

TIME TO THRIVE

PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR **LGBTQ YOUTH**...EVERYWHERE!

FEB. 12-14, 2016
NEAR DALLAS, TEXAS



PRESENTING TIME TO THRIVE



PRESENTING SPONSORS



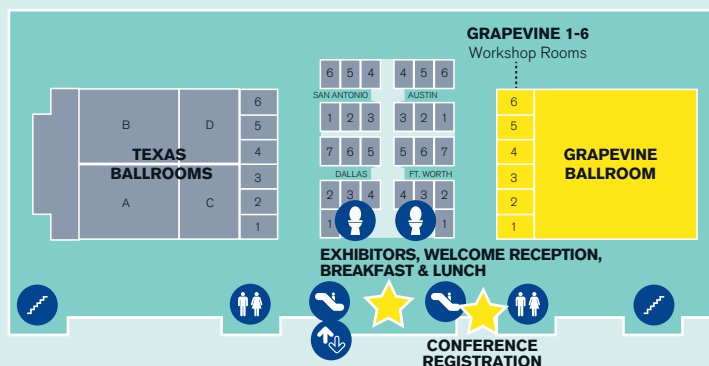
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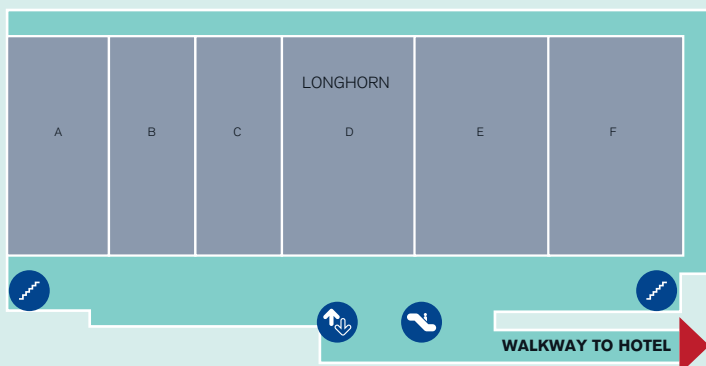
BALLROOM LEVEL

Level 3



GROUND LEVEL

Level 1



MEZZANINE LEVEL

Level 2



Gaylord Texan Resort & Convention Center Map

Note: Conference registration tables are located in the Convention Center's Ballroom Level, located on the 3rd floor.

KEY

- Meeting/Conference Rooms Used by Time to THRIVE
- Stairs
- Elevator
- Escalator
- Gender-Specific Restrooms
- All-Gender Restrooms
- Dining

SCHEDULE AT A GLANCE

Friday, February 12th

- 1:00 p.m. **Conference Registration Opens** (Location: Gaylord Convention Center, Ballroom Level)
- 2:00 – 4:30 p.m. **Optional Pre-Conference for Beginners** (Location: Grapevine 4)
- 5:00 – 6:45 p.m. **Attendee Welcome Reception** (Location: Gaylord Convention Center, Ballroom Level)
*More details on page 12.
- 7:00 – 9:30 p.m. **Opening Plenary** (Location: Gaylord Convention Center, Grapevine Ballroom)
*More details on page 12.
- 9:30 – 10:30 p.m. **Late Night Networking Social** (Location: 19th Hole at Texas Station, located inside the main atrium of the Gaylord Hotel) *More details on page 14.

Saturday, February 13th

- 7:00 a.m. – 5:00 p.m. **Conference Registration is Open** (Location: Gaylord Convention Center, Ballroom Level)
- 7:00 – 8:30 a.m. **Breakfast Buffet** (Location: Gaylord Convention Center, Ballroom Level)
- 8:30 – 9:45 a.m. **Saturday Plenary with Keynote Speakers**
(Location: Gaylord Convention Center, Grapevine Ballroom)
- 10:00 – 11:00 a.m. **Session A** (Location: Various workshop rooms, Gaylord Convention Center)
- 11:15 a.m. – 12:15 p.m. **Session B** (Location: Various workshop rooms, Gaylord Convention Center)
- 12:15 – 2:00 p.m. **Luncheon with Keynote Speakers and Panel Discussion**
(Location: Gaylord Convention Center, Grapevine Ballroom)
- 2:15 – 3:15 p.m. **Session C** (Location: Various workshop rooms, Gaylord Convention Center)
- 3:15 – 3:45 p.m. **Networking Snack and Coffee Break with Exhibitors**
(Location: Gaylord Convention Center, Ballroom Level)
- 4:00 – 5:00 p.m. **Session D** (Location: Various workshop rooms, Gaylord Convention Center)
- 5:00 – 7:30 p.m. **Dinner on your own** (Enjoy one of the fantastic restaurants inside the Gaylord)
- 7:30 – 9:15 p.m. **Film Screening and Q&A with the filmmaker: *The Year We Thought About Love***
(Location: Gaylord Convention Center, Grapevine 1) *More details on page 28.

Sunday, February 14th Happy Valentine's Day!

- 7:00 a.m. – 12:30 p.m. **Conference Registration is Open** (Location: Gaylord Convention Center, Ballroom Level)
- 7:00 – 8:30 a.m. **Breakfast Buffet** (Location: Gaylord Convention Center, Ballroom Level)
- 8:30 – 9:30 a.m. **Session E** (Location: Various workshop rooms, Gaylord Convention Center)
- 9:45 – 10:45 a.m. **Session F** (Location: Various workshop rooms, Gaylord Convention Center)
- 11:00 a.m. – 12:30 p.m. **Closing Plenary with Keynote Speakers**
(Location: Gaylord Convention Center, Grapevine Ballroom)
- 12:30 p.m. **Conference Concludes for Adult Attendees, Lunch on Your Own**
- 12:45 – 3:00 p.m. **Conference Continues for Youth Attendees**
(Location: Mission Plaza) *More details on page 35.

WELCOME

Thank you for attending the Human Rights Campaign Foundation's third annual Time to THRIVE conference, co-presented by the National Education Association and the American Counseling Association. We have three exciting and empowering days planned to help promote safety, inclusion and well-being for LGBTQ youth! This conference would not be possible without support from our partners and sponsors, especially our two presenting sponsors, AT&T and BBVA. This weekend you will hear from several amazing speakers, special guests, expert presenters and exhibitors. Our goal is to provide you with answers and resources that help you do life-saving work in your communities. I know firsthand that being a change agent takes courage and intentionality. Attending Time to THRIVE is just the first step in that process. From the bottom of my heart, thank you for giving up your holiday weekend to be here, and for becoming that voice of change for LGBTQ youth. — **Dr. Vincent “Vinnie” Pompei, Director of Time to THRIVE**

THE TIME TO THRIVE TEAM

Vincent “Vinnie” Pompei, Ed.D., *Director of Time to THRIVE*



Dr. Vincent “Vinnie” Pompei is the Director of the Youth Well-Being Project at the Human Rights Campaign Foundation. One of his primary roles at HRC is to direct Time to THRIVE, an annual national conference for educators and other youth-serving professionals to promote safety, inclusion and well-being for LGBTQ youth. Before joining HRC, Dr. Pompei served as President for the California Association of School Counselors and spent over ten years as a middle school teacher and high school counselor. He was an LGBTQ cadre trainer for the National Education Association and authored the LGBTQ section of the American School Counselor Association's National Model. In addition, he was a Chapter President for PFLAG and an Ambassador for The Trevor Project. Dr. Pompei was named one of the Advocate Magazine's Top 40 Under 40 in 2012 and selected by the National Education Association as a Classroom Superhero. He holds two Masters Degrees in Education and a Doctorate in Educational Leadership.

Malia Green, M.S., *HRC Conference Planning Fellow*

Michelle Ferrer, M.S., *HRC Conference Planning Fellow*

Ellen Kahn, *HRC Director of the Children, Youth & Families Program*



Since 2005, Ellen Kahn has served as Director of the Human Rights Campaign Foundation's Children, Youth & Families Program. In her role, Ellen provides national leadership and expertise in public education and advocacy efforts to achieve full equality for LGBT families. Under Ellen's leadership, HRCF launched three highly successful, innovative programs that promote fair and inclusive policies and practices; All Children—All Families; Welcoming Schools; and the Youth Well-Being Project. Ellen is sought out as an expert on LGBT adoption, speaking at numerous national and regional conferences, and providing training for hundreds of child welfare and adoption professionals. Prior to joining HRC, Ellen spent 13 years at the Whitman-Walker Clinic in various roles; Director of the Lesbian Services Program, Associate Director of LGBT Health Promotion, and as supervisor of a behavioral health program for people with HIV/AIDS.

Mary Beth Maxwell, *HRC Senior Vice President for Programs, Research and Training*



A longtime leader in social justice movements, Mary Beth (M.B.) Maxwell leads the groundbreaking and innovative efforts of HRC's educational arm, the HRC Foundation. She oversees the organization's public education and programmatic initiatives covering a wide range of issues affecting LGBT people in the United States and around the globe. Maxwell previously served as the Principal Deputy Assistant Secretary for Policy at the U.S. Department of Labor where she was a key figure in shaping the Obama Administration's policy agenda for working families. Prior to joining the administration, Maxwell was the Founding Executive Director of American Rights at Work, a leading voice for modernizing and reforming our nation's labor laws. She has also served in various other senior-level positions at Jobs with Justice, NARAL Pro-Choice America, and the United States Student Association.

Thank you to all HRC staff, HRC Youth Ambassadors, and volunteers who helped make Time to THRIVE a success! A special thank you to Sam Anderson, Jennifer Bailey, Jay Brown, Mitch Curtis, Olivia Dalton, Alison Delpercio, Johanna Eager, Michelle Ferrer, Richard Gagliano, Marcos Garcia, Candace Gingrich, Charlie Girard, Noël Gordon, Malia Green, Leslie Hall, Liz Halloran, Hillary Hearn, Ashley Jeffrey, Ellen Kahn, Anastasia Khoo, Mollie Levin, Jordan Long, Ana Ma, MB Maxwell, Jean-Phillipe Regis, Lisbeth Melendez Rivera, Carmen Miller, Erin Miller, Cathy Nelson, Jason Rahlan, James Servino, Ben Shallenberger, Jessie Sheffield, Beth Sherouse, Emily Simeral, Chris Speron, Sarah Streyle and Marvell Terry!

Conference Host Committee

Carmen Ashley, MPH, CHES

Capacity Building Team Lead, Division of Adolescent and School Health, Centers for Disease Control and Prevention

JoAnn Bartoletti

Executive Director, National Association of Secondary School Principals

Kris Hayashi

Executive Director, Transgender Law Center

Betty DeGeneres

National LGBT Rights Activist & mother of Ellen DeGeneres

LZ Granderson

ESPN Columnist and CNN Contributor

Dolores Huerta

President, Dolores Huerta Foundation

Lynn Hunt, M.D.

Chair, Sections on LGBT Health & Wellness, American Academy of Pediatrics

Earvin "EJ" Johnson III

Son of Magic and Cookie Johnson and student at NYU

Kate Kendell, Esq.

Executive Director, National Center for Lesbian Rights

Becky Pringle

Vice President, National Education Association

Lacey Rosenbaum

Director, Safe and Supportive Schools Project, American Psychological Association

Scott Sapperstein

Assistant Vice President, AT&T

Linda Spears

Vice President of Policy and Public Affairs, Child Welfare League of America

Richard Yep

Chief Executive Officer, American Counseling Association

PRONOUNS AND ALL-GENDER RESTROOMS

Pronouns: Using a pronoun that doesn't match a person's gender identity can hurt and frustrate individuals and make them feel as though they are invisible — whether or not it is intentionally malicious. Here are a few ways to avoid any hard feelings:

- Just ask. It seems simple enough, but can make some people uncomfortable or nervous. Take a breath, acknowledge that asking and knowing is preferable to making a mistake, and then share your pronouns and ask "what pronouns do you use?" It is possible that the person will have no idea what you are talking about — and now you have a teachable moment.
- Avoid pronouns or use gender-neutral pronouns "they, them and theirs" until you learn someone's pronouns.
- However the person responds, respect their wishes and use those pronouns. It may take a while to get used to them. If you accidentally misgender someone, simply apologize and correct yourself.
- In group settings you can give folks the opportunity to self-identify.
 - » When introducing yourself, include "my pronouns are ____"
 - » If you are facilitating a group, ask each participant to include their pronouns when introducing themselves.
 - » If hosting a meeting, event or conference, include a space on each nametag for the attendee to write in their pronouns.
- This last point is one reason why you are reading this in the Time to THRIVE program. Your Time to THRIVE nametag includes a space for you to fill in your pronouns. Please take a few moments to do so!

All-Gender Restrooms: In addition to gender-specific restrooms available throughout the Convention Center, and hotel, we have provided a few all-gender restrooms on the ballroom level to ensure that conference participants of all genders have access to restroom facilities that are safe and comfortable.



CEUS AND COLLEGE CREDIT

CE Hours

Time to THRIVE attendees can earn continuing education (CE) clock hours from the National Association of Social Workers (up to 15.5 hours), the National Board of Certified Counselors (up to 14.5 hours) and the Commission on Rehabilitation Counselor Certification (up to 12.0 hours).

Please note the following NASW state affiliates states DO NOT accept national CE approval programs: New York, Michigan, West Virginia, New Jersey, Idaho and Oregon.

CE clock hours are based on the number of workshops an individual attends during the Time to THRIVE conference. CE registration will take place at the beginning of the conference near the registration tables on Friday, February 12th.

Professional/University Credit

Time to THRIVE attendees can earn one professional or university credit through California State University, Chico. University credits can normally be used by undergraduate or graduate students.

For questions regarding professional or university credit, or to register for the course, please see the CSU, Chico representative near the registration tables beginning Friday, February 12th.

CONFERENCE EVALUATIONS

Conference evaluations will be electronic this year. Attendees will receive an email shortly after the conference concludes with a link to provide feedback. We are always looking to improve the overall Time to THRIVE experience, so we thank you in advance for participating!

Please share your favorite highlights and photos at Time to THRIVE on social media using the hashtag #TIMETOTHRIVE.

#TIMETOTHRIVE



Human Rights Campaign



@HRC



@HumanRightsCampaign

welcoming schools



A PROJECT OF THE HUMAN RIGHTS CAMPAIGN FOUNDATION

Welcoming Schools, a project of the HRC Foundation, is a comprehensive approach to improving school climate in elementary school environments with training, resources, and lessons to:

- Embrace family diversity
- Develop LGBTQ-inclusive schools
- Prevent bias-based bullying and gender stereotyping
- Support transgender and gender expansive students

CHECK OUT OUR SATURDAY SESSIONS!

- **Session A: 10:00 — 11:00 a.m.**
"But I'm an Ally!"
Intersectionality & Privileged Identities
- **Session C: 2:15 — 3:15 p.m.**
Creating Welcoming Elementary Schools for Students of All Genders
- **Session D: 4:00 p.m. — 5:00 p.m.**
The Teachable Moment: Responding to LGBTQ and Gender Comments and Questions in the Elementary Classroom

Check out this professional development film from Welcoming Schools!

What Can We Do? Bias, Bullying, and Bystanders



www.welcomingschools.org/whatcanwedo



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

The only resource of its kind that is LGBT-inclusive.

www.welcomingschools.org

email: welcomingschools@hrc.org

www.facebook.com/welcomingschools

Congress of the United States
House of Representatives
Washington, DC 20515-4333

February 12, 2016

Dear THRIVE Attendees,

As Congressman for Texas' 33rd Congressional District, which spans the Dallas-Fort Worth Metroplex, I am happy to welcome all of you to the wonderful city of Dallas.

It speaks volumes that you took the time to be here today: it makes it loud and clear that you care about our youth, and more importantly, that you seek to serve them as best as you can. Despite the enormous steps President Obama and the Supreme Court took in 2015, unfortunately LGBTQ Americans continue to be targeted simply for being who they are. It is sometimes worse for LGBTQ youth who may be struggling with their sexuality or gender identity and at the same time are trapped in unsupportive households or dangerous school environments.

With so many challenges still before us, I am glad to see that the Human Rights Campaign is once again hosting the THRIVE Conference so that everyone can be educated about the struggles that these young people face as well as how we can solve these issues. For my part, I will continue to work with my colleagues in Congress to promote equality across the sexual orientation and gender spectrums.

As you enter into this conference, I hope that you will all learn something new about how to help our youth. There is still a lot of work to be done in the name of equality but we all have the opportunity to continue the fight today.

Sincerely,



Marc Veasey
Member of Congress
33rd Congressional District, Texas



The Human Rights Campaign Foundation's Youth Well-Being Project would like to introduce our 15 Youth Ambassadors. These amazing young people were invited to participate in the Youth Ambassadors Program because of their courage in sharing their own stories and their demonstrated commitment to speaking out about issues facing all LGBTQ youth. As Youth Ambassadors, they represent the HRC Foundation and help to raise awareness about HRC's youth-focused programs to a wider audience, adding their voices and experiences to many of the Foundation's programs, including All Children, All Families, Welcoming Schools, Youth and Campus Engagement, and the annual Time to THRIVE conference.



Jazz Jennings (she/her/hers)

Jazz Jennings is an openly transgender youth whose activism began at age 6 when she appeared on 20/20 with Barbara Walters. Now 14, she has been featured on a variety of major programs and news outlets, and has spoken at colleges, conferences, symposiums, and medical schools all over the country. She has been recognized by GLAAD, *The Advocate*, and *Out Magazine* and was on the 2014 Trans 100 list. Jazz is the co-author of the book, *I Am Jazz*, which was released in 2014, and the co-founder of the TransKids Purple Rainbow Foundation, which assists transgender youth. She was recently named one of *TIME*'s 25 Most Influential Teens of 2014.



Monique Ross (she/her/hers)

After 18 years living in foster care and trying to come to terms with her sexual orientation and gender identity, Monique Ross was adopted at age 20 by a non-LGBT allied couple. The last four years as part of the Ross family have been a time of growth and healing, where Monique has learned that there is nothing wrong with being LGBTQ, and that there are people who will love and care for her unconditionally. Monique is now an activist in the Kansas City area doing outreach with Kansas City LOVE (Leaders Overcoming Violence with Education) and the Kansas City Anti-Violence Project (KCAVP), both of which focus on LGBTQ issues. Monique also helped to create a group called Skittles, which helps LGBTQ youth in residential treatment to stay positive.



Jeydon Lored (he/him/his)

In 2013, as Jeydon prepared to take his high school senior pictures, school administrators intervened to prevent him from wearing a tuxedo like all the other boys in his class because he is transgender. His big brother Kyan reached out to the Human Rights Campaign, and over the next few months, Jeydon and his family — with the support of HRC and the Southern Poverty Law Center — worked together to tell Jeydon's story and insist that he be treated with fairness and dignity. After weeks of hard meetings, press interviews, school board testimony and the threat of a federal lawsuit, the school board and superintendent relented and Jeydon was allowed to appear, looking more dapper than ever, in his tuxedo. He and his family have gone on to speak out for the rights of other transgender and gender non-conforming kids and to call on others to join the fight and support them.



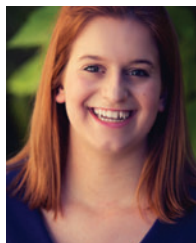
Giovanni Blair McKenzie (they/them/theirs)

Giovanni Blair McKenzie grew up as a queer teenager in Kingston, Jamaica, where they experienced bullying about their gender expression. Fortunately, they were able to find their passion for service after becoming a member of Key Club International in 2008, the oldest and largest high school service organization worldwide. After moving to the United States, Giovanni became the first Black and openly LGBTQ Governor of Key Club International's Pacific Northwest District in 2012. Today, at the age of 20, Giovanni is the Founder and Executive Director of Queer Intersections Portland. Their favorite sport is Voguing. They love to travel and they religiously listen to Beyoncé and Florence & the Machine.



Laila Al-Shamma (she/her/hers)

Laila Al-Shamma is an openly lesbian freshman at Stanford University. Born and raised in Southern California, she enjoys academics, choral singing, marching band, feminism and activism. Throughout high school she participated in her school's Gay-Straight Alliance, helping support LGBTQ teens and working to promote acceptance in the community. Under her leadership, the GSA expanded and made a significant change in the campus climate for LGBTQ students. For her efforts with the GSA, Laila was chosen as the Gay Lesbian Straight Education Network (GLSEN) 2013 Student Advocate of the Year. Moving forward, she is continuing her involvement in the LGBTQ community at Stanford and is excited to begin her studies and contribute to the HRC Foundation's mission.



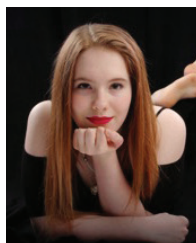
Val Weisler (she/her/hers)

In Val's family, being LGBTQ was never a problem. Her maternal grandmother is a lesbian and her oldest brother, Alex, came out as gay a few years ago. But Val felt compelled to stay in the closet because of a hostile school environment. At 16, she was the first person to come out publicly in her school and faced brutal bullying the first few weeks. Then others started coming out, and soon her school had transformed into a place of pride and acceptance. Val, who identifies as lesbian, has since founded The Validation Project, a global movement helping teenagers transform their passions into action through mentoring, volunteer opportunities and social media.



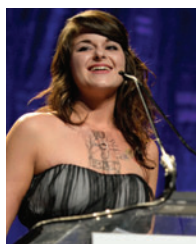
Joey Kemmerling (he/him/his)

Joey came out as gay at 13, and endured severe bullying based on his sexual orientation. Since then, he has become a prominent voice against bullying, and has shared his story with a variety of major news outlets, has spoken at the House of Representatives and attended the White House's first Anti-Bullying Summit. Joey is now a junior at Arcadia University studying global legal studies. He hopes that through the work of the HRC Foundation he can continue to affect change one step at a time.



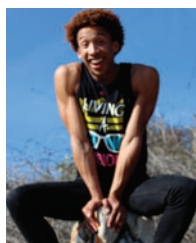
Winter Page (she/her/hers)

Winter Page wrote and sold her first novel, *Breaking Free*, to prominent LGBT publisher, Dreamspinner Press, at the age of 14. She is currently a sophomore in high school. Born and raised in Texas, she has been an athlete her entire life — a figure skater, gymnast, competitive cheerleader, and belly dancer. She likes to listen to music, spend time with her friends, and of course, work on her latest novel. She is a passionate ally to the LGBT community and advocates on behalf of LGBTQ teens whenever and wherever she can.



Constance McMillen (she/her/hers)

Constance McMillen is a young activist from Mississippi, who started fighting for LGBT rights when she sued the Itawamba County school board for prohibiting her from bringing her girlfriend to her senior prom and wearing a tuxedo. With help from the American Civil Liberties Union (ACLU), she brought her case to court and won, which inspired her to continue her activism. Constance is currently enrolled in college, working toward a bachelor degree in psychology. She plans to attend law school so she can go on to fight through the courts for civil rights and equality.



Thomas Davis (he/him/his)

After testing positive for HIV in 2013, Thomas wanted to use his story to inspire others. At the beginning of 2014, he released a video of his testimony of being happy and healthy regardless of his status. He has since helped create thepozlife.com to educate the public and support those living with HIV. He has also been involved with AIDS Project Los Angeles and their youth program EMPOWERMENT since the start of 2014, focusing on HIV prevention, and other issues in the Black LGBT community. Thomas has been acting, singing and dancing from a very early age. He currently teaches at the Lula Washington Dance Theater and also dances for a professional company in Los Angeles.



Tamara M. Williams (she/her/hers)

Tamara M. Williams is a model, actress, dancer, and a writer hailing from the concrete jungle, New York City. She co-stars in the YouTube hit series “No Shade,” she also performs stage vignettes with community theatre group “Hit Squad.” Tamara participated in the Hetrick-Martin Institute’s theater program, and in April 2014, spoke at HRC Foundation’s 12th Annual LGBT Workplace Awards reception.



Tyler Elits (he/him/his or they/them/theirs)

Tyler Elits graduated in the spring of 2015 from Illinois State University with a degree in Interpersonal Communications. He is currently in pursuit of his Master’s degree in Communications with a certificate in Women and Gender Studies. Apart from their summer fellowship with Campus Pride, the leading national nonprofit organization for LGBTQ student leaders and campus groups, Tyler served as the Director of Programming and Logistics for the 2015 Midwest Bisexual Lesbian Gay Transgender and Ally Collegiate Conference (MBLGTACC), the largest LGBTQIA conference in the nation.



Paolo Veloso (he/him/his)

Paolo grew up in the Philippines in a conservative religious environment where people constantly tried to “fix” him. After moving to Southern California at 16, he was finally allowed to be himself, but found a new kind of pressure to conform — to either be gay or straight. He eventually learned about and identified with the concept of sexual fluidity and now advocates for greater visibility for those who identify as bisexual, queer, pansexual, fluid and other similar identities. Paolo served as a student manager at the LGBT Student Services Office of Loyola Marymount University in Los Angeles, where he is majoring in Psychology, and is currently a president of its Gender-Sexuality Alliance.



Daniella Carter (she/her/hers)

Daniella Carter is a young Phoenix who has risen from the ashes to become an influential advocate for other LGBT youth. She has appeared on MSNBC, ABC, Daily News, and in *People Magazine* and the *Wall Street Journal*. She was recognized on the 2015 Trans 100 list. Daniella recently started a project to bring visibility to the issues facing transgender youth, and has collaborated with Miss Universe and other celebrities to share their experiences in overcoming homelessness. Under the mentorship of Laverne Cox, Daniella was featured in the Emmy Award winning MTV and Logo TV documentary “Laverne Cox Presents: The T Word.” She recently shared her experience at the Human Rights Campaign’s 2015 Time to THRIVE Conference.



Darnell Watts (he/him/his)

Darnell entered the foster care system at age 14, and after several placements, found his forever family with his two dads and six siblings. Now 16, Darnell is a competitive cheerleader and a member of the Youth Speak Out Team (YSO), which works to raise awareness of the experiences of foster youth and the challenges they face. At school Darnell is a member of the Student Council, where he serves as junior class secretary. He is also on the yearbook staff as a contributing partner. In his spare time, Darnell enjoys spending time with his friends and family.

Conference Registration Opens 1:00 p.m. | Gaylord Convention Center, Ballroom Level

Optional Pre-Conference 2:00 – 4:30 p.m. | LGBT 101 | Grapevine 4

Attendees will gain a foundation of knowledge that will be built upon throughout the conference, including basic terminology, risk factors/behaviors, understanding transgender youth, and how to apply this knowledge as a provider (e.g. intake forms, school records, talking about bathrooms, using preferred names and pronouns). We will also be using The Genderbread Person to explore perceptions about gender and practice new knowledge.

Presenter: Johnny Humphrey, Program Manager, Resource Center



Attendee Welcome Reception

5:00 – 6:45 p.m. | Gaylord Convention Center, Ballroom Level, Gaylord Texan Resort and Convention Center, 1501 Gaylord Trail, Grapevine, Texas 76051

After you get your conference badge, join us for a Welcome Reception with food and cash beverages. This is a great time to socialize, network and kick-off an exciting and empowering weekend! We encourage all attendees to wear red or pink as a sign of support for LGBTQ youth. (Conference badge required for entry)

During the Welcome Reception, conference attendees can meet the authors and illustrators of two new children's books. Jazz Jennings from TLC's hit reality show, *I Am Jazz*, and her co-author, Jessica Herthel will be signing copies of their book, *I Am Jazz*. In addition, author Tyler Curry, and illustrator Clarion Gutierrez of the children's book, *A Peacock Among Pigeons*, will be signing their book, too. The number of books available for purchase is limited, so we recommend you arrive to the Welcome Reception promptly at 5:00 p.m.



Opening Plenary

7:00 - 9:30p.m.

Grapevine Ballroom, at the Gaylord Texan Resort and Convention Center, 1501 Gaylord Trail, Grapevine, Texas 76051

Join us for our Opening Plenary with special guests, an advocate awards ceremony and entertainment. (Conference badge required for entry)



Betty DeGeneres
LGBTQ Activist
and Mother of
Ellen DeGeneres



Rich Yep
Chief Executive Officer,
American Counseling
Association



Blossom Brown
Transgender Health
Advocate



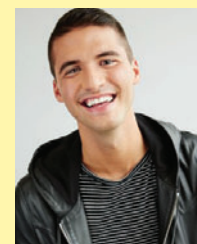
Jim Obergefell
Marriage Plaintiff



Dennis & Judy Shepard
Co-Founders, Matthew
Shepard Foundation



Aaron Rhodes
Social Influencer



Raymond Braun
Founder, RWB
Media, Inc.



Youth Speaker: **Jazz Jennings**

Jazz Jennings is an openly transgender youth whose activism began at age 6 when she appeared on 20/20 with Barbara Walters. Now 14, she has been featured on a variety of major programs and news outlets, and has spoken at colleges, conferences, symposiums, and medical schools all over the country. She has been recognized by GLAAD, The Advocate and Out Magazine and was on the 2014 Trans 100 list. Jazz is the co-author of the book, *I Am Jazz*, which was released in 2014, and the co-founder of the TransKids Purple Rainbow Foundation, which assists transgender youth. She was recently named one of TIME's 25 Most Influential Teens of 2014.



Parent Speaker: **Marsha Aizumi**

Marsha is an author, speaker, educator and advocate for the LGBTQ community, a cause she embraced in response to the harassment and bullying her son experienced throughout high school. Her advocacy focuses on creating safe schools, and bringing greater visibility and support to the Asian Pacific Islander (API) LGBTQ community and the transgender community. Aizumi's API and transgender work has taken her around the United States and overseas to China as she shares how she grew from shame, grief and fear to unconditional love and acceptance for her son, Aiden. She and Aiden have written a book, *Two Spirits, One Heart*, which was published in 2013 by Magnus Books. Aizumi currently serves on the PFLAG National Board of Directors, as well as PFLAG's Diversities and Inclusion Task Force, and the Executive Board of the San Gabriel Valley API PFLAG. She is a regular columnist for the Pacific Citizen and has been published on Huffington Post, and featured as guest speaker on HuffPost Live. She is a consultant for both Opportunities for Learning and Options for Youth Public Charter Schools, and Pathways in Education and Downey Unified School District.



Julián Castro, *Secretary of the U.S. Department of Housing and Urban Development*

Julián Castro is the 16th Secretary of the U.S. Department of Housing and Urban Development, where he oversees 8,000 employees and a budget of \$46 billion, working to ensure that HUD is a transparent, efficient and effective champion for the people it serves. Utilizing an evidence-based management style, he has charged the Department with one goal: giving every person, regardless of their station in life, new opportunities to thrive. President Barack Obama called Castro, "a proven leader, a champion for safe, affordable housing and strong, sustainable neighborhoods." Before HUD, Castro served as Mayor of the City of San Antonio. During his tenure, he became known as a national leader in urban development. In March 2010, Castro was named to the World Economic Forum's list of Young Global Leaders. Later that year, TIME magazine placed him on its "40 under 40" list of rising stars in American politics. Secretary Castro received a B.A. from Stanford University in 1996, and a J.D. from Harvard Law School in 2000. He and his wife, Erica, have a daughter, Carina, and a son, Cristian.



UPSTANDER AWARDS FOR PROMOTING SAFETY, INCLUSION & WELL-BEING FOR LGBTQ YOUTH



Nicolas Ferroni, *High School History Teacher*

A high school teacher and mentor in his community, Nicholas Ferroni has been nationally recognized for his commitment to education reform and has developed the "Teach the Truth" campaign to incorporate more minority figures in social studies curricula. The 36-year-old educator lives in his hometown of Union, N.J. where he teaches history in the same high school he attended as a teenager, and incorporates the history of the LGBTQ Civil Rights movement in his classes and is part of the "Straight Educators for LGBTQ Students" campaign. Ferroni was also named one of *Men's Fitness Magazine's* "Fittest Men in the World," an honor generally reserved for prominent athletes and actors. He has received national attention by numerous educators and doctors for his unique and innovative methodology in successfully reaching contemporary and low income students. Ferroni is also a writer and actor, but among his many accomplishments, Nick is proudest of being a beloved teacher.



John Quiñones, Correspondent and Host, ABC News

John Quiñones is the anchor of “What Would You Do?,” one of the highest-rated newsmagazine franchises of recent years. During his 25 year tenure at ABC News, he has reported extensively for all programs and platforms and served as anchor of “Primetime.” Quiñones has won numerous awards for his journalism, including an ALMA Award from the National Council of La Raza and seven national Emmy Awards for his “Primetime Live,” “Burning Questions” and “20/20” work. He also contributed reports to ABC News’ unprecedented 24-hour, live, global Millennium broadcast, which won the George Foster Peabody Award. Much of his work has focused on stories in Central and South America, and on Latino/a communities in the U.S. During the 1980s, he spent nearly a decade in Nicaragua, El Salvador, Guatemala, Honduras and Panama reporting for “World News Tonight.” Quiñones received a bachelor of arts in speech communications from St. Mary’s University, San Antonio, Texas. He received a master’s from the Columbia School of Journalism.



Bob Harper, Host of NBC’s *The Biggest Loser*

Health and Fitness expert, television star, and three-time New York Times bestselling author, Bob Harper is one of the most successful lifestyle experts in the world. Having starred as a trainer on all 16 seasons of *The Biggest Loser*, Harper has now stepped into a new role as host for season 17, currently airing on NBC. This past year, in addition to appearing as a regular co-host on *The Rachael Ray Show*, Harper released his most recent book, *Skinny Habits: The 6 Secrets of Thin People*. This followed the success of his 2014 book *Skinny Meals*, his 2013 book *Jumpstart to Skinny*, and his 2012 book, *The Skinny Rules*, which inspired the launch of his three-disc program, *The Skinny Rules Workout DVD Series*. As trainer on NBC’s global hit show, *The Biggest Loser*, Harper is one of the most in-demand fitness specialists worldwide, recently working with Michelle Obama on her “Let’s Move” campaign. Harper has appeared on *The Doctors*, *Larry King Live*, *Oprah*, *The Tonight Show*, *Rachael Ray Show*, *Dr. Oz*, and *The Ellen DeGeneres Show*. Harper has traveled the country speaking to everyone from health care workers to corporations about how to motivate people to change their lives.

ENTERTAINMENT PROVIDED BY:



David Hernandez

David Hernandez gained national attention with his powerful voice and affable personality as an *American Idol* finalist. A Phoenix native, Hernandez recently moved to Hollywood where he is writing new songs, working in the recording studio producing new music, and pursuing his passion for acting. In addition to *American Idol*, David has showcased his talents on *The Ellen DeGeneres Show*, *The Today Show*, MTV’s *TRL*, *EXTRA*, *Entertainment Tonight*, *Access Hollywood*, *Teen Choice Awards*, *TV Guides’ Sexiest Stars 2008*, *Idol Tonight*, *Idol Gives Back* and FOX-TV. A once-in-a-lifetime invitation came to David when he was asked to sing at the Inaugural Kick-Off Celebration Ball for President Barack Obama. He was honored to share the stage with Jamie Foxx, John Legend and Maroon 5, along with event hosts Jessica Alba and legendary TV producer, Norman Lear.



Late Night Networking Social

9:30 – 10:30 p.m. | 19th Hole at Texas Station, located inside the main atrium of the Gaylord Hotel



Hungry or Craving a Late Night Beverage?

If you are not ready for the night to end, head to *The 19th Hole* at Texas Station for a drink, or a quick bite to eat. Drink specials are available for those with a conference badge. *The 19th Hole* at Texas Station can be found inside the main atrium of the Gaylord Hotel. See hotel diagram on page 2.

Conference Registration Opens

7:00 a.m. | Gaylord Convention Center, Ballroom Level



Breakfast Buffet

7:00 – 8:30 a.m. | Gaylord Convention Center, Ballroom Level

Saturday Plenary: Keynote Speakers

8:30 – 9:45 a.m. | Grapevine Ballroom



Johanna Eager

Director, Welcoming Schools, Human Rights Campaign Foundation

Welcoming Schools, a project of the Human Rights Campaign Foundation, is a comprehensive approach to improving school climate. The only one of its kind that is LGBTQ-inclusive, Welcoming Schools helps elementary schools to: embrace family diversity, develop LGBTQ-inclusive schools, prevent bias-based bullying and gender-stereotyping, support transgender and gender-expansive students.



Andy Murphy

Mother of Television Producer and Director, Ryan Murphy

Jeannine "Andy" Murphy has more than 20 years experience in corporate communications and is the author of four books. She is mother of Ryan Murphy, creator/executive producer of the television series *Nip/Tuck*, *Glee* and *American Horror Story*, and Darren Murphy, a decorated Army Ranger and practicing attorney. Murphy is the founder and executive director of the nationally recognized WriteStuff Writers' Conferences and Events and is the Founder of the WriteStuff Getaway Trips. She was inducted into the Library of Congress StoryCorps Alumni (June, 2012) after PBS recorded her story documenting her lifelong passion for letter writing and the notable responses she has received. She is now working on a new book, *No Expectations*, documenting her lifetime of letter writing. Always writing, Murphy is also currently working on a humorous mystery novel, and developing a new romance novel adventure based on a true story. With business partner Amy Pauszek, she has recently formed a new film production company, Ever Film Productions, which is working on its first documentary.



Deondre Moore

Youth Speaker

HIV advocate Deondre Moore is currently a junior at Sam Houston State University in Huntsville, Texas, working on his Bachelor of Business Administration. In 2014 at the age of nineteen, he was diagnosed with HIV. After his diagnosis, Moore decided to dedicate himself to educating his community and his peers on HIV prevention and care. After sharing his story in a Greater Than AIDS digital storytelling workshop, he was asked to become an official Greater Than AIDS ambassador, a platform he has used to do outreach in his community, across the state of Texas, and throughout the nation. His work earned him recognition from The Kaiser Family Foundation and Greater Than AIDS, who recently selected him to be one of nine ambassadors on their SpeakOut advisory committee. In July of 2015, Moore was selected to become a part of National Minority AIDS Council's Youth initiative as a 2015 – 2016 Youth Leader. He is also the health chair of Sam Houston's campus NAACP chapter. He continues to give seminars on HIV and AIDS education and prevention, and connect people who are living with HIV to the care they need, while working to end the stigma associated with HIV.

WORKSHOP TRACKS

Our three workshop tracks this year offer conference participants the opportunity to focus on three of the major concerns facing LGBTQ youth — HIV & AIDS education and prevention, the intersectional nature of LGBTQ and other identities, and the unique concerns of transgender and gender-expansive youth. The descriptions below offer more extensive explanations of these three tracks and why they are so important to understand for those working to support and care for LGBTQ youth. The icons next to each track's description can be used as a key for the program, so you can quickly identify workshops that fit into the track or tracks that interest you.



HIV & AIDS Awareness & Prevention

"I am so happy that the Time to THRIVE conference includes a dedicated track of workshops on the topic of HIV prevention. It is extremely important for educators, counselors, social workers, and other people who work with youth to learn about

HIV prevention, treatment and care, particularly among LGBTQ youth because these groups are too commonly ignored during adolescence. If you want to provide youth with the knowledge to go into the world and live healthy, prosperous lives, you have to be willing to discuss ALL aspects of health, regardless of how "taboo" some topics may seem. Otherwise, LGBTQ youth will never know how to effectively protect themselves from HIV, and those living with HIV will face misunderstanding and rejection. The more youth learn about HIV — both in terms of prevention and treatment and care — the healthier LGBTQ youth will be."

— Thomas Davis, HRC Youth Ambassador



This workshop track was made possible with support from the Elton John AIDS Foundation.



Intersectionality

"When it comes to working with youth, it is important for educators, counselors, social workers and other youth-serving professionals to understand that one size doesn't fit all. As a young, gay, black, immigrant, I started American schooling as a high school sophomore. It wasn't fun. My school was well prepared for supporting LGBTQ students, but not as prepared when it came to supporting students of color, immigrant youth, and students from working families. I struggled with PTSD, depression, anxiety, ADHD and dyslexia. Without adequate support, I had to learn on my own how to overcome these obstacles, a challenge that no one should have to face alone. By my senior year, my conditions had become so severe that I dropped out of school and had to get back on track on my own. It is important for school professionals to not only be properly equipped to work with students from different cultural backgrounds or students with learning disabilities and/or mental health conditions, but to also understand how those issues can overlap with and complicate LGBTQ identity. The more people who work with youth understand the complexities of LGBTQ students of color, the more effective they can be at serving ALL youth."

— Giovanni MacKenzie, HRC Youth Ambassador



Transgender and Gender-Expansive Youth

"When it comes to educators and other professionals who work with youth, education about transgender and gender-expansive youth is the key! All educators and service providers need to know everything possible about transgender youth — what our identities mean to us, how to support us, what kinds of unique needs we have and what challenges we face. If we teach the professionals, they will spread this knowledge to their peers, coworkers and the next generation. They will also be able to provide us much needed care and support. If they are educated they can literally change and even save lives. Compassion and understanding can go a long way."

— Jazz Jennings, HRC Youth Ambassador

Session A: 10:00 – 11:00 a.m.

A Place In The Middle: Indigenous Perspectives on Gender Diversity, Cultural Safety, and Empowerment

Qwaves Films and A Place In the Middle Campaign

Location: Grapevine 1

Despite increasing awareness, gender-creative youth are often bullied rather than respected. This program offers educators a resource, rooted in Indigenous culture, to promote acceptance for all. It is based on a PBS film about a Hawaiian girl who dreams of leading the boys' hula troupe, and a transgender teacher who empowers her with culture. By connecting participants to resources developed with the Native Youth Sexual Health Network, this workshop honors a legacy of culturally-safe gender & sexual identities long before colonialism interrupted Indigenous ways of being.

Presenters: Dean Hamer, Director, Qwaves Films; Hinaleimoana Wong-Kalu, Campaign Spokesperson, A Place In The Middle Campaign



HIV, LGBTQ Sexuality, and Health

National Minority AIDS Council

Location: Grapevine 3



LGBTQ youth face numerous issues in regards to sexuality — stigma, fear, HIV. How can we explore LGBTQ sexuality in a way that is honest, protects against HIV, and does not frame sex in a negative way? This session will discuss ways we can help young LGBTQ people feel empowered around their sexuality and prioritize sexual health while also understanding that sexuality is a key element of social justice.



Presenter: Alex Garner, *Program Coordinator, National Minority AIDS Council*



Beyond Bathrooms: Supporting Transgender Students in Schools

Gay-Straight Alliance Network and District of Columbia Public Schools

Location: Grapevine 4

In June 2015, District of Columbia Public Schools adopted a “Transgender and Gender Non-Conforming Policy Guidance”. The purpose of this document was to provide school-based staff guidance on following and implementing both federal laws and DC municipal policies and regulations that support and protect transgender and gender non-conforming students. The presenters will provide an overview of the process of developing the guidance document. Participants will learn about federal laws, assess their own local policies, and develop strategies for supporting youth in their schools.

Presenters: Christopher White, *Director, Safe and Supportive Schools Project, Gay-Straight Alliance Network*; **Diana Bruce**, *Director of Health and Wellness, District of Columbia Public Schools*

Enrollment and Registration Forms: Best Practices in Higher-Ed and Youth Serving Organizations

Nonprofit Leadership Alliance, YMCA of the U.S.A. and Campus Pride

Location: Mustang 4

Is your organization wondering how to include new demographic questions in enrollment forms? This is a key step in your overall strategy to create safe spaces for LGBTQ youth, and each presenting organization in this workshop will share best practices from their network and/or their resources developed to support their affiliated organizations. Come prepared to learn, and leave with resources you can put into action today! Note: This workshop is NOT eligible for CEUs.

Presenters: Jenna Cooper, *Director of Strategic Partnerships, Nonprofit Leadership Alliance*; **Chad Nico Hiu**, *National Specialist, Diversity & Inclusion, YMCA of the U.S.A.*; **Shane Windmeyer**, *Executive Director, Campus Pride*

Increasing Competence in Working With LGBTQI Youth

Location: Mustang 6

The counseling profession has developed competencies to guide and direct our work with LGBTQI individuals, couples and families. While the competencies have been developed specifically for mental health professionals, the content of the LGBTQI and Transgender competencies can serve as a resource tool for all individuals working with LGBTQI youth and their families. This session will present the competencies and provide guidance on how they can be useful for the participants in their work.

Presenters: Tonya Hammer, *Assistant Professor, Oklahoma State University*; **Kristopher Goodrich**, *Associate Professor & Program Coordinator, University of New Mexico*; **Hugh Crethar**, *Counseling Program Coordinator & Associate Professor, Oklahoma State University*; **Amanda Brace**, *Counselor, Counseling for Wellness*; **Colton Brown, M.S.**, *Oklahoma State University*

Bringing LGBTQ Issues and Stories to Life in the Classroom

Anti-Defamation League

Location: Appaloosa 3

Research from the Gay, Lesbian and Straight Education Network (GLSEN) and Dr. Stephen Russell and colleagues finds that individual students, both LGBTQ and non-LGBTQ, feel safer at school when LGBTQ issues are included in the curriculum. This same research also found a positive impact on school climate. Come gain skills on implementing LGBTQ-inclusive and affirming curricular resources for all grade levels, including teaching LGBTQ history, affirming transgender students, and critically examining gender. This workshop focuses on sharing lesson plans and implementation ideas.

Presenter: Rachelle Warren, *Project Director — Education, Anti-Defamation League*

Using the Law and Professional Standards to Support Safe and Affirming Schools

National Center for Lesbian Rights

Location: Appaloosa 1

All students deserve to learn in a safe and supportive school environment. Educators and other school personnel are critical to fostering and maintaining that environment. This workshop will give educators and other school personnel the legal and practical tools for affirming and advocating for LGBTQ youth in school settings. The presenter will cover a wide range of topics including cyber-bullying, privacy rights of students, starting GSAs, LGBT-inclusive curriculum, religious objections of students/parents, Title IX, and the needs of transgender youth, among many others.

Presenter: Samantha Ames, *#BornPerfect Campaign Coordinator & Staff Attorney, National Center for Lesbian Rights*



“But I’m an Ally!” Intersectionality & Privileged Identities

Human Rights Campaign Foundation

Location: Grapevine 6



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Everyone is rushing to be “intersectional”— but what does this mean with regard to the LGBTQ youth that we serve? This workshop will help youth-serving professionals unpack how our privileged identities may sometimes limit our ability to be effective allies to LGBTQ youth. Specifically, participants will explore how their own socialization has had an impact on their understanding of who LGBTQ youth are and what it is they’re facing. The workshop will close with a focus on developmentally appropriate “next steps” for each participant, many of which can be applied immediately, in particular, starting with the next conference session attended.

Presenters: Johanna Eager, *Director, Welcoming Schools, Human Rights Campaign Foundation*; **Noël Gordon**, *Senior Program Specialist, HIV Prevention & Health Equity*

Families Matter Part I: Increasing Family Support to Reduce Risk and Promote Well-Being for LGBT Youth

Family Acceptance Project and the Ruth Ellis Center

Location: Grapevine 5

The Family Acceptance Project (FAP) and the Ruth Ellis Center are collaborating to apply FAP’s research and family intervention strategies to help families to increase support for their LGBT children. This two-part workshop series will share FAP’s underlying framework to decrease family rejection and increase acceptance and support for LGBT youth, including LGBT youth in child welfare and juvenile justice systems and those experiencing homelessness. Participants will learn approaches to engage and work with diverse families with LGBT youth and will receive research-based resources to use in their programs.

Presenter: Caitlin Ryan, PhD, *Director, Family Acceptance Project*, **Jerry Peterson**, *Executive Director, Ruth Ellis Center*

REMINDER:
DON’T FORGET TO COMPLETE
CEU VERIFICATION FORMS!



Safe and Supportive Working Environments: A Right for LGBT Educators

National Education Association

Location: Grapevine 2

Educators not only use formal curriculum for educating their students, they are also role models. For this reason a safe and supportive working environment must be guaranteed for school employees to enable educators to be role models for LGBTQ youth. This session provides participants with ideas on how to create a safe & supportive working environment and protect the rights of lesbian, gay, bisexual, and transgender employees.

Presenters: *Bonnie Augusta, Retired Teacher; Carl Bullard, Classroom Teacher*



Cis for Equality: Engaging and Activating Trans* Allies

PFLAG National

Location: Appaloosa 4

After a very brief review of the equality literacy basics, this interactive workshop will candidly discuss the challenges that exist for people who are straight and LGB to becoming trans* allies. Participants will also have the opportunity to learn from one another about some of the core competencies of trans* allies, youth-focused activities and behaviors that boost trans* inclusion, and ways to express themselves as trans* allies. All participants will also receive free copies of the guide to being a trans* ally.

Presenter: *Jamie Henkel, M.A., Equality & Diversity Partnerships Manager, PFLAG National*

Let's Talk! How to Facilitate Difficult Conversations

Teaching Tolerance, a Project of Southern Poverty Law Center

Location: Appaloosa 2

Educators play a crucial role in helping students talk openly about social inequality and discrimination. Talking about structural inequalities like gender discrimination and anti-LGBT prejudice requires our attention and reflection as well as courage and skill — regardless of who we are, our intentions, or how long we've been teaching. Participants will receive a copy of Teaching Tolerance's new guide with specific tools to self-assess and personally prepare for these conversations. You will be able to use these strategies tomorrow to facilitate difficult conversations with students, colleagues and community members.

Presenters: *Sara Wicht, Senior Manager, Teaching and Learning, Teaching Tolerance; Jarah Botello, Teaching and Learning Specialist, Teaching Tolerance*

Session B: 11:15 a.m. – 12:15 p.m.

Underserved and Overlooked: Serving LGBT Youth in Community-based Settings

Grace Harbor, Inc.

Location: Mustang 4

Clinicians that work in community settings face clients with concerns from placement disruption, attachment, adjustment difficulties, domestic violence, or trauma due to abuse or neglect. These clients are often underserved and overlooked, especially regarding issues of gender identity and sexual orientation. The purpose of this interactive workshop is to review the concerns identified in current research regarding multicultural populations within the community-based settings. Through discussion and literature review, attendees will identify ways in which they can attend to this population in ethical ways.

Presenter: *Megan Boyd, Clinical Director of Evidence-Based Programs, Grace Harbor, Inc.*



Honoring Cultural Differences: Working with Asian/Pacific Islander LGBTQ Individuals and Their Families

Location: Grapevine 1

Do you have Asian/Pacific Islander (API) students or individuals that you support and seek to better understand their cultural uniqueness? This workshop will give you insight into some of the challenges that API LGBTQ individuals face as they come out to their families, as well as some of the reasons that different approaches need to be created to reach API families. Resources will be discussed, and links, videos and websites from organizations that have created or compiled information in multiple API languages will be provided.

Presenters: **Marsha Aizumi**, *Author, "Two Spirits, One Heart"*; **Paolo Veloso**, *HRC Youth Ambassador*



Addressing the Needs of Gender Nonconforming Youth and Their Families: A Primer for Counselors

American Counseling Association

Location: Appaloosa 1



This interactive ACA-sponsored presentation will bring to life the diagnostic criteria of gender dysphoria for youth, highlight the World Professional Association of Transgender Health's Standards of Care for Transsexual, Transgender, and Gender-Nonconforming People for children and adolescents, and discuss additional evidence-based treatments for gender-nonconforming youth. This will include information on how to help families make age-appropriate determinations for addressing a child's needs in school and other settings, as well as identify how and when to make medical referrals for hormones and surgical interventions.

Presenter: **Stacey Reicherzer**, *Licensed Professional Counselor, Walden University*



Navigating the "Human Barrier": Overcoming Biases While Working with Schools for Trans Student Inclusion

Gender Diversity

Location: Grapevine 4

Schools can be resistant to addressing transgender student inclusion without understanding the full reasons why. Surprisingly, these barriers are not unique to schools considered conservative. A principal may say: Why do all this for one student? We're concerned about the safety of other students. An alternative restroom is a great compromise. What about the concerns of other parents? Gender Diversity will explore the origins of this resistance, and provide concrete ways to navigate successful transgender inclusion.

Presenters: **Aidan Key**, *Director, Gender Diversity*

Religion Versus LGBT Equality

Teaching Tolerance, a Project of Southern Poverty Law Center

Location: Appaloosa 2

It's important to help students learn how to talk about resistance to LGBT rights. Facilitators will demonstrate that understanding how to talk about religious freedom and religious exemptions historically and today equips students and teachers with the necessary skills to be allies without erasing the constitutional right to religious freedom. This session will provide educators with tools to answer: How are claims for religious freedom being used to limit the advancement of LGBT rights? How do I teach about religious freedom and LGBT rights?

Presenter: **Sara Wicht**, *Senior Manager, Teaching and Learning, Teaching Tolerance*

Supporting LGBT Students: A Workshop by Youth for Educators

Gay Lesbian Straight Education Network (GLSEN)

Location: Mustang 6

We want more supportive educators. You want to be a supportive educator. Join our youth-led workshop to hear what we have to say about GSAs, bullying, curriculum, bathrooms, and what you can do in your school.

Presenters: **Gabby Rivera**, *Youth Programs Manager, GLSEN*; **A panel of GLSEN Student Ambassadors**



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Safe Conversations: Listening to Our Students' Codes

Human Rights Campaign Foundation

Location: Grapevine 6

Latin@s are led by two guiding principles: Family and Faith. Even in public school settings faith plays a large role in how students are supported or abandoned when the conversation turns to sexuality, gender identity or sexual orientation. This workshop will help teachers, school counselors and other support staff identify resources, language, and opportunities by which to support students and their families to achieve reconciliation and success for this historically under-represented population. This workshop will be especially useful for education professionals within large Latin@ districts, growing Latino districts, and private educational settings where educational staff are likely to be the supportive staff students look for.

Presenter: Lisbeth Melendez-Rivera, *Director of Latino & Catholic Initiatives, Human Rights Campaign Foundation*



What Do I Do? A Workshop for Understanding LGBT Youth & HIV

Human Rights Campaign Foundation

Location: Grapevine 3



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Even as we make tremendous progress in the fight for LGBT equality, who you are and where you live still have an enormous impact on how HIV is likely to affect your life. Through a series of interactive exercises and activities, this refreshingly honest workshop will explore the current realities of HIV — including new prevention strategies such as Pre-Exposure Prophylaxis (PrEP) and post-exposure prophylaxis (PEP) — through the lens of supporting lesbian, gay, bisexual, and transgender youth.

Presenter: Noël Gordon, *Senior Program Specialist, HIV Prevention & Health Equity*

Straight Educators For LGBTQ Students

Location: Appaloosa 3

A panel of educators and LGBTQ students will discuss the importance of why educators, especially straight educators, must openly support their LGBTQ students and the LGBTQ cause at school and in their classrooms, why it is imperative that all students, especially LGBTQ students, feel safe and loved when they enter their schools, how educators play a pivotal role, and why they can't be silent supporters.

Presenter: Nicholas Ferroni, *History Teacher, Union Township, NJ*

#Day1: Prevent Bullying on Day1!

The Tyler Clementi Foundation

Location: Appaloosa 4

The Tyler Clementi Foundation works to address all online and offline bullying in schools, workplaces, and faith communities. #Day1 is an innovative new campaign, rooted in research, which aims to change school climates across the U.S. to prevent bullying, harassment and humiliation before it begins. This interactive workshop will give youth-serving professionals and students the opportunity to learn the #Day1 approach to bullying prevention and participate in a demonstration of #Day1. The presentation will include slides, video and other materials.

Presenters: Sean Kosofsky, *Executive Director, The Tyler Clementi Foundation*; **Jane Clementi**, *Co-Founder, The Tyler Clementi Foundation*

Families Matter Part II: Increasing Family Support to Reduce Risk and Promote Well-Being for LGBT Youth

Family Acceptance Project and the Ruth Ellis Center

Location: Grapevine 5

The Family Acceptance Project (FAP) and the Ruth Ellis Center are collaborating to apply FAP's research and family intervention strategies to help families to increase support for their LGBT children. This two-part workshop series will share FAP's underlying framework to decrease family rejection and increase acceptance and support for LGBT youth, including LGBT youth in child welfare and juvenile justice systems and those experiencing homelessness. Participants will learn approaches to engage and work with diverse families with LGBT youth and will receive research-based resources to use in their programs.

Presenter: Caitlin Ryan, PhD, *Director, Family Acceptance Project*, **Jerry Peterson**, *Executive Director, Ruth Ellis Center*



The Ballroom Community Has Something to Say!

True Colors Fund

Location: Grapevine 2

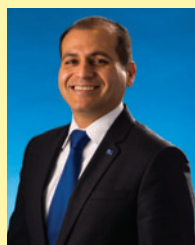
The House Ballroom Community has influenced cultures across the world for nearly a century. Widely recognized in the global documentary phenomenon *Paris Is Burning* and in Madonna's smash hit *Vogue*, the House Ballroom Community has a rich and resilient history of its own. With emphasis on chosen family and healing through art, this population has been a home to thousands over the years. In this session, you will gain historic context of this performance art subculture from the early 1900s through the present and understand its influence on addressing LGBT youth homelessness through an intersectional lens.

Presenter: Twiggy Pucci Garcon, Program Officer, True Colors Fund



Luncheon Buffet with Speakers and Federal Panel

12:15 – 2:00 p.m. | Grapevine Ballroom



J. Reymundo Ocañas

EVP, Director of Corporate Responsibility and Reputation

BBVA Compass



Youth Speaker: Paolo Veloso

Paolo grew up in the Philippines in a conservative religious environment where people constantly tried to “fix” him. After moving to Southern California at 16, he was finally allowed to be himself, but found a new kind of pressure to conform — to either be gay or straight. He eventually learned about and identified with the concept of sexual fluidity and now advocates for greater visibility for those who identify as bisexual, queer, pansexual, fluid and other similar identities. Paolo served as a student manager at the LGBT Student Services Office of Loyola Marymount University in Los Angeles, where he is majoring in Psychology, and is currently a president of its Gender-Sexuality Alliance.



Youth Speaker: Monique Ross

After 18 years living in foster care and trying to come to terms with her sexual orientation and gender identity, Monique Ross was adopted at age 20 by a non-LGBT allied couple. The last four years as part of the Ross family have been a time of growth and healing, where Monique has learned that there is nothing wrong with being LGBTQ, and that there are people who will love and care for her unconditionally. Monique is now an activist in the Kansas City area doing outreach with Kansas City LOVE (Leaders Overcoming Violence with Education) and the Kansas City Anti-Violence Project (KCAVP), both of which focus on LGBTQ issues. Monique also helped to create a group called Skittles, which helps LGBTQ youth in residential treatment to stay positive.

Elliot Kennedy, Special Expert, LGBT Affairs at SAMHSA Moderates Federal Panel

Hear from the Director of the Division of Adolescent and School Health (DASH) at the Centers for Disease Control and Prevention (CDC), and the Commissioner of the Administration of Children, Youth and Families at the U.S. Department of Health and Human Services (HHS) as they discuss various supports and resources available from federal agencies.



DR. STEPHANIE ZAZA

Director, Division of Adolescent and School Health (DASH) at the Centers for Disease Control and Prevention (CDC)



RAFAEL LOPEZ

Commissioner of the Administration of Children, Youth and Families at the U.S. Department of Health and Human Services (HHS)



Creating Welcoming Elementary Schools for Students of All Genders

Human Rights Campaign Foundation

Location: Grapevine 6

This session will share key strategies for creating a gender-inclusive elementary classroom, including an exploration of all of the ways that gender may impact students at school. Participants will have an opportunity to practice interrupting gender stereotypes as well as sharing ideas for affirming gender-expansive and transgender students. Welcoming Schools elementary school lesson plans and up-to-date book lists that look at gender identity with children will be reviewed and shared.

Presenter: Johanna Eager, *Director, Welcoming Schools, Human Rights Campaign*



Positive Youth — How We Can Better Understand What It Means to be Young and Living with HIV

National Minority AIDS Council and the Los Angeles LGBT Center

Location: Grapevine 3

This session will be an opportunity to gain insight into the experiences of HIV-positive youth. What does it mean to confront the various challenges associated with HIV — stigma, healthcare, relationships, family, and sexuality? How have positive youth demonstrated leadership and resiliency? How can we ensure that youth are empowered and healthy? This will be a chance to learn from lived experiences, exchange ideas, and devise ways to work together to expand the narrative of what it means to be young and living with HIV.

Presenters: Alex Garner, *Program Coordinator, National Minority AIDS Council*; **Thomas Davis**, *Health Educator Specialist, Los Angeles LGBT Center*

Preventing Substance Abuse Among LGBTQ Teens

Partnership For Drug-Free Kids

Location: Appaloosa 4

What are the unique factors faced by LGBTQ teens that lead to substance abuse? Find out the latest research, the substances teens are most likely to try, and the risk factors that can lead to substance abuse. We will share a range of strategies to help prevent substance abuse in LGBTQ teens. An overview of the Partnership's Above the Influence Teen Prevention Campaign, which is being adapted for LGBTQ youth-serving organizations will be provided.

Presenters: Sean Clarkin, *EVP, Research & External Relations, Partnership for Drug-Free Kids*; **Mohammad Ullah**, *LGBTQ Center Volunteer, New York*



Trans Youth Generations: More Than One Trans Youth Experience

Gender Diversity

Location: Grapevine 4

There is no singular trans experience; transgender, genderqueer, or gender non-conforming individuals can vary significantly. This presents a great degree of confusion as schools seek to address variables such as disclosure, language, pronouns, classroom conversations, etc. A game plan established for one student can shift unexpectedly, leaving supporters caught off guard. Gender Diversity will explore different "generations" of trans children to prepare families and schools to navigate these complexities in more optimal ways for their students.

Presenters: Gil Rich, *Youth Program Coordinator, Gender Diversity*; **Aidan Key**, *Director, Gender Diversity*; **Micah Rajunov**, *Educator, Gender Diversity*

Using Online Training Tools to Develop Supports for Gender and Sexual Orientation Diverse Students in Your School

American Psychological Association

Location: Appaloosa 1

The American Psychological Association (APA) encourages schools to offer ongoing professional development about needs and supports for gender- and sexual orientation-diverse students to all school staff and students, parents, and community members. In this workshop, participants will experience APA's new Respect Online Course: Preventing Health Risks and Promoting Healthy Outcomes Among LGBTQ Students. Participants will learn how to create a professional development plan to bring the free online course to their schools and ideas for providing follow-up support to help colleagues implement recommended strategies.

Presenter: Lacey Rosenbaum, *Director of Safe and Supportive Schools Project, American Psychological Association*

Intergenerational Queers: Creating Effective Youth-Adult Partnerships

Gay-Straight Alliance Network

Location: Appaloosa 2

Participants will explore why queer intergenerational collaborations can be challenging and learn strategies for creating effective youth-adult partnerships. Queer adults face a multitude of challenges when attempting to work with youth in their schools and communities. However, in order for adults to be able to support youth movements and young people, in general, they must know what those challenges are and how to overcome them. We will engage in self-exploration and bias exercises and develop strategies for establishing strong partnerships with youth.

Presenters: Christopher White, *Director, Safe and Supportive Schools Project, Gay-Straight Alliance Network*; **Thomas Rodriguez**, *Project Coordinator, Safe and Supportive Schools Project, Gay-Straight Alliance Network*



Drawing Connections: Exploring the Intersections of Gender, Race & Sexual Orientation

National Education Association

Location: Grapevine 1

This workshop explores the relationship and commonalities between gender, race and LGBTQ issues, with an emphasis on enhancing race and gender awareness when addressing LGBTQ issues in schools. By understanding and acknowledging the whole student, educators can foster a better learning environment that enhances student success. Participants will be provided with strategies and create action plans for addressing the whole student and creating safe and supportive schools for all students regardless of sexual orientation and gender identity.

Presenters: Toni Smith, *Retired Teacher*; **Erick Huth**, *Classroom Teacher*

Effective Empathy — How to be a Better Ally

Location: Mustang 4

This workshop will focus on how youth-serving professionals can equip themselves with effective empathy to be better allies, especially to LGBTQIA+ youth. We will focus on the three E's of Allyship: Empathy, Education, and Execution. We'll introduce Empathy as the foundation of allyship in connecting with marginalized communities. From there, we will show attendees how to use Education as a building block to effective allyship. Finally, we will give attendees tangible tools to Execute a more effective, empathetic way of being an ally.

Presenters: Winter Page, *HRC Youth Ambassador*; **Paolo Veloso**, *HRC Youth Ambassador*

Access for All — Safe Spaces in the Y and Beyond!

YMCA of the U.S.A.

Location: Appaloosa 3

This workshop will provide participants insight into how the Y strives to ensure that LGBTQ youth, individuals and families have the opportunity to learn, grow and thrive. Additionally, participants will be asked to give feedback, share thoughts, and help identify opportunities for improvement in policies, practices, procedures and programs with the goal of ensuring that LGBTQ youth, individuals and communities feel welcome at the Y and beyond!

Presenter: Chad Nico Hiu, *National Specialist, Diversity & Inclusion, YMCA of the U.S.A.*

Getting Bi+ (Pan/Fluid/Omni/Poly/Queer/Unlabeled)

Location: Grapevine 5

From the White House to Miley Cyrus, bi+ people are moving an agenda. In this session, we'll smash the myth of bi+ privilege, interrupt biphobia, and put our pansexual people in the spotlight as we rocket beyond sexual orientation binaries. You'll leave ready to support those attracted to more than one gender in your GSA (Gender and Sexuality Alliance). We'll highlight resources like HRC's Supporting and Caring for our Bisexual Youth and a guide for making student groups bi+ affirming.

Presenter: Mary Hoelscher, Program Specialist, Out for Equity, Saint Paul Public Schools, Minnesota



The Lifeguard Workshop: A Training for Educators and Adults Who Work With Youth The Trevor Project

Location: Grapevine 2



The Lifeguard Workshop is a free online learning module based on The Trevor Project's in-person workshop, which is listed in the SPRC/AFSP Best Practice Registry for Suicide Prevention. The Lifeguard Workshop webpage includes a video, a curriculum guide, lesson plans, and additional resources for educators. During this training, we will explore how to facilitate a Lifeguard Workshop in your classroom or on your campus. We will discuss how to address tough questions, how to make your classroom or campus a safer space, and how to conduct empathy-building lessons.

Presenters: Danielle Orner, Senior Education Manager, The Trevor Project; David Bond, Vice President of Programs, The Trevor Project

Judy and Dennis Shepard: Engaging Parents of LGBTQ Youth

Matthew Shepard Foundation

Location: Mustang 6

Judy and Dennis Shepard have been effective and influential advocates for LGBT equality and inclusion since losing their son, Matthew, to an anti-gay hate crime 17 years ago. Their personal tragedy captured the nation's attention, and they chose to channel their grief into changing the landscape for other LGBTQ youth — and all LGBT people. Judy and Dennis are, first and foremost parents — not activists, and as parents of a gay child they have a unique and compelling voice in the larger LGBT movement. In this discussion forum, Judy and Dennis will share their insights about how parents of LGBTQ youth process and respond to learning their child's orientation/identity, and provide guidance on how to support and engage parents who are willing to share their stories and be more involved in LGBTQ advocacy. They will also address the various approaches to navigating family situations where parents are conflicted or rejecting toward their LGBTQ children and how to identify alternative sources of support and nurturing for LGBTQ youth. **Note: This workshop is NOT eligible for CEUs.*

Presenters: Judy Shepard & Dennis Shepard, Co-Founders, Matthew Shepard Foundation



Networking Snack and Coffee Break with Exhibitors

3:15 – 3:45 p.m. | Gaylord Convention Center, Ballroom Level

Session D: 4:00 – 5:00 p.m.



#UndocuPeers — Liberating Campus Climate

United We Dream

Location: Grapevine 1

#UndocuPeers training is an interactive certification training program that seeks to increase the educational success of undocumented immigrants. This training is meant to provide the tools necessary to begin or continue conversations on how to better support and work alongside undocumented immigrant students by streamlining departmental supports and resources across the institution. **Note: This workshop is NOT eligible for CEUs.*

Presenters: Carlos Padilla, QUIP National Coordinator, United We Dream; Alejandra Perez, Member, DEEP Advisory Council, United We Dream



The Teachable Moment: Responding to LGBTQ and Gender Comments and Questions in the Elementary Classroom

Human Rights Campaign Foundation
Location: Grapevine 6

Effectively responding to the teachable moment — in particular, related to LGBTQ and gender topics — models for all students that the classroom will be a safe and respectful space to learn and thrive. Welcoming Schools knows what questions and comments elementary students often ask related to LGBTQ and gender topics, and have suggested, age-appropriate responses to share with you. During the session, we will review and practice responses so that participants are prepared when the teachable moment occurs!

Presenter: Johanna Eager, *Director, Welcoming Schools, Human Rights Campaign Foundation*



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Visibility, Stigma, and Support: A Conversation with Bi+ Youth

Human Rights Campaign Foundation
Location: Grapevine 5

This workshop will explore how issues of visibility and stigma affect young people who identify as bisexual, queer, pansexual, or similar (“Bi+”), and what peers and adults can do to support these youth. Presenters will draw on psychological and sociological research to explain how experiences like “passing for straight,” exclusion by both straight and gay/lesbian peers, and a distinct coming-out process can affect Bi+ youths’ well-being. They will then invite Bi+ youth attendees to brainstorm strategies for making LGBTQ youth settings fully Bi+-inclusive.

Presenters: Beth Sherouse, PhD, *Senior Content Manager, Human Rights Campaign Foundation*; **Paolo Veloso**, *HRC Youth Ambassador*

Beyond the Binary: Gender Expansive Puberty Education

Advocates for Youth and Gender Spectrum
Location: Appaloosa 3

Puberty education consistently excludes a gender-diverse lens. With growing numbers of trans* young people entering schools, educators and leaders can’t ignore this population. Puberty, terrifying for any young person, is especially challenging for gender-expansive youth. This workshop will highlight gaps in puberty education and provide strategies, resources and models for making puberty education more gender-inclusive for ALL students. Participants will gain insight on how their role influences this issue and understand that gender-inclusion is an intentional step toward equality for trans* and gender-expansive students.

Presenters: Wesley Thomas, *Program Coordinator of LGBTQ Health & Rights, Advocates for Youth*; **Joel Baum**, *Senior Director, Professional Development & Family Services, Gender Spectrum*

LGBTQ Inclusive School Policies: Strategies From Texas

Resource Center
Location: Mustang 4

Since June 2010, Resource Center has led efforts for Dallas ISD, Dallas County Community College, Uplift Education charter school, and Little Elm ISD to adopt LGBT-inclusive policies. Participants will learn how to adopt the Center’s advocacy and messaging to achieve similar results where they live.

Presenter: Rafael McDonnell, *Communications and Advocacy Manager, Resource Center*



AMERICAN COUNSELING
ASSOCIATION

How to Use Affirmative Language with your LGBTQ+ Child

American Counseling Association
Location: Appaloosa 1

Learning that one’s child is LGBTQ+ can be a challenging experience for parents with a limited connection to the LGBTQ+ community. Parents can wish to be supportive and accepting, but not have the access to the language they need to communicate their support to their child. This ACA-sponsored workshop will provide an introduction to communication skills, drawn from counseling, which parents can implement to increase communication in their household. Practice sessions will be utilized, and handouts and resources will be provided to all attendees.

Presenter: Kristopher Goodrich, *Associate Professor and Program Coordinator, University of New Mexico*

Telling Your Story to Cultivate Respect and Create Safer Schools for ALL Students

PFLAG National

Location: Appaloosa 4

Youth advocates are often asked to make the case for policies and programs that will create safer space for young people. This highly interactive session will teach you to think about your personal experiences, develop them into engaging narratives, and make a difference. With our opposition focused on shifting the debate using stereotypes and scare-tactics, LGBTQ people and allies need to know how to resist these efforts and how to reframe the conversation so that colleagues, friends and family understand the need for true equality.

Presenters: **Jamie Henkel**, *Equality & Diversity Partnerships Manager, PFLAG National*; **Beth Kohm**, *Deputy Executive Director, PFLAG National*

Interactions With the Criminal Justice and Child Welfare Systems for LGBTQ Youth, YMSM, and YWSW Who Engage in Survival Sex

Urban Institute

Location: Mustang 6

This presentation will focus on LGBTQ youth who become involved in the commercial sex market to meet basic survival needs, describing their experiences with law enforcement, the criminal justice system, and the child welfare system. Interviews with these youth revealed that over 70 percent had been arrested at least once, with many reporting frequent arrest for “quality-of-life” and misdemeanor crimes other than prostitution offenses. Youth described their experiences of being cycled in and out of the justice system as highly disruptive and generating far-reaching collateral consequences ranging from instability in the home and school to inability to pay fines and obtain lawful employment

Presenter: **Lilly Yu**, *Research Assistant, Urban Institute*

Helping Families and Providers Support LGBTQ Youth

Substance Abuse and Mental Health Services Administration (SAMHSA), The Family Acceptance Project and the American Psychological Association

Location: Appaloosa 2

In October 2015, the Substance Abuse and Mental Health Services Administration published a report: *Appropriate Alternatives to Conversion Therapy for Children and Adolescents*. This is the first in-depth federal look at the issue of conversion therapy and at healthy and appropriate ways of addressing issues related to sexual orientation, gender identity, and gender expression with children and adolescents. In this session, learn more about this report and about the key messages educators, providers, and families should know in order to best support young people.

Presenters: **Elliot Kennedy**, *Special Expert for LGBT Affairs, SAMHSA*; **Dr. Caitlin Ryan**, *Director, Family Acceptance Project*; **Dr. Judith Glassgold**, *Executive Director of the Public Interest Directorate, American Psychological Association*



Connect, Accept, Respond, Empower: How to Support LGBTQ Youth

The Trevor Project

Location: Grapevine 2

This interactive workshop will provide an overview of suicide among lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth and the different environmental stressors that contribute to their heightened risk for suicide. The first half of the workshop will focus on what research states regarding reducing the risk of suicide and promoting resiliency. After reviewing current research, there will be an emphasis on best practices and practical steps that service providers, educators, and others can take to promote a positive environment for all youth. **Note: This workshop is NOT eligible for CEUs.*

Presenter: **Danielle Orner**, *Senior Education Manager, The Trevor Project*



Growing Up Black and Gay in the Age of HIV

Abounding Prosperity, Inc.

Location: Grapevine 3

Data released by the Centers for Disease Control and Prevention in the latest HIV Surveillance Report illustrates the HIV epidemic's ongoing disproportionate impact on youth and young adults of color. This interactive presentation will frame issues confronting young, Black men who have sex with men (MSM) in the context of family, faith and school. A panel of young adult, Black MSM will provide a retrospective look as youth growing up gay in Black America and discuss the challenges they faced in their journey through adulthood.

Presenter: PJ Moton, MSW, *Interim Programs Manager, Abounding Prosperity, INC*



Update on the Care of Transgender Youth: Social-Emotional Considerations and Medical Interventions

University of Texas Southwestern Medical Center and Children's Health

Location: Grapevine 4

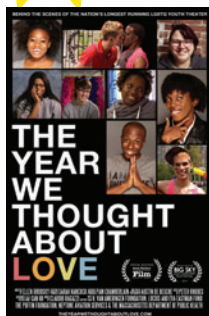
This workshop will give primary care providers and other interested health or school professionals an overview on ways to approach gender non-conforming youth, understanding when to refer to mental health providers or multidisciplinary programs that care for transgender youth, and understanding the benefits of intervention with puberty suppression and/or cross-sex hormone therapy.

Presenters: Ximena Lopez, MD, *Assistant Professor of Pediatrics, University of Texas Southwestern Medical Center and Children's Health*; **Meredith Chapman, MD**, *Assistant Professor of Pediatrics, University of Texas Southwestern Medical Center and Children's Health*



A Film About LGBTQ Youth For All Ages

7:15 – 9:15 p.m. | Grapevine 1



Enjoy watching the award-winning, "must-see" film *The Year We Thought About Love* which follows the LGBTQ youth theater troupe True Colors as they create a play about love. Hollywood Progressive says "It takes you from belly-aching laughter to a deluge of tears." There will be a Q&A afterwards with filmmaker Ellen Brodsky, and one of the film's stars, Nick Bazo, who directs True Colors. You can see a trailer of the film and read more at www.theyearwethoughtaboutlove.com

Presenters: Ellen Brodsky, *Film Producer, Ellen Brodsky Films*; **Pam Chamberlain**, *Associate Producer, Ellen Brodsky Films*

SUNDAY, FEBRUARY 14TH HAPPY VALENTINE'S DAY

Conference Registration Opens

7:00 a.m. | Gaylord Convention Center, Ballroom Level

Youth Attendance: Several youth from local Gay and Straight Alliances and other advocacy organizations will be joining us on the last day of the conference to attend youth-focused workshops and the closing plenary. Please help us welcome our youth attendees as they arrive!



Breakfast Buffet

7:00 – 8:30 a.m. | Gaylord Convention Center, Ballroom Level

Hotel Checkout on Sunday, February 14th

Marriott's Gaylord Texan Resort and Convention Center has a strict check out time of 11:00 a.m. You may ask the concierge to hold your luggage or you may store it along the far right wall of the Ballroom when you head to breakfast.

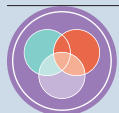
LGBT Sports Inclusion

Athlete Ally

Location: Appaloosa 1

Athletics should be open to everyone. Participation in sports improves health, builds character, fosters collaboration, and creates opportunities for teams and fans alike to celebrate diversity at all levels and become more effective contributors to society. Unfortunately, sports can be a very hostile environment for LGBT youth. This workshop will train participants in promoting respect and inclusion in sports and ensure that teams are a safe space for all to participate without fear of discrimination, bullying, or harassment based on sexual orientation or gender identity.

Presenters: **Ashland Johnson**, *Director of Policy & Campaigns, Athlete Ally*; **Hudson Taylor**, *Founder & Executive Director, Athlete Ally*



Queering Sex Ed: Organizing for Sex Education That Lifts Up All Black Youth

Advocates for Youth

Location: Grapevine 1

School is supposed to be a safe haven for learning and creativity but for most Black queer youth it isn't. Hostile school environments have negative outcomes, especially for queer youth of color. This workshop addresses the gaps that exist in comprehensive sexuality education (CSE) implementation in school and community settings, and the need for inclusivity in programming. Participants will learn how topics that include reproductive and sexual health and rights intersect within the lives of Black youth and how to organize communities around CSE.

Presenters: **Wesley Thomas**, *Program Coordinator, Advocates for Youth*; **Sophia Kerby**, *State Policy & Partnerships Coordinator, Advocates for Youth*



Gender Inclusive Schools in Action

Gender Spectrum

Location: Grapevine 4

This session will feature an engaging film and discussion about an elementary school that spent a year focusing on gender. Through students' comments, observations of classroom lessons, and staff and parent reflection, this touching narrative provides a tangible look at how schools create conditions that welcome all students, regardless of their gender. The session will include a robust Q&A about how the school worked to intentionally incorporate gender into its school improvement efforts and what was necessary to sustain the effort.

Presenter: **Joel Baum**, *Senior Director, Professional Development & Family Services, Gender Spectrum*

The Dangers of Being a Transgender Youth in the Child Welfare System

Los Angeles LGBT Center

Location: Mustang 4

Among the most vulnerable members of the LGBTQ community are transgender youth growing up in the foster care system. Transgender youth are disproportionately represented in systems of care, report mistreatment, and are often unable to access placement options. As a result, transgender foster youth are less likely to find families than end up homeless or involved with the juvenile justice system. This workshop will help attendees understand the current state of transgender youth in the nation's child welfare system and ways to help.

Presenter: **Angela Weeks**, *Training & Coaching Manager, Los Angeles LGBT Center*

When Entertainment and Education Intersect: Creating Teachable Moments from Pop Culture

GLAAD and Politini Media

Location: Appaloosa 4

From public figures like Beyonce and Caitlyn Jenner to shows like MTV's *Faking It* and ABC Family's *The Fosters*, we know that what LGBT youth and their peers see and experience in the media has an impact on them. For 30 years, GLAAD has been accelerating acceptance for LGBT people by leveraging culture to effect change, but the work is far from done. In an age of social media proliferation and the 24-hour news cycle, how can educators capitalize on what students are seeing on their smartphones, their television screens and their gaming platforms to elevate LGBT issues and drive acceptance forward? Our panel of experts and special guests will address those and other topics, as well as take your questions.

Presenters: **Zeke Stokes**, *Vice President of Programs, GLAAD*; **Danielle Moodie-Mills**, *Politini Media*

Why Have a Gay Straight Alliance?

Real Live Connections

Location: Mustang 6

This workshop will equip educators and professionals with the tools to start and support upcoming and existing GSAs. You will walk away with an understanding of what a GSA is, why it is important for LGBTQ youth to be given this platform, and the resources to generate or support a GSA program.

Presenters: **Cozette Kosary**, *Executive Director, Real Live Connection*; **Ashton Page**, *Youth Speaker*



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Safety, Permanency, & Well-Being for LGBTQ Youth in Out-of-Home Care

Human Rights Campaign Foundation

Location: Grapevine 6

LGBTQ youth are over-represented in the U.S. child welfare system, making up nearly 20 percent of the youth in foster care, according to one study in Los Angeles. Too often these youth face discrimination and bias from service providers and peers. This workshop will review what we know about the experiences of LGBTQ youth in care and outline what every professional can do to advocate for LGBTQ youth in care.

Presenter: **Alison Delpercio**, *Deputy Director, Children, Youth & Families Program, Human Rights Campaign Foundation*



Culturally Competent LGBTQ Care from Student Health Centers

National Minority AIDS Council

Location: Grapevine 2

What can be done to ensure that Student Health Centers provide LGBTQ individuals with quality and affirming healthcare? How can we integrate LGBT experience and perspectives into the health centers? Are they prepared for HIV treatment, PrEP, trans health issues, etc? This will be an opportunity to learn about ways to be more culturally competent and exchange ideas on how to make student health centers more welcoming places for LGBTQ students to improve health and wellness.

Presenter: **Alex Garner**, *Program Coordinator, National Minority AIDS Council*

Standards of Care for Supporting LGBTQ Youth: A Framework for Action

Annie E. Casey Foundation

Location: Appaloosa 2

This session will review 10 standards and related strategies for creating safe, inclusive environments and providing appropriate care to LGBTQ youth in systems that serve them (e.g. juvenile justice, schools). These standards come from a 2012 book, *Improving Emotional and Behavioral Outcomes for LGBT Youth: A Guide for Professionals*, which the presenter co-edited. The standards are rooted in research and recommended practices for providing culturally competent care and improving LGBT youth well-being. Participants will receive a planning tool to frame and inform local improvement efforts.

Presenter: **Jeffrey Poirier**, *Senior Research Associate, Annie E. Casey Foundation*

My Name Is What Counts

National Sexual Violence Resource Center

Location: Appaloosa 3

The intersection of sexual violence and unstable housing faced by many LGBTQ youth is one that is often overlooked. This workshop will educate participants on the ways in which this combination creates vulnerability for youth and ways in which we can assist through trauma-informed services. This workshop will approach steps that every organization can take in fostering a better future for youth and will incorporate resiliency building, community collaboration, and capacity building efforts.

Presenters: **Eric Stiles**, *Rural Project Specialist, National Sexual Violence Resource Center*; **Taylor Teichman**, *Outreach Specialist, National Sexual Violence Resource Center*



What Do I Do? A Workshop for Understanding LGBT Youth & HIV

Human Rights Campaign Foundation

Location: Grapevine 3



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Even as we make tremendous progress in the fight for LGBT equality, who you are and where you live still have an enormous impact on how HIV is likely to affect your life. Through a series of interactive exercises and activities, this refreshingly honest workshop will explore the current realities of HIV — including new prevention strategies such as Pre-Exposure Prophylaxis (PrEP) and post-exposure prophylaxis (PEP) — through the lens of supporting lesbian, gay, bisexual, and transgender youth.

Presenter: **Noël Gordon**, *Senior Program Specialist, HIV Prevention & Health Equity*



How to Lead a Gay Straight Alliance

Location: Grapevine 5

This is a fun, active workshop for students who are leaders or members of their school's Gay Straight Alliance. Attendees will receive handouts on how to run a GSA meeting, how to organize a school-wide social justice campaign, how to access local and national resources, and how to be an awesome and supportive peer-listener! We'll cover each of these topics by identifying current problems then sharing ideas for change through discussion, brainstorming, and role-play. Come prepared to share and play!

Presenters: **Laila Al-Shamma**, *HRC Youth Ambassador*; **Paolo Veloso**, *HRC Youth Ambassador*; **Valerie Weisler**, *HRC Youth Ambassador*

Session F: 9:45 – 10:45 a.m.

Sex? Sexual Orientation? Gender Identity? Gender Expression?: Supporting Trans*itioning Youth in Our Classrooms

Teaching Tolerance, a Project of Southern Poverty Law Center

Location: Appaloosa 3

Gender identity is often framed as a binary system. This can be harmful for students whose gender identity or gender expression do not fit into gender binaries and whose identities don't intersect according to heteronormative expectations. Participants will learn about gender diversity and how to help students at all points on the gender spectrum. This session will help educators answer: How can I support my students' gender expression? How can I create a class climate where students can learn from and celebrate their gender identities?

Presenter: **Jarah Botello**, *Teaching and Learning Specialist, Teaching Tolerance*



How to Use Strategic Partners to Promote HIV Testing (or Sexual Health) Messages within the LGBTQ Community

The Centers for Disease Control and Prevention
Location: Grapevine 3



The Centers for Disease Control and Prevention's (CDC) Act Against AIDS (AAA) initiative seeks to combat complacency about HIV/AIDS by raising awareness among all Americans and reducing risk among high-risk populations, particularly LGBTQ youth. A new effort has been created as part of the AAA initiative that aims to increase awareness, reduce stigma often associated with HIV/AIDS, and create social norms around HIV testing. This workshop will describe the new initiative, the formative research used to create it, and partnership strategies used to promote it.



Presenter: Francisco Ruiz, *Team Leader, National Partnerships Team, Division of HIV/AIDS Prevention, The Centers for Disease Control and Prevention*, **Sara Blanks**

Finding LGBTQ-Friendly Colleges & Universities

Campus Pride
Location: Grapevine 2

The Campus Pride Index and Campus Pride Sports Index are vital tools assisting students in finding LGBTQ-friendly colleges and universities where the educational and athletic experience is more inclusive, welcoming and respectful of LGBTQ and ally people. This workshop will provide essential resources for LGBTQ and ally students to find LGBTQ-friendly campuses. Students, staff, administration and counselors will also find these tools valuable to improve their campus's LGBTQ-friendliness and get their college or university listed on the Campus Pride Index & Campus Pride Sports Index.

Presenter: Shane Windmeyer, *Executive Director, Campus Pride*

Dangerous Therapy — Advocacy to Prohibit So-Called “Conversion Therapy”

National Center for Lesbian Rights and the Human Rights Campaign
Location: Grapevine 6

So-called “conversion therapy” is a dangerous and discredited practice that falsely claims to change a young person's sexual orientation or gender identity. These practices can lead to lifelong harm, including depression, anxiety, drug use, and suicide. Currently, five jurisdictions have passed laws to protect youth; however in the last year, 20 states introduced similar bills. In this workshop, national and state advocates will look at laws dealing with conversion therapy and discuss how to effectively advocate to protect youth from these practices.

Presenters: Samantha Ames, *#BornPerfect Campaign Coordinator & Staff Attorney, National Center for Lesbian Rights*; **Xavier Persad**, *Legislative Counsel, Human Rights Campaign*

Empowering LGBTQ Youth with Tech & STEAM Education

LGBT Technology Partnership & Institute
Location: Appaloosa 1

The LGBTQ community is bursting at the seams with talented young minds looking for the opportunity to learn, engage and communicate over technology. For many, especially in rural communities, the tech sector could also be the perfect career. Educators, parents and community leaders have an opportunity to be the stepping stones to ignite the imaginations of these youth with an introduction to STEAM education in a safe, welcoming environment. Let's launch STEAM education in your classroom, after school program, or local center.

Presenter: Christopher Wood, *Executive Director, LGBT Technology Partnership & Institute*

Breaking Down the Bisexual Education Policy Agenda

Out for Equity, Saint Paul Public Schools, Minnesota
Location: Appaloosa 2

National bisexual leaders presented an educational policy agenda to the White House for #biweek in 2015. In this workshop, LGBTQ+ organizational leaders in education will have the opportunity to dive deeply into the federal policy recommendations developed by the bi+ community for youth who are attracted to more than one gender with a co-author of those recommendations. From Title IX to curriculum, this session will discuss tangible ways to address the unmet, well-documented needs of bisexual youth.

Presenter: Mary Hoelscher, *Program Specialist, Out For Equity, Saint Paul Public Schools, Minnesota*



Successful Gender Transitions in School

Gender Spectrum

Location: Grapevine 4

For many caregivers and educators, the possibility of supporting a young person transitioning at school seems overwhelming, if not impossible. However, some transgender students are taking this courageous step and successfully transitioning while remaining enrolled in their educational institutions. What are the key elements of a positive experience? What preparation, training and conditions need to be considered as students and their families make the difficult decision to support a child's authentic gender in the classroom? Session includes an overview of a new guide, *Schools in Transition*.

Presenter: Joel Baum, *Senior Director, Professional Development and Family Services, Gender Spectrum*



The New Civil Rights and the Role of Gender and Sexuality in the #BlackLivesMatter Movement

Center for the Study of Social Policy

Location: Grapevine 1

This workshop will chronicle the work that Black Youth Project 100 (BYP100) has been doing to further the #BlackLivesMatter movement and create the "freedom movement of our generation". BYP100 uses a Black Queer Feminist lens, which seeks not only to include, but to center the experiences and analysis of Black, Queer, Trans, and Women communities working towards radical change. For example, BYP100 has a current campaign against criminalization, which centers women and girls, trans, and queer folks as opposed to singularly black cis men.

Presenter: Jonathan Lykes, *Policy Analyst, Center for the Study of Social Policy*

Securing a Safe and Fair Learning Environment: Know Your Rights in Texas Schools

American Civil Liberties Union of Texas

Location: Mustang 4

LGBTQ youth deserve the freedom to be open (or not) about their identity and beliefs in schools—without fear. That's why the ACLU of Texas fights for their right to learn without fear of discrimination; to be safe from harassment; to express their identities openly; to participate equally in school activities; to speak freely; and to associate with whomever they want. Learn how the law protects LGBTQ students and what to do when a student's rights are violated.

Presenter: Rebecca Robertson, *Legal & Policy Director, ACLU of Texas*

Children of LGBTQ Parents Speak Out

COLAGE

Location: Appaloosa 4

The identity, culture, and challenges that are part of having one or more LGBTQ parent(s) are often invisible. The voices of those children are rarely heard even though there are an estimated six million people in the U.S who have one or more LGBTQ parent(s). In this workshop we will talk about various family formations and the diverse experiences of these "youth of". We will provide cultural competency training to LGBTQ parents, community members, and service providers so they have tools in order to be allies to "youth of" and support them in their own identities and life experiences.

Presenter: Robin Marquis, *National Program Director, COLAGE*

Neuroscience, LGBT Individuals, and the Brain

Texas Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling

Location: Mustang 6

Recent discoveries in neuroscience suggest what many in the LGBT community already suspect about biological origins of sexual identity. Neuroscientists are studying the developmental stages of the LGBT brain, beginning at conception. There are differences between male and female brain structures, and recent studies suggest that straight males and lesbians have similar brain structures, as do straight females and gay men. We're learning that the distress of social pain and physical pain activates the same part of the brain, resulting in pain from social exclusion.

Presenter: Jacqueline Parsons, *State President 2015-2016, Texas Association for Lesbian, Gay, Bisexual, and Transgender Issues in Counseling*, **Chris Broyles**, *LPC/School Counselor, Lewisville Independent School District*



Make Your Passion Your Purpose: How Raymond Braun Built a Career Around LGBTQ Activism

Location: Grapevine 5

You hear it all the time: Follow your passion. Pursue your dreams. But what does this advice really mean and how can you apply it to your life? In this interactive session, Raymond will discuss his career path from growing up in a small town in conservative Northwest Ohio to landing a job at Google and then starting his own YouTube channel and company. In his story, he'll share some key tips and ideas to consider as you chart your dreams for the future and how to realize them!

Presenter: Raymond Braun, *Founder, RWB Media, Inc.*

Closing Plenary 11:00 a.m. – 12:30 p.m. | Grapevine Ballroom

MB Maxwell, *Senior V.P. of Programs, Research, and Training, Human Rights Campaign*



Presenting Sponsor:
Cynthia "Cynt" Marshall
Senior Vice President & Chief Diversity Officer, Human Resources, AT&T



AT&T



Jane Clementi
Mother of Tyler Clementi and Co-Founder of the Tyler Clementi Foundation



Following the loss of her son, Tyler, Jane Clementi co-founded the Tyler Clementi Foundation alongside husband Joe to highlight the need to better address discrimination and bullying. A native of New Jersey and devoted mother of three sons, Clementi speaks passionately to parents and community leaders about the need to not merely "accept" or "tolerate" children who come out as LGBTQ, but to embrace them as wondrous creations of God. Clementi is a registered nurse, and she speaks nationally on the need for parents of LGBTQ children to come out and speak openly of the love they have for their children, and thereby create more accepting environments. Since losing her son, Clementi's faith has sustained and transformed her in ways she never would have imagined. She left her church home of many years because she could no longer sit in the pews of a church that condemned LGBTQ people, which made her feel she was herself a bystander to bullying. Clementi shares her own journey with families, churches, schools and communities, and speaks passionately about the need for these groups to embrace their LGBTQ members.



Dr. Beverly Hutton
Deputy Executive Director, National Association of Secondary School Principals

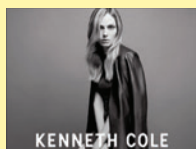


NASSP is the leading organization of and voice for middle level and high school principals, assistant principals, and school leaders from across the United States and 35 countries around the world. Founded in 1916, NASSP's mission is to connect and engage school leaders through advocacy, research, education, and student programs. NASSP also promotes the intellectual growth, academic achievement, character and leadership development, and physical well-being of youth. NASSP is proud to have founded the National Honor Society, the National Junior Honor Society, the National Association of Student Councils, and the National Elementary Honor Society.



Brendan Jordan, *YouTube and LGBTQ Youth Advocate*

Brendan Jordan exploded onto the social media scene unexpectedly with a viral video that swept over the internet like wild fire. A short time later he started his own YouTube channel and enjoys the special connection he has with his viewers and followers on his other social media sites. He's become a voice for LGBT youth through the unapologetic and confident way he presents himself on social media. He's captured the attention of Miley Cyrus and participated in her InstaPride campaign for her Happy Hippie Foundation, modeled for American Apparel, and made memorable appearances on the MTV VMA's and The Queen Latifah Show.



Andreja Pejic, *Supermodel and Game Changer*

Andreja Pejic's career began when she was first discovered in 2007 as a teen working at a McDonald's. Since then, she has gone on to walk in top runway shows such as Galliano, Marc Jacobs, Raf Simons, and Jean Paul Gaultier, where she opened the show in women's haute couture and closed the show in a men's suit during one season. During London Fashion Week February 2015, Pejic made her debut as a woman at the Giles Deacon show. Since then, she has been breaking boundaries and has made history as the first transgender model to be featured in American Vogue. Pejic has continued to grace the covers of top fashion magazines and entertainment publications, and she has helped to pave the way for other transgender people in the fashion industry. Most recently, she is the subject of a documentary about her transition.

Conference Concludes for Adult Attendees

12:30 p.m. | Lunch on your own

Join new friends and enjoy one of the restaurants inside the Gaylord!

Conference Continues for Youth Attendees and Chaperones

12:45 – 3:00 p.m. | Mission Plaza

Lunch provided for youth attendees and their chaperones in Lower Level Texas Station.

See hotel diagram on page 2.

Panel Discussion: Openly LGBTQ Individuals Thriving in Corporate America



Moderator: Candace Gingrich

*Associate Director, Youth & Campus Engagement Program,
Human Rights Campaign Foundation and HRCU Internship Coordinator*



Entering the workforce is a rite of passage for many Americans, but one that unfortunately involves unique challenges for those who are LGBTQ. The challenge is because there is no federal law that prohibits workplace discrimination based on sexual orientation or gender identity/ expression (some states offer protections, but far too few). This means that the little statement at the bottom of a job posting which says — “This company is an Equal Employment Opportunity Employer” — does not necessarily protect an LGBTQ person from discrimination. And if you’ve had challenges in school because you identify as LGBTQ, the workplace may look like just another non-supportive climate. But with the progress that has been made in corporate America, higher education, and elsewhere, the reality of finding an LGBTQ-supportive workplace and succeeding as an openly LGBTQ employee has dramatically increased. A panel discussion featuring LGBTQ people who have been successful in the workplace will offer an opportunity to learn that it can, and most often does, get better after graduation. Hear from panelists how they navigated searching and applying for jobs, their experiences in the workplace, and the strategies utilized to advance their careers. Part of the conversation will focus on the Human Rights Campaign Foundation’s *GenEQ Guide to Entering the Workforce*, which was created to help LGBTQ young people make the transition to the workplace.

Panelists include openly LGBTQ employees from:



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BBVA Compass

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PRESENTING TIME TO THRIVE



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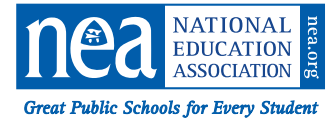


CO-PRESENTING TIME TO THRIVE

The Human Rights Campaign Foundation would like to thank the National Education and the American Counseling Association for co-presenting Time to THRIVE.

“ NEA is thrilled to expand its partnership with the Human Rights Campaign and HCR's Time to THRIVE Conference. Together, we can provide educators with the resources they need to help LGBTQ youth thrive—in and out of school.”

— **Lily Eskelsen Garcia**, *President, National Education Association*



“ For those who work with students, this conference is a must as we strive to create a more engaging, welcoming, respectful and caring environment for LGBTQ youth.”

— **Richard Yep**, *Executive Director and CEO, American Counseling Association*



CONFERENCE PARTNERS

The Human Rights Campaign Foundation would like to thank our Conference Partners!

“ Time to THRIVE is an important opportunity for organizations like The Trevor Project to share information about issues facing LGBTQ youth in America. We are pleased once again to be part of this vital event.”

— **Abbe Land**, *Executive Director & CEO, The Trevor Project*



“ The True Colors Fund is thrilled to continue to be a conference partner for Time to THRIVE and work together with the Human Rights Campaign Foundation to ensure that LGBTQ youth grow up to be the happy and healthy adults they deserve to be.”

— **Gregory Lewis**, *Executive Director, True Colors Fund*



“ CDC's Act Against AIDS campaign is excited to partner with the Human Rights Campaign Foundation and join colleagues at Time to THRIVE to increase HIV awareness and prevention efforts that reach some of our most impacted populations, particularly young LGBT people.”

— **Dr. Nick DeLuca**, *Chief, Prevention Communication Branch, Centers for Disease Control and Prevention*



“ The National Minority AIDS Council (NMAC) is very excited to be a partner for the Time to THRIVE conference. By working together we can ensure that young LGBTQ individuals have access to quality healthcare, support for prevention and treatment of HIV, and improved quality of life.”

— **Alex Garner**, *Program Coordinator, National Minority AIDS Council*



“ The Child Welfare League of America is once again excited to be a partner for Human Rights Campaign Foundation's Time to THRIVE conference. By building the skills of allies, strengthening system resources, and engaging young people we know that the future of LGBTQ youth will be bright.

— **Linda Spears**, *Vice President of Policy and Public Affairs, Child Welfare League of America*



THANK YOU TO OUR WORKSHOP PRESENTERS!

Abounding Prosperity, Inc.
Act Against AIDS
Advocates for Youth
American Counseling Association
American Institutes for Research
American Psychological Association
Anti-Defamation League
Athlete Ally
Campus Pride
Center for the Study of Social Policy
COLAGE
Ellen Brodsky Films
Family Acceptance Project
Gender Diversity
Gender Spectrum
GLAAD
GLSEN
Grace Harbor, Inc.
GSA Network
Human Rights Campaign Foundation
LGBT Technology Partnership & Institute
Los Angeles LGBT Center

Matthew Shepard Foundation
National Center for Lesbian Rights
National Education Association
National Minority AIDS Council
National Sexual Violence Resource Center
Nonprofit Leadership Alliance
Partnership for Drug-Free Kids
PFLAG National
Politini Media
Qwaves Films
Real Live Connection
Resource Center Dallas / Youth First
SAMHSA
Teaching Tolerance
The Centers for Disease Control and Prevention
The Trevor Project
The Tyler Clementi Foundation
True Colors Fund
United We Dream
University of Texas Southwestern New Mexico
Urban Institute
YMCA of the U.S.A.

THANK YOU TO OUR EXHIBITORS!

ACLU of Texas
Act Against AIDS
Adidas
AdoptUSKids
Advocates for Youth
American Counseling Association
AT&T
BBVA
Campus Pride
Embody Progress
Family Acceptance Project
FreedHearts
Gender Diversity
Gender Spectrum
GLSEN
Greater Than AIDS
GSA Network
HRC Foundation
KIPP Bay Area
LEAGUE at AT&T Foundation

NASW Texas
National Education Association
National Sexual Violence Resource Center
Out Proud Families
Penny Lane
PFLAG National
Planned Parenthood of Greater Texas
Point Foundation
Queer Youth Coalition
Quist
Resource Center/Youth First
SMU Center for Family Counseling
Somos Familia
Teaching Tolerance
Texas Transgender Nondiscrimination Summit
The Trevor Project
Transgress Press
True Colors Fund
Tyler Clementi Foundation
Welcoming Schools

THANK YOU TO OUR CONFERENCE PARTNERS!



TIME TO THRIVE

PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR LGBTQ YOUTH...EVERYWHERE!

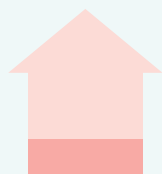
FEB. 24 - 26, 2017

GAYLORD OPRYLAND, NASHVILLE

SAVE THE DATE! THE HUMAN RIGHTS CAMPAIGN FOUNDATION AND OUR CO-PRESENTING CONFERENCE PARTNERS ARE EXCITED TO PRESENT **TIME TO THRIVE, THE 4TH ANNUAL NATIONAL CONFERENCE** PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR LGBTQ YOUTH ... EVERYWHERE!



FACTS YOU SHOULD KNOW ABOUT LGBTQ YOUTH



Families
Not Accepting

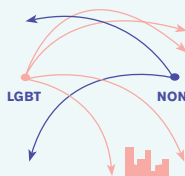
HOME:

33% of LGBTQ youth say their family is not accepting of LGBTQ people.

2X

SCHOOL:

LGBT youth are more than 2x as likely to be verbally harassed/called names at school.



COMMUNITY:

63% of LGBTQ youth say they will need to move to another part of the country to feel accepted.

The deck continues to be stacked against young people growing up LGBTQ in America. The impact of family rejection, bullying and daily concern for safety weigh heavily on our youth. By engaging a broad audience of youth-serving professionals, we can create a thriving LGBTQ youth population.

Time to THRIVE provides a "one-stop-shop" opportunity to build awareness and cultural competency, learn current and emerging best practices, and gather resources from leading experts and national organizations in the field. Exciting keynote speakers and special guests will be announced soon!

REGISTRATION OPENS SUMMER 2016 AT
WWW.TIMETOTHRIVE.ORG



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION



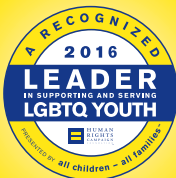
CO-PRESENTED BY:



HRC FOUNDATION'S ALL CHILDREN — ALL FAMILIES PROJECT CONGRATULATES TWO NEW TEXAS LEADERS:



JONATHAN'S
PLACE



TEXAS
CASA



**all children
all families**

Achieving Safety, Permanency
and Well-being by Improving
Practice with LGBTQ Youth
and Families

Learn more at hrc.org/acaf

NEW CONTINUING EDUCATION RESOURCES COMING SOON

Certificate Program In LGBTQ Competency

- » Receive Continuing Education Credit
- » Increase your ability to meet the unique needs of LGBTQ youth and young adults
- » Gain specific skills and knowledge for career and college readiness and LGBTQ young people

Learn more at www.counseling.org



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

This work is supported by a generous grant from the PepsiCo Foundation.



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BBVA Compass

We're the bank working toward a brighter future for our community.

BBVA Compass is proud to support the 3rd Annual Time To Thrive Conference. Together with the Human Rights Campaign, we're working toward a brighter future for people.

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AthleteAlly
Victory Through Unity.

More than half of LGBT students

**who took P.E. class were bullied or harassed during P.E.
because of their sexual orientation (52.8%) or gender expression (50.9%)***

adidas and Athlete Ally are teaming up to make
sports a safe, respectful and inclusive space for
everyone. Learn more at the adidas booth.



// HIV testing
was a part of my
routine before my
relationship, and it
continues to be a
part of my routine
now that I'm in a
relationship. //

— Paolo Veloso,
Youth Ambassador,
Human Rights Campaign

**I'M
DOING
IT**
Testing for **HIV**

#DoingIt



ActAgainstAIDS



@TalkHIV



Act Against AIDS

| www.cdc.gov/DoingIt



Proud to Support the Human Rights Campaign Foundation



Approximately 40% of youth experiencing homelessness identify as LGBT. Together, we can change that.

Join us for our second annual #40toNoneDay on Wednesday, April 27, 2016.

Visit www.40toNoneDay.org for more information.



JOIN US ON APRIL 27, 2016




As featured on 

"Camp Pride provides a safe, open space for new student leaders and for more experienced leaders alike. It is an extraordinary way to learn the basics of campus organizing as well as new strategies to create change." - **Camp Pride Alum**

"The action planning was wonderful. It really made the approach to tackling bigger issues on our campuses more approachable." - **Camp Pride Alum**

"The Campus Pride faculty members went above and beyond to make sure their hearts and ears were open for us." - **Camp Pride Alum**

Camp Pride

Summer Leadership Academy

JULY 19 - 24, 2016 • CHARLOTTE, NC

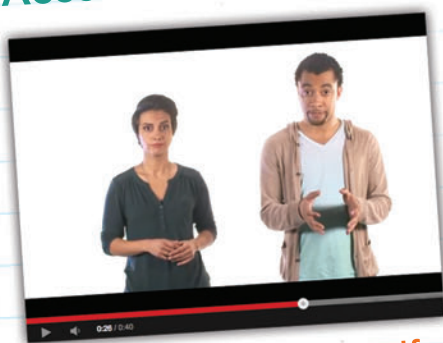
Advisor Boot Camp • LGBTQ Professional Academy for Advisors

Advisors can also go to camp with the LGBTQ Professional Academy for Advisors! The five-day skill-building retreat occurs in tandem with Camp Pride and is designed for professionals who support LGBTQ and ally students and issues.

REGISTER NOW CampusPride.org/camppride

Trevor Lifeguard Workshop

Access this free online video and digital curriculum!



THE **TREVOR** PROJECT

THIS WORKSHOP HELPS YOUTH . . .

- . . . recognize the impact of homophobic and transphobic language
- . . . identify the warning signs of suicide and identify how to help
- . . . understand some of the unique challenges facing LGBTQ youth

If you or someone you know is feeling suicidal, call the Trevor Lifeline at 866-488-7386

Attend a workshop or visit our table at Time to Thrive

Get your Trevor Lifeguard Workshop at
TheTrevorProject.org/Lifeguard

Your Health. Your Choice. Prevention and Treatment of HIV

Getting an HIV test and knowing your status is the first step toward taking action to improve your health.



PrEP

Pre-Exposure Prophylaxis (PrEP)

- A daily HIV prevention pill that's part of a comprehensive prevention strategy.
- Greater than 90% effective at preventing HIV.
- Does not protect against STI's or pregnancy.
- Can be prescribed by any health care provider.
- Some or all costs of the medication can be covered by insurance, Medicaid, and patient assistance programs.



PEP

Post-Exposure Prophylaxis (PEP)

- Prescribed after a potential exposure to HIV.
- Must be prescribed within 72 hours and the sooner the better.
- To be taken daily for 28 days.
- Can be accessed through health care providers or the emergency room.
- Some or all costs of the medication can be covered by insurance, Medicaid, and patient assistance programs.



HIV Treatment

If you test positive for HIV there are many treatment options available. With ongoing treatment and a suppressed viral load, HIV-positive individuals can live long and healthy lives. A suppressed viral load also means a 96% reduction in the ability to transmit HIV.

HIV is nothing to be ashamed of but stigma can have a very real impact on our health. The decisions we make around sex are complex and personal and we are invested in fostering a community that is sex-positive and respects the choices people make about protecting their health.



NMAC.org/PrEPareForLife



We're



And we are the change.

PFLAG started with the simple act of a mother publicly standing up for her gay son.

She knew that equality needed to start somewhere...
and if not with her, then with whom?

**That is the power of PFLAG:
families and allies united with people who are LGBTQ.**

As trusted adults to LGBTQ youth, it's a crucial time to use YOUR power:
Stand up. **Raise your voice. BE THE CHANGE.**

LEARN MORE AT PFLAG.ORG/SAFESCHOOLS



/PFLAG



@PFLAG

CALIFORNIA TEACHERS ASSOCIATION

is proud to support

HUMAN RIGHTS CAMPAIGN FOUNDATION

at their 3rd Annual Conference

TIME TO THRIVE

February 12-14, 2016

Dallas, Texas



CTA/NEA represents more than 325,000 educators in California public schools, colleges and universities

End online and offline bullying at your school on #Day1

#Day1

Stop
Bullying
Today



A project of
the tyler clementi foundation

As seen in USA Today, CBS, People Magazine

Join the Tyler Clementi Foundation in preventing bullying on #Day1 by visiting

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a free, simple, effective downloadable tool for your school.

A MUST-SEE FILM FOR STUDENTS, EDUCATORS, COMMUNITY LEADERS AND ANYONE WHO ADVOCATES FOR LGBT YOUTH

TEACHING TOLERANCE PRESENTS

BULLIED


A Student, a School and a Case That Made History

"I cannot recommend *Bullied* more highly. My teacher friends could not stop talking about it, nor could my kids."
—MIDDLE SCHOOL TEACHER, WAIALUA, HI

FREE FOR EDUCATORS GRADES 6 AND UP

KIT INCLUDES
38-minute film on DVD
Viewer's Guide with standards-aligned classroom activities
Guidance for keeping LGBT students safe in schools and communities

Order *Bullied* today!
tolerance.org/bullied

 TEACHING TOLERANCE

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#SPIRITDAY

OCTOBER 20, 2016

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KEEP THE CONVERSATION GOING!

The Gender Spectrum Lounge is a global online community for transgender and other gender-expansive teens, their families, and the professionals who support them.



Visit genderspectrum.org/lounge to connect, collaborate and find resources today!



 facebook.com/genderspectrum
 [@genderspectrum](https://twitter.com/genderspectrum)
 youtube.com/user/genderspectrum
 genderspectrum.tumblr.com

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**You serve America's Youth
Let us serve you**

Youth Today is the **ONLY** national publication focused entirely on the **latest news, best practices, information and issues** surrounding youth and those who work with them, releasing new articles and information on a daily basis.

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Contact Spencer Cullom at
(470)578-2975 or scullom@youthtoday.org,
 or visit YouthToday.org for more information.



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By partnering for the common good we can achieve uncommon results. We proudly support the Human Rights Campaign Foundation and the 3rd annual Time to THRIVE Conference.

Learning Gets Better Together

Kenneth Cole is proud to support
Andreja Pejić and the HRC.
Thank you for giving LGBT youth
“Time to Thrive.”

KENNETH COLE

Educators are Activists



"I am championing the rights and futures of my kids, because I leave a lasting impression on them. It's important that educators are activists, not only for our students but for our profession."

EDUCATOR VOICES MATTER."

- Omar Currie

Social Justice Activist and NEA Member

One caring adult can make all the difference. NEA's Bully Free: It Starts With Me Campaign asks you to be that one caring adult. It's time to create a #bullyfree nation.

Stand with Omar and take the pledge today!

nea.org/bullyfree



edjustice
www.neaedjustice.org

The National Education Association is deeply committed to creating safe, supportive and inclusive learning environments for LGBTQ students.

#CounselorsEmpower



ACA is committed to empowering LGBTQ youth. And as the world's largest association representing professional counselors in various practice settings, we stand ready to serve more than 56,000 members with the tools and resources they need to make a difference. From webinars, publications, and journals to Conference sessions and legislative action alerts, ACA is where counseling professionals turn for powerful, credible content and support.



AMERICAN COUNSELING
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HRC U

INTERNSHIP PROGRAM

APPLY NOW!

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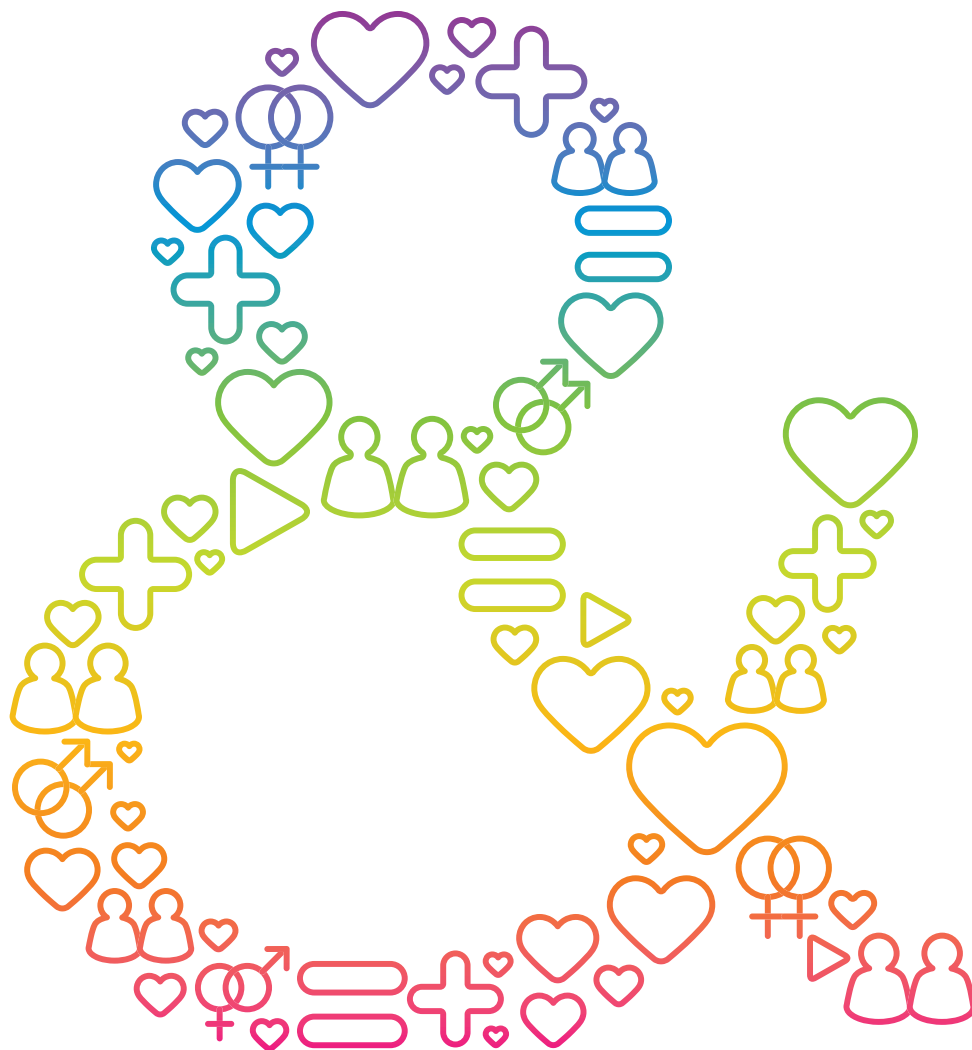
We strongly encourage people of color, people of diverse gender identities, women and non-LGBT persons to apply.



HUMAN
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NOTES



Inclusion Is Our Middle Name

In 1975, AT&T made a promise to the LGBT community – to honor authenticity by prohibiting discrimination in the workplace. And the greater our diversity and inclusive culture, the greater our potential to make a difference.



AT&T is proud to support the HRC Foundation's 3rd Annual Time to Thrive Conference!



At AT&T, Every Voice Matters.