com/watch?v=9_LyqJlrX3A)

Did Toronto Get Queer? Toronto Book Awards at *The Word on The Street Festival*, Sep 2017, Toronto, ON.

Shame and Sexuality: The Imprint of Psychological Pain. Guelph Sexuality Conference, Jun 2017, Toronto, ON.

Brown and Queer: Are We Safe at School? Rick Hansen Secondary School, May 2017, Mississauga, ON.

Harm Reduction and LGBTQ Communities. Ontario Harm Reduction Distribution Program Conference, Ontario Harm Reduction Distribution Program, Oct. 2015, Toronto, ON.

Vicarious/Secondary Trauma in an HIV Service Setting. Central Opening Doors Conference, AIDS Committee of Peel/York Region, Oct. 2015, Vaughan, ON.

Communicating Sexual Risk to People Living with HIV and People at Risk. CATIE Forum 2013: New Science, New Directions in HIV & HCV. Canadian AIDS Treatment Information Exchange (CATIE), Sep. 2013. Toronto, ON.

Barebacking: Risk, Connection, & Vulnerability. Gay Men's Sexual Health (GMSH) Summit, AIDS Bureau of Ministry of Health & Long-Term Care, May 2013. Toronto, ON. <https://player.vimeo.com/video/73234132>

## affiliations

- Board Member, Gestalt Institute of Toronto (2023 – present)
- Faculty & Consultant, Queer & Trans Affirming Professional (QTAP) Certificate Program
- Advisory Committee, Contemporary Relationships Conference
- Fellow, Mark S. Bonham Centre for Sexual Diversity Studies
- Member, American Association for Psychoanalysis in Clinical Social Work
- Member, Ontario Association of Social Workers
- Member, Ontario College of Social Workers and Social Service Workers, Registration # 819571
- Member, APA Division 44: Society for the Psychology of Sexual Orientation and Gender Diversity