

TIME TO THRIVE

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

FEBRUARY 16-18, 2018
ORLANDO, FLORIDA



CO-PRESENTING TIME TO THRIVE



PRESENTING SPONSORS



#HELP LGBT YOUTH

**MORE THAN A HASHTAG,
#HELPLGBTYOUTH
IS OUR COMMITMENT**

AT&T supports initiatives that promote safety and inclusion for LGBT youth, including HRC's Time to THRIVE conference and True Colors Fund's True Fellows program, plus the Trevor Project, GLSEN, and the Tyler Clementi Foundation.

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Whatever you believe.

Whomever you love.

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Whoever you become.

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We stand with you.**

Thank you, Time to THRIVE, for creating opportunities for inclusion for all.
It's an honor to be a Presenting Sponsor this year.

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United States Senate

WASHINGTON, DC 20510-0905

BILL NELSON
FLORIDA

February 16, 2017

Time to THRIVE
Human Rights Campaign
1640 Rhode Island Avenue Northwest
Washington, District of Columbia 20036

Dear Friends:

Greetings and welcome to the great state of Florida! I am delighted that you chose Orlando to celebrate your 5th annual Time to THRIVE Conference.

I want to take this opportunity to commend the Human Rights Campaign for its commitment to defending civil rights and empowering communities. I thank all of you for your extensive contributions to the betterment of this great country. As you gather to reflect on what you have accomplished and what more needs to be done, I hope this is not only a celebration of past triumphs, but also an inspiration for future ones. While you are here in Orlando, I hope that you will also take a moment to honor the lives lost during the Pulse shooting in 2016.

We must condemn acts of terror and hate and continue the fight to protect the civil rights of all Americans. That's why I'm proud to be an original cosponsor of S. 1006, the Equality Act. This legislation seeks to amend existing federal civil rights laws to prohibit discrimination on the basis of sexual orientation and gender identity in employment, public accommodations, education, federal financial assistance, housing, credit, and jury service.

You are to be applauded for your continued dedication to preserving the mission of the Human Rights Campaign and in providing much needed services to those in your community. Thank you again for all you do and have a wonderful conference!

Sincerely,



Orange County Mayor
Teresa Jacobs

P.O. Box 1393
201 South Rosalind Ave, 5th Floor
Orlando, FL 32802-1393
Phone: 407-836-7370
Fax: 407-836-7360
Mayor@ocfl.net

February 2018

Greetings!

On behalf of Orange County Government, it is my distinct honor and privilege to welcome you to the Human Rights Campaign's 5th Annual Time to THRIVE Conference. I offer my sincere gratitude to the educators, student-serving professionals and professional counselors who serve as a champion, voice and resource for the LGBTQ community.

While a lot of progress has been made on the road to equality, there is still a lot of work to be done, especially in paving the way for our youngest citizens. Rejection from peers, adults and family, the effects of bullying and concerns for safety are a reality for many of our LGBTQ youth. This conference provides a much needed forum for youth-serving professionals to gain a better understanding of the challenges our youth face, build a stronger awareness and cultural competency, learn best practices, gain valuable resources from leading experts and foster relationships with individuals in the same or similar career fields. I encourage all attendees to take advantage of every opportunity offered throughout the event because the education, knowledge and skills gained will help in creating an environment in which everyone can thrive.

As you enjoy your time in Central Florida, I urge you to see everything that our region has to offer. You will quickly discover why we continue to be the number one vacation destination in the nation with more than 68 million visitors in 2016. With our beautiful "Florida sunshine" providing the backdrop, you can discover our exciting theme parks, great cities and towns, excellent shopping opportunities, and relaxing parks and recreational amenities while experiencing superior hospitality and welcoming residents. However, what truly sets our community apart is our culture of compassion and the value that we place on diversity – something that we don't just embrace, but view as one of our greatest strengths. These reasons, among many more, are what make Orange County the best place to live, work and raise a family.

I wish much success for the Human Rights Campaign's 5th Annual Time to THRIVE Conference and hope that you have a wonderful experience throughout your time in Orange County!

Sincerely,

Teresa Jacobs



JOIN US OCTOBER 3-4, 2018 IN ATLANTA, GA!

The True Colors Fund's 40 to None Summit is a unique two-day conversation that brings together awesome people doing awesome things to address LGBTQ youth homelessness across the country – including advocates, service providers, funders, government officials, and of course, young people!

Learn more at www.truecolorsfund.org/summit

LOOKING FOR LGBTQ HEALTHCARE?

**HRC's Online Resources can help
you find **LGBTQ friendly facilities.****

Find comprehensive multidisciplinary clinical care programs for **transgender and gender expansive children and youth with our online map at www.hrc.im/youthclinics.**

The Healthcare Equality Index (HEI) is the Human Rights Campaign Foundation's annual report card on how hospitals and other healthcare facilities treat their LGBTQ patients, visitors, and employees. The HEI 2017 evaluates over 1600 healthcare facilities nationwide on their commitment to LGBTQ equality.

To read the report and to find LGBTQ-friendly healthcare facilities near you visit www.hrc.org/hei.





February 16, 2018

Dear friends,

As Mayor of the city of Orlando, it is my pleasure to welcome you to the fifth annual Time to THRIVE Conference presented by the Human Rights Campaign Foundation (HRC) in partnership with the National Education Association and the American Counseling Association.

Orlando is known worldwide for being a welcoming and inclusive city for everybody, regardless of gender, race, religion, nationality, sexual orientation and gender identity. Since my first day in office, we have preserved an inclusive government that fosters diversity by establishing local programs, ordinances and policies that benefit and protect the LGBTQ+ community, such as establishing the City's first-ever Domestic Partnership Registry, adding Gender Identity as a protected class to our anti-discrimination Chapter 57, officiating a same-sex wedding ceremony at City Hall with the participation of more than 40 couples, hosting the Orlando Youth Empowerment Summit, and more.

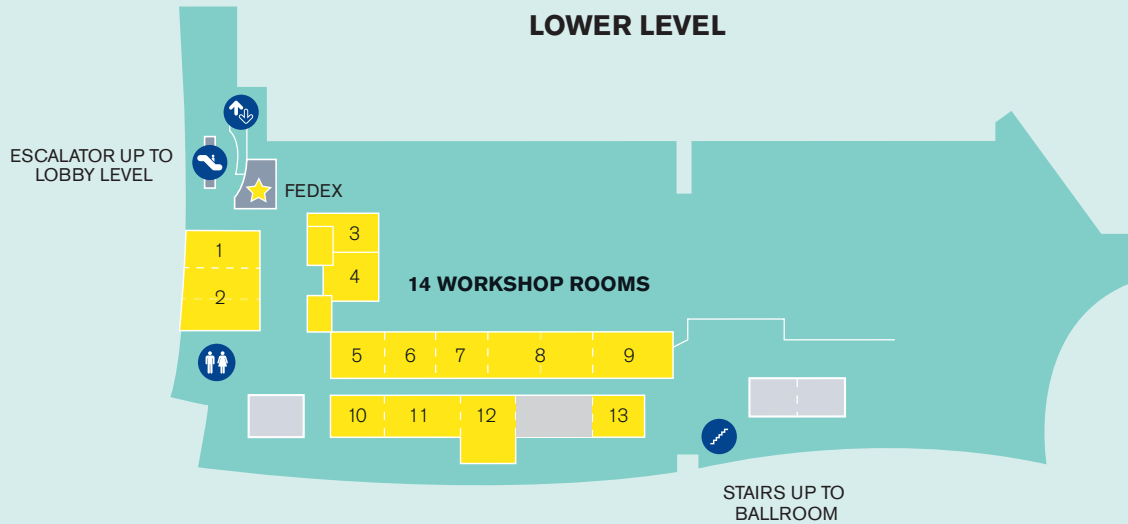
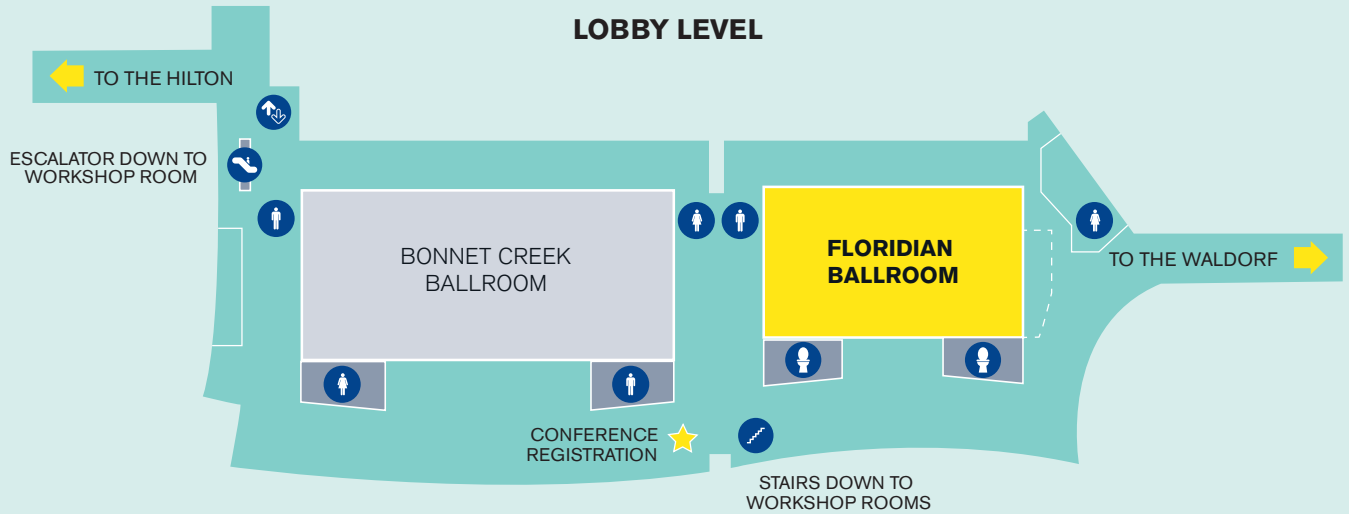
There is no doubt that Orlando is stronger because of our diversity and we are proud to host a conference that provide our LGBTQ youth, leaders and allies with information, resources and tools to foster inclusion, safety environment and cultural competency.

For those of you who are first time visitors to our area, you will discover that Orlando is rich with opportunities for recreation, cultural entertainment, educational resources and business enterprises. You will also notice that when it comes to service and hospitality, Orlando is second to none.

I hope you enjoy your time in the Orlando area and we hope you plan to visit again soon.

Sincerely,

Buddy Dyer
Mayor



Hilton Orlando Bonnet Creek Map

14100 Bonnet Creek Resort Ln
Orlando, FL 32821



LOBBY LEVEL

Bonnet Creek Ballroom
Floridian Ballroom

LOWER LEVEL

Workshop Rooms
1. Citrus
2. Collier/Columbia
3. Dade
4. Dixie
5. Escambia
6. Flagler
7. Gilchrist
8. Hamilton/Indian River
9. Jackson
10. Manatee
11. Nassau
12. Orange
13. Sarasota

KEY

- Meeting/Workshop Rooms
Used by Time to THRIVE
Floridian Ballroom
- Conference Registration
- FedEx
- Elevator
- Escalator
- All-Gender Restrooms
- Gender-Specific Restrooms
- Women's Restrooms
- Men's Restrooms

SCHEDULE AT A GLANCE

Friday, February 16th

1:00 p.m.	Conference Registration Opens (Location: Floridian Ballroom Foyer)
2:00 – 4:30 p.m.	Optional Pre-Conference for Beginners (Location: Jackson)
5:00 – 6:30 p.m.	Attendee Welcome Reception with Food and Cash Beverages (Sponsored by Hilton) (Location: Floridian Ballroom Foyer) *More details on page 16.
6:30 – 8:45 p.m.	Opening Plenary (Location: Floridian Ballroom) *More details on page 16.
8:45 – 9:15 p.m.	Dessert Reception (Location: Floridian Ballroom Foyer)
9:15 – 10:15 p.m.	Optional Late-Night Networking (Location: Myth Bar in the Hilton Lobby) *More details on page 18

Saturday, February 17th

7:30 a.m. – 6:15 p.m.	Conference Registration is Open (Location: Floridian Ballroom Foyer)
7:30 – 8:30 a.m.	Breakfast Buffet (Location: Floridian Ballroom)
8:30 – 9:45 a.m.	Saturday Plenary: Keynote Speakers (Location: Floridian Ballroom)
10:00 – 11:15 a.m.	Workshops A (Location: Various workshop rooms)
11:30 a.m. – 12:45 p.m.	Workshops B (Location: Various workshop rooms)
12:45 – 2:30 p.m.	Luncheon with Keynote Speakers and Special Guests (Location: Floridian Ballroom)
2:45 – 4:00 p.m.	Workshops C (Location: Various workshop rooms)
4:15 – 5:30 p.m.	Workshops D (Location: Various workshop rooms)
5:30 – 6:15 p.m.	Networking Pre-Dinner Snacks & Cash Beverages (Sponsored by Toyota) (Location: Floridian Ballroom Foyer)
6:15 – 8:00 p.m.	Dinner on Your Own
8:15 – 9:30 p.m.	Back-to-Back Film Screenings (Location: Hamilton/Indian River) *More details on page 34.

Sunday, February 18th

8:00 a.m. – 12:30 p.m.	Conference Registration is Open (Location: Floridian Ballroom Foyer)
8:00 – 9:00 a.m.	Breakfast Buffet (Location: Floridian Ballroom)
9:00 – 10:15 a.m.	Workshops E (Location: Various workshop rooms)
10:15 – 10:45 a.m.	Networking Coffee and Snack Break (Location: Floridian Ballroom Foyer)
11:00 a.m. – 12:30 p.m.	Closing Plenary: Keynote Speakers (Location: Floridian 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 & Chaperones (Conference Youth Engagement Sponsored by Truth Initiative) (Location: Citrus/Collier/Columbia) *More details on page 39.

WELCOME

Thank you for attending the Human Rights Campaign Foundation's fifth annual Time to THRIVE Conference, co-presented by the National Education Association and the American Counseling Association. For three empowering and enriching days, we will focus on how 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 three presenting sponsors, AT&T, BBVA Compass and Toyota. Throughout the conference, inspiring speakers, esteemed guests, expert presenters and special exhibitors will provide you with the answers and resources you need to help LGBTQ youth in your lives. Whether this is your first time at the conference or you've joined each of the last four years, Time to THRIVE is a one-of-a-kind experience on your path toward supporting young people on their journeys. Thank you so much for joining us this weekend and for the life-saving work that you're doing in your own communities! — **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 more than 10 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 Master's Degrees in Education and a Doctorate in Educational Leadership.

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

Malia Green, 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, Kahn provides national leadership and expertise in public education and advocacy efforts to achieve full equality for LGBTQ families. Under Kahn's leadership, the HRC Foundation launched three highly successful, innovative programs that promote fair and inclusive policies and practices: All Children—All Families, promoting LGBTQ cultural competency among child welfare agencies; Welcoming Schools, a comprehensive

approach to improving school climate in elementary school environments; and the Youth Well-Being Project, overseeing the preeminent Time to THRIVE Conference. Kahn is an esteemed expert on LGBTQ adoption and child welfare policies and practices, speaking at numerous national and regional conferences, and providing training for thousands of professionals. Prior to joining HRC, Kahn 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 LGBTQ 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!

TIME TO THRIVE, AN INTERSECTIONAL APPROACH



The LGBTQ community is as diverse as the fabric of our nation. We are Muslim. We are Jewish. We are women. We are Black, white, and Latino. We are immigrants and we are people with disabilities.”

— **Chad Griffin**, *HRC President*

Time to THRIVE is committed to an intersectional approach in all conversations, workshops and keynotes. An intersectional analysis recognizes the fact that we all have multiple identities — including, but not limited to, our race, gender, sexual orientation, ability, immigration status and faith. Individuals’ identities are not isolated or separate, but rather overlap and are part of the complexity that determines how they experience the world with privilege and oppression. To truly address LGBTQ discrimination, we must acknowledge the intersectional identities of the youth we serve.

The higher rates of discrimination that LGBTQ youth face, whether that be homelessness or bullying in the home, school, or community, are of grave concern to those who serve them. When we talk about the disproportionate discrimination that LGBTQ students face, we must also acknowledge that LGBTQ youth of color are impacted at even higher levels than their white LGBTQ counterparts. LGBTQ youth of color are more likely to experience police brutality, homelessness or the school-to-prison pipeline. Students with multiple marginalized identities will experience numerous forms of oppression — often simultaneously.

Consider the case of a transgender sophomore from a mixed immigration status family. In a single day, this student might be denied access to the restroom that corresponds with their gender identity and be taunted with threats of deportation. Both experiences create anxiety and isolation for the student, and both impact the student’s ability to focus on school. In order to fully support this student, adults must use an intersectional lens, recognizing how the student’s specific combination of identities impacts their lived experience, including, and perhaps most important, the ways in which they encounter multiple forms of oppression.

We ask that you commit to exploring, first and foremost, your own intersectional identities during this conference. As you consider the intersectional identities of the youth you serve, remember that well-intentioned adults sometimes implement interventions/preventions to support LGBTQ students, but fail to address other forms of oppression. The ultimate goal is to dismantle systems of oppression and outdated policies that continue to disproportionately benefit privileged identities, while creating barriers for others.



I’m an immigrant, bisexual and I’m Filipino. This year hasn’t been easy for me and it hasn’t been easy for young people like me. We live in a country now where any one of our identities is not only misunderstood, it’s villainized. And the teachers, counselors, and others who are working with young people like me have an enormous amount of responsibility to ensure that we can be our true selves with as little fear as possible and with as much freedom as we can find. I’m a proud bi immigrant of color. I’m all of these things. And I’m so grateful that there are folks out there like you all — working to help young people live in the light, not forcing us into the shadows. Thank you.”

— **Paolo Veloso**, *HRC Youth Ambassador*



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

Betty DeGeneres

National LGBTQ Rights Activist & Mother of Ellen DeGeneres

LZ Granderson

ESPN Columnist and CNN Contributor

Dolores Huerta

President, Dolores Huerta Foundation

Lynn Hunt, M.D.

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

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, Public Affairs, AT&T

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:

- Offer your own pronouns. It seems simple enough, but it can also make some people uncomfortable or nervous. Take a breath and offer your own pronouns, then ask their pronouns. For example, "By the way, I use 'she' and 'her' pronouns. Which 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.
- If you accidentally misgender someone, simply apologize and correct yourself. And then move on. Overly focusing on your mistake, especially in a group environment, can make things worse.
- Practice on your own. If someone uses pronouns that are new for you, it can help to practice — washing dishes, walking your dog or driving to work are all great opportunities to try it out.
- 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.
- Use nametags or buttons to allow participants to indicate their pronouns. This last point is one reason why you are reading this in the Time to THRIVE program book. At Time to THRIVE, we offer pronoun stickers you can place on your nametags. Please take a few moments to do so!



All-Gender Restrooms: In addition to gender-specific restrooms available throughout the 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. According to the 2015 U.S. Transgender Survey, 59 percent of transgender respondents said they avoided using a public restroom in the past year because they were afraid of confrontations or other problems they might experience. If you're cisgender (not transgender) and never experienced an all-gender restroom, take this opportunity and imagine what it may feel like to be denied access to safe restrooms on a daily basis.



CEUS AND COLLEGE CREDIT

CE Hours

Time to THRIVE attendees can earn up to 15 hours of continuing education clock hours from the National Association of Social Workers, the Commission on Rehabilitation Counselor Certification, and the National Board of Certified Counselors. Clock hours are based on the number of workshops and plenaries an individual attends during the Time to THRIVE Conference. CE registration will take place at the beginning of the conference near the conference registration tables.



CONFERENCE EVALUATIONS

Every year, feedback from Time to THRIVE participants helps us improve next year's conference. About 10 days after the conference, you will receive an email with a link to a brief survey about your experience.

Participants who complete the survey will be entered into a drawing for one of five \$50 gift cards, to your choice of Starbucks or Barnes & Noble. Please keep an eye out for this email and check your spam folder if it doesn't arrive!

HRC wants you to join the conversation on social media! Share your favorite memories, photos, videos and highlights from Time to THRIVE using the hashtag #TimeToTHRIVE. Be sure to follow, add and tag HRC on Facebook, Instagram, Snapchat and Twitter!

#TIMETOTHRIVE

Follow and add HRC:



Facebook.com/
HumanRightsCampaign



@HRC



@HumanRightsCampaign



WeAreHRC

Welcoming Schools



A PROJECT OF THE HUMAN RIGHTS CAMPAIGN FOUNDATION

CHECK OUT OUR WORKSHOPS!

SATURDAY

Workshops A: 10:00 — 11:15 a.m.

It's Elementary: Tools and Resources to Create LGBTQ and Gender Inclusive Elementary Schools

Workshops C: 2:45 — 4:00 p.m.

The Teachable Moment: Effective Responses to Comments and Questions Related to Race, LGBTQ, and Gender Topics

Workshops D: 4:15 — 5:30 p.m.

- What if I'm Straight, Cis, and White? Intersectionality, Privilege, and Fierce Allyship
- Empathy: The Key To Creating Allies and Reducing Overall Bullying Behavior

SUNDAY

Workshops E: 9:00 — 10:15 a.m.

Supporting Schools to Respond to LGBTQ Pushback in the Community

The nation's premier professional development program providing training and resources to elementary school educators to:

- Welcome Diverse Families
- Create LGBTQ and Gender Inclusive Schools
- Prevent Bias-Based Bullying
- Support Transgender and Non-Binary Students

Bring a Welcoming Schools facilitator to your school!

welcomingschools.org/training



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

The only elementary school resource of its kind that is LGBTQ- and gender-inclusive.

www.welcomingschools.org

welcomingschools@hrc.org

The Human Rights Campaign Foundation's Youth Well-Being Project would like to introduce this year's group of youth ambassadors. These amazing young people were invited to participate in the 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 will represent the HRC Foundation and help to raise awareness about its youth-focused programs to a wider audience. These young people will also add 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.

The Human Rights Campaign Foundation acknowledges



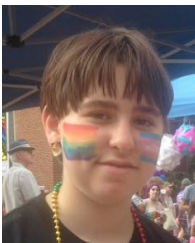
For making HRC's Youth Ambassadors Program Possible

HRC would like to thank the following HRC Youth Ambassadors who will complete their two-year term this weekend: Jazz Jennings, Daniella Carter, Weston Charles-Gallo, Tyler Eilts, Paolo Veloso and Val Weisler.



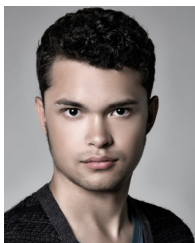
Zimar Batista (he/him/his)

Zimar Batista Reyes is originally from Coral Springs, Florida, but was raised in the Dominican Republic for more than 16 years. Zimar left everything behind for freedom and ignored his family members and his lovely mother to be who he always was. Ever since he came out, Zimar has dedicated his work since high school (and now in college) to the Full-Spectrum Organization, advocating for LGBT rights. He knows that it is not easy to tell people about your identity because you are afraid of how others are going to react. It takes courage and bravery to come out and share with the world who you are. This year Zimar became the first gay Student Ambassador at Marymount University and AmeriCorps member at the Latin American Youth Center.



Sean Bender-Prouty (they/them/theirs)

Sean Bender-Prouty is a queer 14-year-old from Arlington, Virginia. They faced bullying and struggled with mental health after coming out as transgender in 2015. Sean's goals are to make mental health treatment LGBT-friendly after facing discrimination in the system. Sean is the first openly-LGBT person to attend their school and is an advocate for change. They are dissatisfied with youth representation in the media and started a magazine this year for LGBT teenagers. Sean has been with Gender Spectrum on their Youth Council for two years, and is hoping to share their story on a broader platform to spread the message that we all deserve love and acceptance.



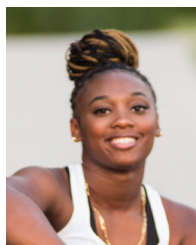
Roddy Biggs (he/him/his and they/them/theirs)

Roddy Biggs is a proud LGBTQ advocate working to end bullying and suicide. When he came out as gay at age 12, he experienced bullying and a lack of support. That did not cause Roddy to give up. He went on to lead his high school and college GSA, and worked with local organizations to facilitate numerous trainings on diversity and inclusion. Roddy now works to promote the message that life gets better, and it is important to never give up.



Alex Cooper (she/her/hers)

When she was only 15, Alex Cooper's life changed when she came out to her Mormon family as a lesbian. Her parents took her to Utah where, for eight months, she was subjected to dangerous "conversion therapy" practices. That was seven years ago. Now, in her new book, *Saving Alex*, she writes: "My story is an easy one to tell. No one should be beaten, or be told that God doesn't want them, or be sent to dangerous so-called 'conversion therapy' because they are gay. No family should feel they have to choose between their faith and their child." Today, Alex uses her voice to speak out against the dangerous practice of so-called "conversion therapy." Alex lives with her girlfriend in Portland, Oregon, and works on behalf of a children's charity.



Makayla Humphrey (she/her/hers)

Makayla, 17, came out to her parents at the early age of 10 years old. She has faced very little adversity with her sexuality, primarily because of the support of her mother. Makayla wants to encourage people to talk about their sexual orientation and has helped many of her friends come out to their families. She has played basketball since the age of 10. Playing high school basketball as a lesbian athlete caused problems with both the team and the coaches, who treated her differently based on her sexual orientation. Makayla is currently the president of the JAG (Jobs for America's Graduates) Program at school, a program which ensures that children with special needs don't feel different than other high school kids. She organizes the Special Olympics events every year at her high school. Makayla is also involved in Sister 2 Sister and Kolorblok, two non-profit organizations to help inner city youth and the less fortunate.



Adriana Ibanez (she/her/hers)

Adriana Ibanez is a Filipino-American transgender woman who began public speaking at the start of her high school career. She focuses on raising the consciousness of the people around her on what it means to be transgender, advancing intersectionality by incorporating a "we are all people" theme in her speeches. Adriana works with human rights and educational groups that encourage the understanding of the experiences of LGBTQ people and plans to continue doing so. Her ultimate aim is to ensure the acceptance of LGBTQ people in society — not just mere tolerance.



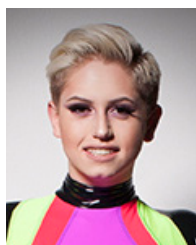
Sameer Jha (he/him/his and they/them/theirs)

Sameer is a half-Indian, half-Pakistani LGBTQ+ activist working to make schools safer for trans and queer students across the U.S. Sameer was the first person to come out in his local South Asian community, and has been working to change the negative view of LGBTQ+ people that many immigrant communities hold. He faced bullying at the hands of his peers, fellow children of immigrants, and started a nonprofit called The Empathy Alliance to ensure other queer youth would not have the same experiences he did. Sameer is a Congressional Award Recipient, Tyler Clementi Foundation Youth Ambassador and GSA Network's NorCal Youth Council Member. He has been named one of the top ten trans activists of color, featured in MTV News, and covered by America's largest South Asian radio station. Sameer was also honored to serve as Grand Marshal at the 2017 Oakland Pride, the nation's most diverse pride event.



Justin Jones (he/him/his)

Justin Jones is a Detroit native who experienced tragedy early in life when his mother passed away. At 16, Justin moved to Arizona to live with his aunt and cousin, where he came out as gay. After experiencing homelessness because of his own financial hardships, Justin was able to live independently with the aid of a transitional housing program through one n ten, an LGBTQ youth program. Now, Justin is a proud youth leader and volunteer with one n ten, where he advocates for the LGBTQ community. Recently, Justin earned an AmeriCorps certificate in National Service for completing 1,700 hours of community service and learning.



Brendan Jordan (he/him/his or she/her/hers)

Brendan Jordan is a 16-year-old social media sensation whose stardom began with a viral video of him dancing behind local reporters during a live news report. Jordan's coming out video went viral in 2014 and has inspired LGBTQ youth around the world. He has advocated against drug use through SoCrush, appeared in advertisements for American Apparel and participated in Miley Cyrus's #InstaPride campaign. At HRC's third annual Time to THRIVE Conference for LGBTQ youth in February 2016, Brendan came out as identifying as both male and female, and using both pronouns "he" and "she." "I'm still figuring it out. I'm starting to identify as one or as part of the trans community," Jordan said to the crowd. While Jordan admitted that being a teenager and dealing with bullying can be tough, he shared this advice to young people: "Be true to yourself and don't care about anything anyone else says about you."



Jacob Kanter (he/him/his)

Jacob grew up in St. Louis, Missouri being taught that being a bit different is what makes you shine. That belief changed when he was bullied and eventually assaulted for being exactly that. After years of living with fear, shame and self-hatred for his LGBTQ identity, he now hopes that one day he can be someone who can help similar situated kids with their problems, and help eradicate bullying, while raising awareness of the importance of mental health and self-care in LGBTQ youth. Fresh off a summer of serving as the Field intern for HRC, Jacob is currently finishing his senior year at Emory University, where he serves openly as the President of Club Tennis, one of the largest student organizations on campus. He will be pursuing a J.D. / M.S.W. after his graduation.

**Jonathan Leggette** (he/him/his and they/them/theirs)

Jonathan Leggette is an enthusiastic, unapologetic, non-binary, queer, intersex person of color. He is an undergraduate student at The Evergreen State College, studying Marine Biology and Anthropology. Outside of academics, Jonathan works as a Peer Advisor in the Trans and Queer Center on campus, and off campus is a drive and innovative, intersectional, intersex activist who has traveled across the U.S. raising intersex awareness on college campuses and at conferences ranging from Creating Change in Philadelphia to Rutgers University. He works with interACT Youth to advocate for intersex youth and fight against medically unnecessary surgeries that are performed on babies and children. Jonathan makes sure to keep intersectionality and equity at the center of all of his work inside and outside of the classroom.

**Zoey Luna** (she/her/hers)

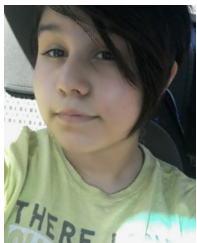
Zoey was born in Lynwood, California, where she was picked on during elementary school by both peers and staff. Her mom, Ofelia, was the only person she knew who accepted her completely from the moment she came out. Now, Zoey's life shares her authentic self through film, starring in documentaries and television shows that focus on the journey of a modern trans person, such as "Laverne Cox Presents the T Word," "Raising Zoey," and "15: A Quinceañera Story." Zoey feels that being transgender is difficult but a gift; she has the power to share her voice all over the world but also has a huge responsibility to be a voice for her community members. She hopes her work demonstrates that she has more to deal with than her gender identity, and she aims to focus on sharing more aspects of her life and identity in her work.

**Zachary Mallory** (they/them/theirs)

Zachary Mallory is a suicide attempt survivor and is an award-winning mental health, suicide prevention and LGBTQ advocate. Zachary is a Promise Fellow with AmeriCorps and Minnesota Alliance with Youth, and a member of the Trevor Project's Youth Ambassador Council. They also volunteer for other organizations, including the American Foundation for Suicide Prevention. They are currently working on a documentary that will highlight the stories of those who have lived experience in dealing with suicide and mental health. Zachary is dedicated to raising awareness about the issues surrounding our community and sharing their story in hopes of inspiring others to do the same.

**Javier Cifuentes Monzón** (he/him/his)

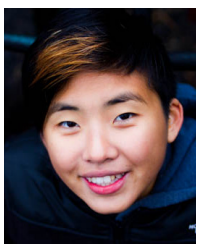
Realizing that he was queer, Javier's mother made the difficult decision to immigrate to the United States from Guatemala when he was just six years old. Inspired by his mother's sacrifice, Javier chose to take a gap year to advocate for LGBTQ immigrants and relocated to Washington, D.C. where he served as the Global intern at the Human Rights Campaign. Following the 2016 presidential election, Javier courageously shared his story of growing up as an undocumented queer immigrant and publicly reached out to the LGBTQ immigrant community through a video produced by HRC. By working to highlight the challenges facing queer immigrants, Javier has become an outspoken advocate for the community and continues to share his story through interviews and at rallies — most recently the historic "We Are Here to Stay" rally.

**Miles Sanchez** (he/him/his)

As a transgender and queer person of color, Miles is working to challenge the stigma of being called "gay" and "queer" in schools. After experiencing bullying, Miles has chosen to live proudly and openly, rather than letting bullies define him. He knows that as a middle schooler, it is important for him to be open and visible for other students who are LGBTQ, especially if they are not comfortable living openly. He is an outspoken advocate for LGBTQ issues — working as a Youth Leader at Rainbow Alley, a youth-led LGBTQ center in Denver focusing on peer-to-peer support and education.

**Lucas Segal** (he/him/his)

Lucas Segal is a senior at Lakeside High School in Arkansas, where he's an active member of the Showband, the President of Partner's Club and the Family, Career, and Community Leaders of America (FCCLA). In recognition for his advocacy work to allow transgender people to use the restroom that corresponds with their gender identity, Lucas won a trip to San Diego through the Students Taking Action with Recognition competition. "Being transgender is not something that's easy for us to do," Segal said in an interview in HRC's Winter 2015 Equality Magazine. "And it's not easy to tell people about it because you're scared, and you don't know what they'll think."

**Tyler Yun** (she/her/hers or they/them/theirs)

Tyler Yun is a queer person of color of Korean and Laotian descent. Tyler's passion for social justice started in high school when she became involved with Memphis-based organizations including Bridge Builders, Memphis Ambassadors and Youth Court. Currently, she works with Public Allies, an AmeriCorps effort focusing on developing young, diverse leaders; and volunteers with College Track, an organization devoted to giving marginalized communities access to higher education.

FRIDAY, FEBRUARY 17TH

Conference Registration Opens 1:00 p.m. | Floridian Ballroom Foyer

HRC Merchandise Table Opens (Shop for HRC Gear) 1:00 - 9:30 p.m. | Floridian Ballroom Foyer

Optional Pre-Conference 2:00 – 4:30 p.m. | LGBTQ 101 | Jackson

Pre-Conference: Exploring the Rainbow! Understanding the Efforts to Support LGBTQ Youth

Ready to dive deep into understanding the cultural identity and the experiences of LGBTQ youth? If this interests you, then please join us for this pre-conference workshop! Participants who attend this session will have a stronger grasp of what LGBTQ advocacy means for so many who have experienced both traumas and triumphs. This workshop is an important building block for conference attendees who are newer to LGBTQ topics and who want to frame their conference experience around an understanding of being LGBTQ.

Presenters: **Heather Wilkie**, Director, Zebra Coalition; **Ian Siljestrom**, Central Florida Safe and Healthy Schools Coordinator, Equality Florida



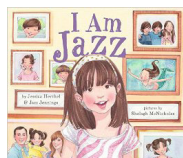
Attendee Welcome Reception (Generously Sponsored by Hilton)
5:00 – 6:30 p.m. | Hilton Orlando Bonnet Creek, Floridian Ballroom Foyer
14100 Bonnet Creek Resort Lane, Orlando, FL 32821

Hilton

**Fresh Veggies Crudités | Roasted Red Pepper and Hummus with Pita Bread | Artisan Flatbreads
Tortellini in Marinara Sauce with Breadsticks | Assorted Cheese and Crackers | Lemonade Station**

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 Jazz Jennings from TLC's "I Am Jazz" and purchase signed copies of her two books:



I Am Jazz
by Jazz Jennings and
Jessica Herthel



**My Life as a
(Transgender) Teen**
by Jazz Jennings

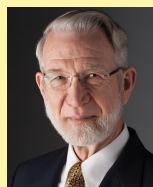


Opening Plenary

6:30 - 8:45 p.m.

Hilton Orlando Bonnet Creek, Floridian Ballroom
14100 Bonnet Creek Resort Lane Orlando, FL 32821

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



George Sheridan
Executive Committee,
National Education
Association



Richard Yep
Chief Executive Officer,
American Counseling
Association



Christine Leinonen
Mother of Pulse
Nightclub Victim
Christopher "Drew"
Leinonen



**Rep. Carlos
Guillermo Smith**
Congressman from
Florida's 49th District



Brandon Wolf
Pulse Survivor; Vice
President, The Dru
Project



Albert Smith, Jr.
Toyota Group Vice
President, Chief Social
Innovation Officer



Dennis & Judy Shepard
Co-Founders, Matthew
Shepard Foundation



TOYOTA

Parents for Transgender Equality Council

HRC's groundbreaking Parents for Transgender Equality Council was launched during HRC's 2016 commemoration of Transgender Week of Awareness, dedicated to the progress, continued challenges and unfinished work in the fight for transgender equality. The Council is comprised of 16 of the nation's leading families/parents working for equality and fairness for transgender people.

HRC's Parents for Transgender Equality Council will connect, mobilize, and amplify many of the most powerful voices of love, inclusion and support for transgender equality. The new Council includes many prominent parent-advocates, including: Wayne Maines, Amber and Adam Briggie, Amy D'Arpino, JR Ford, Jeanette Jennings, Michelle Honda-Phillips, Peter and Sarah Tchoryk, Joanne Lee, Jodie Patterson, Ofelia Barba, Ea McMillan Porter and Dr. Louis Porter II, Mimi and Joe Lemay, Sarah and Brian Watson, Jessica Girven, Rachel and Frank Gonzales, and Keisha and Sean Michaels.



Youth Speaker: Yurida Ramirez, *Young Queer Undocumented Muxer*

Yuridia is undocumented and unafraid. Yuridia is also queer and unashamed. She was born in Sonora, Mexico. At the age of two, her family made the difficult decision to commit the greatest act of love and migrated through the Sonoran sands to Phoenix, Arizona. She did not expect upon her arrival to be have commenced another journey—20 years later—towards fighting to reclaim her dignity, humanity and power—for spaces that see her humanity first. Her existence *is* resistance. Her most valuable commitment is to the identities, experiences and lives of each of us that have yet to live any liberation.

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



Betty DeGeneres, *LGBTQ Ally and Advocate*

Betty was born in New Orleans, Louisiana, the youngest of three girls, and educated in the public schools there. She attended Louisiana State University in Baton Rouge 1947-49. In 1952 she married Elliott DeGeneres. They have a son, Vance, and a daughter, Ellen. Betty and Elliott divorced in 1973.

In 1974 she remarried and moved to East Texas, during which time she completed her undergraduate and master's degrees in communication disorders at LSU-Shreveport. Betty worked as a licensed speech pathologist and, after moving to Los Angeles in 1990, worked at Cedars-Sinai Medical Center in the Rehabilitation Department until her retirement in 1997.

In 1997, after her daughter's famous coming-out episode on her TV show "Ellen," she was named the first non-gay spokesperson for the Human Rights Campaign's National Coming Out Project. Since that time, Betty has spoken at universities and corporations throughout America on the subject of acceptance of diversity, equal rights for our LGBTQ family members and unconditional love of parents for their children. She is also a proud member of PFLAG.

She has written two books: "Love, Ellen – A Mother/Daughter Journey" and "Just a Mom." She retired from her weekly column, Ask Betty, on Planetout.com, and from a monthly interview column on HRC.org/familynet.



Dr. Ximena Lopez, *Pediatric Endocrinologist and founder of the GENDER, Education, and Care Interdisciplinary Support Program (GENECIS) at Children's Health Specialty Center Dallas Campus*

Born to Mexican parents in El Paso, Texas, Ximena Lopez grew up in Spain for most of her childhood. She moved to Mexico as an adolescent where she completed medical school and then to the United States to continue medical training. She completed her residency in pediatrics at the University of Illinois at Chicago, followed by the fellowship in pediatric endocrinology at Massachusetts General Hospital and Harvard Medical School, Boston, Massachusetts.

In 2010, Ximena moved to Dallas, Texas, where she works as a pediatric endocrinologist at Children's Health, and as an Associate Professor of Pediatrics, at the University of Texas Southwestern Medical Center. She started caring for transgender youth in 2012, and in 2014 she founded and became the Medical Director of the GENDER, Education and Care, Interdisciplinary Support Program (GENECIS). This interdisciplinary program provides comprehensive mental and medical health care to transgender and gender non-conforming youth. GENECIS is the first and largest program of its kind in the Southwest with almost 600 patients to date. The clinic provides education to the medical and non-medical community on the rights and needs of transgender youth.

Ximena's passion is to improve the lives and the medical care of transgender youth. She is the co-chair of the Transgender Health Special Interest Group from the Pediatric Endocrine Society of North America, Executive Committee member of the Section of Endocrinology of the American Academy of Pediatrics and an advisory member for the Young Gender Clinic Committee at the Human Rights Campaign. She is also the principal investigator for a study that focuses on the long-term outcomes on the mental and physical health of transgender adolescents that receive puberty suppression and cross-sex hormones before adulthood.

ENTERTAINMENT PROVIDED BY:

Johnny Manuel, Semifinalist on "America's Got Talent"



Johnny Manuel is from Flint, Michigan. As a young child, he could not be pulled away from his radio and quickly began mimicking every note he heard coming out of the speakers. After covering a Run-DM.C. song, he was signed to a major record contract at the age of 14 under the nickname Lil' Johnny. He was thrilled to be recording in studios and going on tour with major artists like NSYNC. Johnny took his skill and God-given abilities to "America's Got Talent," where his live performances went viral, garnering more than 200 million views on Facebook and YouTube over just a few weeks. Receiving amazing praise publicly from celebrities all over the internet, Johnny soared through the competition getting to the semi-finals where he performed his newest single "Blind Faith". After AGT Johnny now prepares for his debut album as he presents his new music to the world.



Dessert Reception with Cash Bars (Immediately following the Opening Plenary)
Approximately 8:45 – 9:15 p.m. | Floridian Ballroom Foyer



Optional Late-Night Networking
9:15 – 10:15 p.m. | Myth Bar in the Hilton Lobby



Hungry or Craving a Late-Night Beverage?

If you are not ready for the night to end, head to Myth Bar for a drink or quick bite to eat. Myth Bar is located inside the lobby of the Hilton, overlooking the pool.

Don't go to bed too late!

Breakfast buffet will be served tomorrow from 7:30 - 8:30 a.m. in the Floridian Ballroom, with our Saturday Plenary starting promptly at 8:30 a.m.

Conference Registration Opens

7:30 a.m. | Floridian Ballroom Foyer



Breakfast Buffet

7:30 – 8:30 a.m. | Floridian Ballroom

**Scrambled Eggs | Breakfast Potatoes | Breakfast Meat of the Day | Yogurt and Granola with Fruit Compote
Old Fashion Oatmeal | Fruit | Fresh Orange and Grapefruit Juices | Coffee and Gourmet Hot Tea**

Saturday Plenary: Keynote Speakers

8:30 – 9:45 a.m. | Floridian Ballroom Foyer



Rep. Val Demings

Congresswoman from Florida's 10th District



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: welcome family diversity; create LGBTQ- and gender-inclusive schools; prevent bias-based bullying; and support transgender and non-binary students.



Rey Ocañas

Director of Corporate Responsibility & Reputation at BBVA Compass



BBVA Compass



Nikos Giannopoulos

Rhode Island Teacher of the Year



Zoey Luna

Youth Speaker

Zoey was born in Lynwood, California, where she was picked on during elementary school by both peers and staff. Her mom, Ofelia, was the only person she knew who accepted her completely from the moment she came out. Now, Zoey shares her authentic self through film, starring in documentaries and television shows that focus on the journey of a modern trans person, such as, "Laverne Cox Presents the T Word," "Raising Zoey" and "15: A Quinceañera Story." Zoey feels that being transgender is difficult but a gift; she has the power to share her voice all over the world but also has a huge responsibility to be a voice for her community members. She hopes her work demonstrates that she has more to deal with than her gender identity, and she aims to focus on sharing more aspects of her life and identity in her work.

YA



Dr. Kathleen Ethier

Director, CDC's Division of Adolescent and School Health in the National Center for HIV/AIDS, Viral Hepatitis, STD and TB Prevention



Daniel Downer

HRC HIV 360° Fellow

Daniel J. Downer is a community advocate in the Central Florida area known for his passion in fighting discrimination, stigma and health disparities among minority populations.

He is the Early Intervention Services Program Coordinator at the Hope and Help Center of Central Florida where he inspires, equips and mobilizes individuals to take action against HIV/AIDS. He is also actively engaged in his community where he serves as the Patient Care Consumer Representative for the Central Florida HIV Planning Council.



Daniel's work in his community received national recognition from the Human Rights Campaign Foundation, where alongside nine young advocates, he became a part of the 2017 HRC HIV 360° Fellowship Program.

This year, through a partnership with the Elton John AIDS Foundation and the Human Rights Campaign Foundation, Daniel created the Bro In Convo Initiative, a series of social connectivity events empowering young, Black same-gender-loving men in the Central Florida area to unapologetically live out their truest selves while discussing health education, safer sex practices and direct linkage to HIV prevention and treatment services.

Daniel firmly believes in equality for everyone regardless of one's ethnicity, gender identity, race, serostatus or sexual orientation and continues to advocate for the inclusion, safety and well-being of everyone, everywhere.

My Personal Workshop Schedule:

Saturday, February 17th

Workshops A: (Workshop Title) _____ (location) _____

Workshops B: (Workshop Title) _____ (location) _____

Workshops C: (Workshop Title) _____ (location) _____

Workshops D: (Workshop Title) _____ (location) _____

Sunday, February 18th

Workshops E: (Workshop Title) _____ (location) _____

Workshops A: 10:00 – 11:15 a.m.



A Panel Discussion with Out LGBTQ K-12 Staff

National Education Association

Location: Escambia



One of the best role models for LGBTQ students is to have out LGBTQ faculty. Come to this session and hear from a panel of out LGBTQ educators on their experiences of coming out and the challenges they have faced as educators. Hear how these educators have been able to overcome challenges and be able to become role models for their students.

Presenters: **Frank Burger**, *National Education Association*; **Emily Osterling**, *GLBT Caucus Co-Chair, Lakota Schools National Education Association*

We like it R.A.W: Real, Authentic, Words

GLBT Community Center of Central Florida; Florida Department of Health; Hope and Help Center of Central Florida

Location: Manatee

To educate youth-serving professionals on HIV education, prevention and treatment. This workshop will address the discrimination, misconceptions and stigma surrounding LGBTQ+ youth living with HIV while engaging and informing youth-serving professionals on how to initiate and navigate courageous conversations centered around sexual health and wellness including best practices.

Presenters: **Ashnika Ali**, *Director of Clinical Services, GLBT Community Center of Central Florida*; **Gabriel Martinez**, *UCF Sexual Wellness Coordinator*; **William Haubenestel**, *Prevention Contract Manager, Florida Department of Health*; **Daniel Downer**, *Early Intervention Specialist, Hope and Help Center of Central Florida*



HUMAN
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Legal Rights of LGBTQ Youth in K-12 Public Schools

Human Rights Campaign

Location: Dixie

The deck is stacked against young people growing up LGBTQ in American public schools. LGBTQ youth are more than two times as likely as non-LGBTQ youth to say they have been verbally harassed, called names, physically assaulted, kicked or shoved at school. All students deserve to learn in a safe and supportive school environment. On the federal and state levels, HRC advocates for legislation that protects LGBTQ young people from discrimination, bullying and harassment and promotes improvements to the ways current laws are implemented. Join HRC Legal Director Sarah Warbelow in a review of how the law protects LGBTQ students.

Presenter: **Sara Warbelow**, *Legal Director, Human Rights Campaign*

The Intersection of Race, Gender, Sexuality and Mental Health: Creating an LGBTQ+ Safe Space Through an Experiential Learning Perspective

Dr. Ron Holt

Location: Hamilton/Indian River

Research has shown that LGB trans people of color are at higher risk for mental and physical health disparities due to many things, including discrimination, victimization and bullying. Tailored towards teachers, counselors, mental health professionals and related health fields, this highly interactive experiential learning workshop will help participants create a safe environment for LGBTQ+ youth. Vignettes will be used to discuss issues such as suicidality, mental health confidentiality, LGBTQ+ terminology, the coming out process and mental and physical health disparities found in LGBTQ+ youth and young adults. Resources from GLSEN's safe schools and HRC Foundation's Welcoming Schools will be discussed.

Presenters: **Dr. Ron Holt**, *Psychiatrist, Author, Consultant*; **Sameer Jha**, *High School Junior, LGBTQ+ Youth Advocate and HRC Youth Ambassador*



Local Advocacy: Ending Conversion Therapy in Your Community

Human Rights Campaign; Palm Beach County Human Rights Council; Center for Marital and Sexual Health of South Florida

Location: Nassau

“Conversion therapy” is a dangerous and discredited practice that falsely claims to change a person’s sexual orientation or gender identity. These practices can lead to serious lifelong harm including depression, anxiety, drug use and suicide. Ten states plus D.C. currently have laws or regulations to protect youth. In recent months however, municipalities have taken the lead. Over 30 cities and counties in Ohio, Pennsylvania, Washington, Florida, New York and Arizona currently safeguard minors from this abusive practice. Join us as we review existing laws and learn from local advocates who helped Florida become home of the most local protections in the country.

Presenters: **Xavier Persad**, *Legislative Counsel, Human Rights Campaign*; **Judge Rand Hoch**, *Palm Beach County Human Rights Council President and Founder*; **Dr. Rachel Needle**, *Licensed Psychologist and Certified Sex Therapist, Center for Marital and Sexual Health of South Florida*

Take a Look in the Mirror: Identifying LGBTQ Bias in Helping Professionals

Grace Harbour Inc.

Location: Dade

The helping profession is comprised of mental health workers, educators, case managers and other community members that serve our LGBTQ youth. Although helping professionals are often encouraged to explore personal bias in working with diverse populations, less attention is paid to the vulnerable LGBTQ community. This workshop will provide the opportunity for helping professionals to identify and explore ways in which they express bias toward the LGBTQ community. Additionally, this workshop will allow attendees to explore bias in language, non-verbal communication and interpersonal interactions in themselves and others. Attendees will participate in a self- assessment, and engage in dialogue with other attendees.

Presenter: **Megan Boyd**, *Clinical Director, Grace Harbour Inc.*



Promoting Resiliency: Supporting LGBTQ Youth With The Trevor Project

The Trevor Project

Location: Citrus



This interactive workshop will focus on crisis intervention and suicide prevention for lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth. Youth-serving professionals will learn hands on techniques for supporting LGBTQ young people. This workshop combines research, case studies, best practice recommendations, and practical steps for reducing the risk of suicide and promoting resiliency in all young people regardless of their sexual orientation or gender identity.

Presenter: **Chris Bright**, *Senior Training & Education Manager, The Trevor Project*



It's Elementary: Tools and Resources to Create LGBTQ and Gender-Inclusive Elementary Schools

Welcoming Schools; Madison Metropolitan School District

Location: Flagler

Looking for research based professional development and high quality, developmentally appropriate resources for E-5 classrooms? Welcoming Schools has you covered! In this session you will learn how the Welcoming Schools Program provides educators with the training and tools to work toward developing LGBTQ and gender-inclusive schools, embracing family diversity, preventing bias-based bullying and supporting transgender and non-binary students. Additionally, participants in this session will have the opportunity to learn from and ask questions of educators in a successful Welcoming Schools school district. The Madison Metropolitan School District has embraced the Welcoming Schools Program by developing a strategic approach to providing ongoing professional development to staff, being transparent with families and deeply implementing the core tenants of the Welcoming Schools Program. This session will be a bright light to all professionals that work with elementary age children!

Presenters: **Cheryl Greene**, *Deputy Director, Welcoming Schools, Human Rights Campaign Foundation*; **Jennifer Herdina**, *Welcoming Schools Lead, Madison Metropolitan School District*; **Sherie Hobs**, *LGBTQ+ Lead Social Worker, Madison Metropolitan School District*

Advocating for Transgender Rights in Schools

National Center for Transgender Equality

Location: Sarasota

Parents, educators and other allies are critical in creating and implementing policies that support transgender students. This workshop will provide information on how to advocate in schools for transgender youth, work with transgender youth on these issues, updates on Title IX and school-related litigation and thoughts on staying optimistic in the current political climate.

Presenter: Rebecca Kling, *Community Storytelling Advocate, National Center for Transgender Equality*

Developing Curriculum for Trans & QPOC Youth

Time Out Youth Center

Location: Collier / Columbia

Time Out Youth Center is developing and implementing 10-week structured discussion group series to meet the growing demand of inclusive programming for transgender, non-binary, gender non-conforming youth and for queer youth of color. This workshop session will review the development, implementation and evaluation phases of the structured discussion groups 'Tea-Time' and 'Melanin & MagiQ' for transgender, gender non-conforming and non-binary youth and youth of color, respectively. Participants will leave with tools and resources to help further develop engaging programming for underserved youth identities.

Presenters: Rebby Kern, *Assistant Director of School Outreach, Time Out Youth Center*; **Parker Smith**, *Programs Assistant, Time Out Youth Center*

Using LGBTQ Curriculum to Create an Inclusive School Climate

Anti-Defamation League

Location: Jackson

According to GLSEN's National School Climate Survey, schools that utilize LGBTQ-inclusive curriculum create more welcoming and safe environments for LGBTQ students. Students in these schools hear fewer homophobic remarks, feel safer and register fewer absences and have more comfortable and positive interactions with school staff about LGBTQ issues. Join ADL's education staff to gain skills on implementing LGBTQ-inclusive K-12 curricular resources, including understanding heterosexism, affirming transgender students and critically examining gender. This workshop focuses on identifying and addressing challenges associated with school policies that may hinder implementation, sharing lesson plans and ideas for implementation to positively affect school climate.

Presenter: Caterina Rodriguez, *Associate Education Director, Anti-Defamation League*

Inviting LGBTQ+ Families as Fierce Advocates in Schools

Saint Paul Public Schools

Location: Orange

The families of all LGBTQ+ students have a tremendous capacity to show up as fierce advocates in public school settings. Their support for student groups, inclusive curriculum, and supportive policies could change the trajectory of LGBTQ+ affirming initiatives. Join this workshop to learn and share strategies to engage and empower your LGBTQ+ students' allies at home. LGBTQ+ family leadership models from two multi-racial, large urban school districts will be shared.

Presenter: Mary Hoelscher, *LGBTQ+ Program Specialist, Saint Paul Public Schools*

Reminder:

Don't forget to complete CEU verification forms!



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Developing Strategic Partnerships to Increase HIV Testing Rates Among Youth At Risk for HIV

Human Rights Campaign Foundation

Location: Gilchrist

As HIV resources become more scarce, funders are increasingly requiring organizations to form strategic partnerships to maximize the impact of programs. This workshop will highlight the Midnight Stroll, an after-hours monthly outreach event targeting homeless LGBTQ youth and trans sex workers in the Hollywood area. The Midnight Stroll is a partnership between APAIT, the Los Angeles Transgender Advisory Council, the Los Angeles Police Department and the Office of Los Angeles City Councilmember Mitch O'Farrell. The workshop will highlight the formative and implementation phases of the project and the importance of strategic partnerships to remain competitive in future funding opportunities.

Presenters: **Peter Cruz**, *Associate Director of HIV and Health Equity Program, Human Rights Campaign Foundation*; **Jazzmun Crayton**, *Special Service for Groups/APAIT Testing Counselor*

Workshops B: 11:30 a.m. – 12:45 p.m.



nea
NATIONAL
EDUCATION
ASSOCIATION
Great Public Schools for Every Student

Why NEA Cares about LGBTQ Students and Members

National Education Association

Location: Escambia

The National Education Association is the nation's largest labor union representing educational employees in public schools. NEA has a long stand history of standing up and supporting LGBTQ students and members. In this session, participants will learn about what NEA has to offer to support schools from training to other resources available to help LGBT Students and members.

Presenters: **Frank Burger**, *National Education Association*; **Emilly Osterling**, *GLBT Caucus Co-Chair, Lakota Schools National Education Association*



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Viral Suppression Prevents HIV Transmission – Now What?

Human Rights Campaign Foundation

Location: Citrus

This workshop will go over the significance of CDC's recent announcement on viral suppression and its implications for HIV prevention programs and services moving forward. Additionally, the workshop will highlight the disparity in the number of HIV-positive youth, aged 13-24, who are unaware of their status compared to other age groups. The workshop will highlight the social determinants that prevent LGBTQ youth from getting an HIV test and accessing essential support services.

Presenter: **Peter Cruz**, *Associate Director of HIV and Health Equity Program, Human Rights Campaign Foundation*

At the Intersections: Resisting Racism In Our Community

Aneesah Diversity Consulting Services

Location: Hamilton/Indian River

LGBT students of color face multiple forms of oppression in their lives and may feel isolated and/or invisible at school. Challenging all forms of oppression and empowering students and staff begins with recognizing existing issues of bias and facilitating open dialogue about how these biases affect others. In this workshop participants will gain a more in depth understanding of how to serve youth using an intersectional lens. I will provide tools to help discussing issues of prejudice, discrimination and oppression become less intimidating. You'll leave with strategies and tangible examples of how to make queer spaces truly inclusive for ALL.

Presenter: **Aneesah Smith**, *Social Justice Educator, Aneesah Diversity Consulting Services*



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From the Local School Board to the U.S. Congress: How to Effectively Impact Public Policy

Human Rights Campaign

Location: Jackson

Public policy at the federal, state and local level can have a substantial impact on the lives of LGBTQ young people. This workshop will teach conference attendees how to use their unique experience to effectively engage in the policy-making process to promote policies that positively impact LGBTQ young people as well as defending against harmful policy. Attendees will learn about major policy proposals and strategies for how best to successfully engage with their elected representatives at all levels of government.

Presenters: **Jennifer Bailey**, *Senior Public Policy Advocate, Human Rights Campaign*; **Ryan Wilson**, *Associate Regional Field Director, Human Rights Campaign*

School-Based Practices to Support LGBTQ Youth: National Trends in Implementation and Strategies for Consideration at the Local Level

Centers for Disease Control and Prevention; American Psychological Association

Location: Dixie

In this 75-minute workshop, three presenters will provide surveillance and programmatic perspectives on school-based practices for supporting LGBTQ youth, such as safe spaces, gay-straight alliances and professional development for school staff. First, we will describe trends in implementation of eight school-based practices, using state-level School Health Profiles data from 2008-2016. Second, we will present specific programmatic strategies to support the implementation of these practices. Finally, we will focus on one specific practice, professional development for school staff, and present the American Psychological Association's RESPECT curriculum, highlighting examples of its use to increase support for LGBTQ youth in schools.

Presenters: **Riley Steiner**, *Health Scientist, Centers for Disease Control and Prevention, Division of Adolescent and School Health*; **Catherine Rasberry**, *Lead Health Scientist, Centers for Disease Control and Prevention, Division of Adolescent and School Health*; **Lacey Rosenbaum**, *Director of Safe and Supportive Schools Project, American Psychological Association*

Creating Inclusive Mentoring Relationships: Lessons Learned from the Big Brothers Big Sisters of America LGBTQ Pilot

Big Brothers Big Sisters of America

Location: Dade

Big Brothers Big Sisters of America (BBBS) is leading the way to create inclusive and affirming mentoring relationships for LGBTQ youth. This session previews insights gained from a national pilot which is helping to update programming in 20 sites across the country to more intentionally train volunteer mentors and update policies for inclusion and safety. Participants will learn about our approach during the pilot, hear about lessons learned from our pilot sites and interactively explore ways to update their own programs using a newly developed climate assessment tool.

Presenters: **Christian Rummell**, *Principal Consultant, Mentorist*; **Hillary Bardwell**, *Director, Foundation Grants, Big Brothers Big Sisters of America*

#Day1: Prevent Bullying on Day 1!

Tyler Clementi Foundation

Location: Nassau

#Day1 is an innovative campaign rooted in research to stop bullying before it begins. Bullying is a public health challenge, an education equity challenge and a civil rights issue. The Tyler Clementi Foundation works to address all online and offline bullying in schools, workplaces and faith communities. In this session, Jane Clementi will share the story of Tyler Clementi, a gay young man who was lost to suicide following a devastating case of cyberbullying while at college. This 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.

Presenters: **Jane Clementi**, *Co-Founder, Tyler Clementi Foundation*; **Jason Cianciatto**, *Executive Director, Tyler Clementi Foundation*



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A Parent's Love in Action: A Discussion with Parents of Transgender Children

Human Rights Campaign Foundation

Location: Collier / Columbia

In 2016, HRC launched the Parents for Transgender Equality Council, a fierce and fiery group of parents from across the country who have taken their stories to the public square in an effort to achieve transgender equality and justice. From school board meetings, to pediatric conferences, to the halls of their state capitols, these parents are changing hearts and minds—and policy—by introducing their children to the world. Members of the Parents Council will share their stories, answer questions and inspire others during this informal, interactive discussion.

Presenters: *Ellen Kahn, Director, Children, Youth, and Families Program, Human Rights Campaign Foundation; Members of HRC's Parents for Transgender Equality Council*

A Trauma-Informed Approach to Affirmative Practice with LGBTQ2S+ Youth

Barry University

Location: Orange

Lesbian, gay, bisexual, transgender and questioning (LGBTQ+) youth experience significant adversity, including anti-LGBTQ+ stigma and victimization. Emerging data (n=6,500) indicates that LGBTQ+ youth experience disproportionate rates of childhood trauma which predict health and mental health disparities in adulthood (CDC, 2013). This workshop introduces AFFIRM, an affirmative, trauma-informed intervention for addressing psychological distress among youth exposed anti-LGBTQ+ stressors. AFFIRM has the following key components: (a) an affirming stance toward sexual and gender diversity; (b) awareness of LGBTQ+ specific sources of stress; and (c) strategies delivered within an affirming and trauma-informed framework and was designed for delivery in school, community or mental health settings.

Presenters: *Ashley Austin, Social Work Professor, Barry University; Shelley L. Craig, PhD, LCSW, Factor Inwentash Faculty of Social Work*

Special Education Systems and LGBTQ Students

University of Minnesota Twin Cities

Location: Manatee

LGBTQ students often experience bias and discrimination during referral, evaluation and placement in special education programs. This workshop will use Minnesota Student Survey data to examine the disproportional representation of LGBTQ youth in alternative school placements, discuss the co-occurrence of neurodiversity among gender diverse students and explore the ways anti-LGBTQ bias impacts eligibility determinations for special education services. Participants will learn to identify bias in due process documentation case examples and receive training on addressing discriminatory school staff behavior. Resources to proactively create and maintain LGBTQ-affirming program climates will also be shared.

Presenter: *Dave Edwards, Lead Instructor, Emotional Behavioral Disorder/Welcoming Schools Facilitator, University of Minnesota Twin Cities, HRC's Foundation's Welcoming Schools*

Engaging with K-12 Schools on LGBTQ Topics in Conservative Areas

Equality North Carolina; Time Out Youth Center

Location: Flagler

It is challenging to engage with schools in conservative areas of the country on implementing supportive policies and staff trainings related to LGBTQ topics, particularly in states without laws protecting LGBTQ students or staff. Although North Carolina has been in the spotlight recently for its discriminatory laws attacking the LGBTQ community, local organizations have had success in moving forward with inclusive school policy regulation updates and training K-12 staff to support LGBTQ youth. This session will provide participants with examples of successful strategies and ways to navigate hostile environments to further the mission of supporting LGBTQ students and staff members.

Presenters: *Todd Rosendahl, Director of Youth Policy, Equality North Carolina; Rebby Kern, Assistant Director of School Outreach, Time Out Youth Center*

Harnessing the Power of the Family-Teacher Team to Build Inclusive Classrooms

Two Rivers Public Charter School

Location: Gilchrist

Do you have elementary-age children in your life? Elementary children spend a significant portion of their time in school. How can we work together to create inclusive classrooms that welcome and honor all children? Join elementary school teachers Jessica Cisneros and Susan Freye as we explore how to build a family-teacher partnership that works towards creating safe and inclusive classroom environments for all!

Presenters: **Jessica Cisneros**, *Lead Teacher, Two Rivers Public Charter School*; **Sarah Freye**, *Lead Teacher, Two Rivers Public Charter School*



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Strategies to Build Your Organization's LGBTQ Training Capacity

Human Rights Campaign Foundation; Children's Home Society of Florida

Location: Sarasota

In order to translate into better outcomes for LGBTQ youth, an organization's LGBTQ staff training efforts must be ongoing and embedded in all content areas. Many organizations struggle to identify internal resources for providing this training, instead looking to external trainers for the expertise necessary. HRC's All Children—All Families project, in collaboration with Children's Home Society of Florida, has launched a "Training of Facilitators" program in order to build the internal LGBTQ training capacity of agencies. This workshop will detail this pilot process, providing lessons learned and tips for organizations seeking innovative and sustainable solutions for their staff training needs.

Presenters: **Alision Delpercio**, *Deputy Director, Children, Youth, and Families Program, Human Rights Campaign Foundation*; **Rene' N. Ledford, MSW, LCSW, BCBA**, *Director of Behavioral Health Quality, Children's Home Society of Florida*



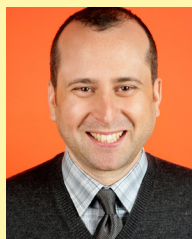
Luncheon Plenary with Keynote Speakers and Special Guests

12:45 – 2:30 p.m. | Floridian Ballroom

Vegetarian Soup of the Day | Mixed Green Salad | Chicken Fajitas | Vegetarian Fajitas | Long Grain White Rice | Black Beans | Churros | Freshly Brewed Coffee, Decaffeinated Coffee and Gourmet Hot Tea



Rick Wilson
Director, Diversity & Inclusion, Human Resources, AT&T



Gregory Lewis
Executive Director, True Colors Fund



Tricia Raikes
Co-Founder, Raikes Foundation



Adrian Stevens and Sean Snyder
Artist/Dancer and Designer/Dancer



Panel Discussion with Non-Binary Youth

Facilitated by: Jacob Tobia, (they/them/theirs) *Producer and Author*

Panelists:



Tyler Yun
(she/her/hers and they/them/theirs)
HRC Youth Ambassador



Jonathan Leggette
(he/him/his and they/them/theirs)
HRC Youth Ambassador



Sameer Jha
(he/him/his and they/them/theirs)
HRC Youth Ambassador



Sean Bender-Prouty
(they/them/theirs)
HRC Youth Ambassador



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Results from the 2017 HRC/UCONN LGBTQ+ Teen National Survey

UCONN; Human Rights Campaign

Location: Hamilton / Indian River

In 2017, UConn and HRC conducted one of the largest national LGBTQ+ surveys done to date among 13- to 17-year-olds — we heard from more than 12,000 youth about their health, school, bullying, trans-specific and family experiences. Some findings were very surprising, some were expected given the challenges continually faced by this population and others demand a call to action! The survey was attune to intersectionality, and we heard from more than 5,000 transgender young people. First and foremost, we will present the findings at this workshop. We will also facilitate a discussion related to the next steps in research and practice. Last, we will brainstorm how ongoing research papers and reports might best report the main findings pertaining to diverse groups of LGBTQ youth.

Presenters: **Ryan Watson**, *Assistant Professor, UCONN*; **Liam Miranda**, *Senior Research Manager, Human Rights Campaign*



Love is Not Enough, You Have to DO Something: Bridging the Gap Between Affectional Orientation and Race/Ethnicity

American Counseling Association

Location: Escambia



This presentation is meant to be a beginning 'courageous conversation' between QPOC, their Caucasian counterparts, and allies. We will discuss ways that we, as a queer community, can address 'isms' from within our own community as we simultaneously engage in the parallel process of working within the larger communities to decrease the disenfranchisement of LGBTQI+ people.

Presenters: **Joel Filmore**, *Assistant Professor/Program Coordinator- Springfield College, Clinical Therapist-Lighthouse Professional Counseling Center*; **Michael M. Kocet, Ph.D, LMHC, NCC, ACS**, *Professor and Department Chair, Chicago School of Professional Psychology*



LGBTQ Cultural Inclusivity in Your Schools

True Colors Fund

Location: Dixie



Everyone has a role play in ending LGBTQ youth homelessness, especially educators. Yet, they often lack the baseline cultural competency needed to fully address or understand the unique needs and backgrounds of LGBTQ youth experiencing homelessness. This session will cover topics such as The Prevalence and Unique Needs of LGBTQ Youth Experiencing Homelessness; Using Personal Gender Pronouns; and How Systems of Oppression Perpetuate the Cycle of Homelessness for LGBTQ Youth. Participants will also be introduced to tools and resources to take cultural inclusivity trainings back to their organizations and create a culture that is inclusive and affirming of all young people.

Presenter: **Christa Price**, *Senior Program Officer, True Colors Fund*

What Would You Do? Tough Scenarios for Youth Advocates Supporting LGBTQ Youth

PFLAG National

Location: Gilchrist

Sometimes even the most dedicated youth advocate can run into situations with families and caregivers where they're not sure how to react—or whether a reaction is even warranted. In this fun and interactive workshop with PFLAG National, participants will discuss great practices and new resources from PFLAG/Straight for Equality for youth-serving professionals who want to show support for LGBTQ youth and encourage acceptance by their families. They'll also participate in group activities to discuss how they would navigate common (but tough) scenarios LGBTQ youth face with their families— and how to do it with kindness and style.

Presenter: **Jamie Henkel**, *Learning & Inclusion Manager, PFLAG National*

“You mean we have to worry about that too?”: What You Need to Know About LGBTQ Teen Dating Violence

Yachay Consulting

Location: Orange

The Centers for Disease Control research shows that physical and sexual dating violence are experienced by LGB students at two times the rate and questioning youth at almost four times the rate as heterosexual students. This interactive workshop will provide information on healthy relationships and warning signs of abusive relationships by discussing two new resources developed by Yachay Consulting, including the LGBTQ Youth Equality Wheel and the LGBTQ Youth Power & Control Wheel. By tailoring these classic resources to the realities of LGBTQ relationships, counselors, leaders and parents can understand this still taboo subject and bring back resources to share.

Presenter: Amy Loudermilk, *Director, Yachay Consulting*

Best Practices in Promoting Inclusion and Wellbeing in Mental Health Care: Understanding the Intersection of Culture and Gender Identity

Northeastern State University-Broken Arrow; The University of Tulsa

Location: Nassau

From the first appearance of transsexualism in the Diagnostic and Statistical Manual of Mental Disorders III in 1980 to our current understanding of sexual differentiation, gender identity has evolved from a deviant fetishistic behavior to a biopsychosocial phenomenon. This workshop presents how dramatic shifts in culture impact perspectives on etiology, diagnosis, and best practices for integrated treatment of transgender and gender-nonconforming (TGNC) clients. Best practice approaches to the provision of mental health services are discussed, along with an examination of current theories of gender identity. Participants will receive concrete guidelines on provision of care when working with TGNC clients and their families.

Presenters: Kurt Choate, *Chair, Department of Psychology & Counseling, Northeastern State University - Broken Arrow*; **James Scholl, MA**, *Doctoral Candidate, The University of Tulsa*

How To Help an LGBTQ Colleague Who Is Afraid to Come Out

Dr. Ron Holt

Location: Manatee

Research has shown that LGBTQ people who are closeted are at higher risk for mental and physical health disparities due to many things, including the fear of being rejected and the emotional consequences of living a closeted life. Tailored towards K-12 educators, this highly interactive experiential learning workshop will help participants create a safe and open environment for their closeted LGBTQ+ colleague. Vignettes will be used to discuss issues such as LGBTQ+ terminology, the coming out process, role playing, and the importance of not forcing someone out.

Presenters: Dr. Ron Holt, *Psychiatrist, Author, Consultant*; **Sameer Jha**, *High School Junior, LGBTQ+ Youth Advocate and HRC Youth Ambassador*

Coalition Models: A Community Approach to Reducing Substance Use Among LGBTQ Youth

Zebra Coalition

Location: Dade

This workshop will introduce the coalition model and best practices to reduce substance use among LGBTQ youth through three major strategies: bullying prevention, cultural competency and creating safe spaces.

Presenters: Heather Wilkie, *Director, Zebra Coalition*; **Brett Burlone**, *LMHC, Clinical Manager, Zebra Coalition*

Building School and Community Support for Gender Inclusive Schools

Gender Spectrum

Location: Sarasota

One of the barriers to creating gender-inclusive schools is the fear of a negative response from parents or others in the community. Yet, across the country, schools are successfully engaging parents and the school community to create schools that are inclusive of transgender and other gender-expansive students. While there is no recipe to protect against negative community responses, there are strategies to proactively engage communities that lessen the likelihood of negative responses. Film clips and case studies will be used to highlight overarching principles and actions that can move communities forward in this arena.

Presenter: Kim Westheimer, *Director of Strategic Initiatives, Gender Spectrum*

Building and Sustaining Systems of Support for LGBTQ Youth

American Psychological Association; Advocates for Youth

Location: Citrus

This workshop is for school and education agency leaders who are working to build and sustain systems of support for LGBTQ youth. This workshop will focus on specific strategies and resources leaders can use to establish safe and supportive school environments and promote inclusive sexual health education for LGBTQ youth. National NGOs, the American Psychological Association (APA) and Advocates for Youth will share examples from education agencies who have built sustainable systems of support for LGBTQ youth and provide resources that participants can use to provide professional development, develop policies and guidance and adopt inclusive curriculum.

Presenters: **Lacey Rosenbaum**, *Director, Safe and Supportive Schools Project, American Psychological Association*; **Mary Beth Szydlowski MPH, CHES**, *Senior Program Manager, School Health Equity, Advocates for Youth*

Want to Connect w/ LGBTQ Students? Try YouTube.

It Gets Better Project

Location: Jackson

FACT: Of U.S. Internet users between the ages of 10 and 17, 91% are on YouTube. Chances are, some of the 30 million people that log on to YouTube every day are some of your own students. But while YouTube can be a great place for makeup and video game tips, it also connects kids like LGBTQ+ youth to a larger community. That's huge! The It Gets Better Project is just one organization that helps to make that happen. Come to our session, and walk away with new skills, lesson plans, discussion guides, and more to help you do that, too.

Presenter: **Justin Tindall**, *Director, Education and Global Programming, It Gets Better Project*



The Teachable Moment: Effective Responses to Comments and Questions Related to Race, LGBTQ, and Gender Topics

Welcoming Schools

Location: Flagler

"Can girls marry each other?" "Are those both his parents?" "That's so gay!" Effectively responding to the teachable moment—in particular, related to LGBTQ, gender, and race topics—models for all students that they will be safe in your classroom. Welcoming Schools knows what questions and comments students, families, and staff often ask about LGBTQ, gender and race topics—and we have developed resources for you that suggest possible, age-appropriate responses! During this session, we will review and practice responses so that participants are prepared to effectively respond when the teachable moment occurs.

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



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Just As They Are: Protecting Our Children from the Harms of Conversion Therapy

National Center for Lesbian Rights; Human Rights Campaign

Location: Collier/Columbia

In September, the Human Rights Campaign and the National Center for Lesbian Rights released "Just As They Are," a comprehensive resource for parents on the harmful practice known as "conversion therapy." The guide helps parents recognize when and how conversion therapy is promoted, provides information about the dangers of the practice and outlines best practices for parents seeking to promote the health and well-being of their LGBTQ child. Join us in discussing the contents of the guide and what families and youth-serving professionals can do to end these dangerous practices.

Presenters: **Carolyn Reyes**, *Youth Policy Council, National Center for Lesbian Rights*; **Lisbeth Melendez Rivera**, *Director of Latinx and Catholic Initiatives, Human Rights Campaign*; **Peter Cruz**, *Associate Director of HIV and Health Equity Program, Human Rights Campaign*

Getting Bi+ Youth

Saint Paul Public Schools

Location: Dixie

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: M. Clark Hoelscher, LGBTQ Program Specialist, Saint Paul Public Schools



Do No Harm: Trauma Informed Care for LGBTQI+ Individuals

American Counseling Association

Location: Escambia



Trauma does not discriminate, and yet LGBTQI+ individuals experience trauma and violence at higher rates than straight and cis individuals. Sadly, there is also potential for treatment providers to re-traumatize clients inadvertently, or through a lack of sensitivity to their unique needs. This session will explore challenges facing LGBTQI+ clients and introduce how trauma informed care strategies can

support clients and avoid re-traumatization. Further, strategies for helping to position LGBTQI+ clients for progress in counseling, and potentially for post traumatic growth, will be explored.

Presenter: Gerard Lawson, President, American Counseling Association



What if I'm Straight, Cis, and White? Intersectionality, Privilege, and Fierce Allyship

Human Rights Campaign Foundation

Location: Hamilton/Indian River



What does it mean to have intersecting identities? How does the awareness of our privileged identities inform the way we develop and display allied behavior? This workshop is an opportunity to explore our intentions—and more importantly, our impact as allies to trans and non-binary people, people of color,

LGBTQ people and communities experiencing marginalization daily. Through self-reflection we will focus on, and commit to, the most positive practices possible in conscious allied living.

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



Empathy: The Key to Creating Allies and Reducing Overall Bullying Behavior

Human Rights Campaign Foundation

Location: Flagler



What is empathy and can it be taught? The answer is yes! This workshop will provide participants with strategies to help build empathy within the context of reducing bullying behavior. We will explore the critical role that building empathy plays in helping students become allies as well as specific strategies for fostering ally behavior in students and adults. We will specifically address the role of ally behavior to LGBTQ youth.

Presenter: Cheryl Greene, Deputy Director, Welcoming Schools, Human Rights Campaign Foundation

Faithful, Queer, and Not From Around Here

New York Presbyterian Hospital; Faulk Center for Counseling

Location: Orange

What's a therapist to do when a client identifies as both religious, culturally and as a sexual minority, and finds these identities to be in conflict? This workshop focuses on utilizing values and acceptance and commitment therapy to help LGBT youth navigating the complex terrain of integrating religious, cultural and sexual identities. An activity designed for clinical use with individuals seeking to explore values related to cultural, sexual and religious identities will be presented.

Presenters: **Angelica Terepka**, *Psychologist, New York Presbyterian Hospital*; **Dr. Christina Elkind, Psy.D.**, *Clinical Psychologist, Faulk Center for Counseling*

Online Mental Health Support for LGBTQ Youth

Mental Health America

Location: Dade

Since 2014, MHA has provided individuals with free, anonymous and confidential screening tools that allow people to explore their mental health concerns through our MHA Screening program (at www.mhascreening.org). Although about four percent of individuals identify as LGBTQ in the US, among MHA screeners, 26 percent of individuals report identifying as LGBTQ. Our workshop will present findings from LGBTQ screeners at MHA Screening and open a dialogue about how to engage and reach out to youth in rural areas and better support individuals who are increasingly turning to the internet to look for supports.

Presenter: **Theresa Nguyen**, *Vice President of Policy and Programs, Mental Health America*

Using Twitter to Advocate for Equal Care for LGBTQ+ Patients

Harvard Medical School/Boston Children's Hospital

Location: Citrus

One of the largest contributing factors of LGBTQ+ health disparities is the inequitable hospital care that LGBTQ+ individuals receive. This workshop will present strategies on how to leverage online social networks to document discrepancies in care for LGBTQ+ patients. This session will showcase our online patient experience surveillance system. We will showcase how LGBTQ+ persons and their families can use the system to identify which hospitals are LGBTQ+ friendly and how to leverage our system to amplify their concerns about discriminatory hospital care.

Presenters: **Yulin Hswen**, *Harvard Research Fellow/Doctoral Candidate, Harvard Medical School/Boston Children's Hospital*; **Kara Sewalk**, *Program Coordinator for Research on LGBTQ+ Patients, Harvard Medical School/Boston Children's Hospital*



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After DACA: Serving Undocumented Youth

Human Rights Campaign

Location: Collier/Columbia

There are over 11 million undocumented immigrants in the USA. Over 2 million identify as LGBTQ and many are under the age of 25. These facts mean many queer undocumented students are currently attending schools across the country. How can we help these students thrive in the current climate? How can organizations such as United We Dream, Immigration Equality and others offer local support? We will focus on the issues and questions above and aims to help the professionals working with "DREAMers" to formulate sound strategies for support and engagement.

Presenter: **Lisbeth Melendez Rivera**, *Director of Latinx and Catholic Initiatives, Human Rights Campaign*

Seeking Gender Congruence

Gender Spectrum

Location: Sarasota

The public discourse around transgender and nonbinary youth often focuses on gender transitions, primarily medical and surgical measures. Little attention is given to the goal of these and other measures: supporting young people so they can experience congruence in their gender. In this workshop we will discuss four aspects of gender congruence (social, medical, surgical and legal), the importance of helping all youth to identify what congruence looks like for them, and ways to identify and address barriers to living authentically.

Presenter: **Lisa Kenney**, *Executive Director, Gender Spectrum*

Unlikely Bedfellows: Forging Alliances Between Parents and School Administrators to Support Transgender and Gender-Expansive Students

Michigan Department of Education; Michigan Organization on Adolescent Sexual Health
Location: Nassau

Parents of transgender and gender-expansive students contact school administrators about protecting and supporting their child. School administrators work closely with parents while also dealing with potential pushback from vocal constituencies in their school community. The Michigan Department of Education partnered with the Michigan Organization on Adolescent Sexual Health to create a unique workshop, bringing together these stakeholders to dialogue, listen to each other's perspectives and develop win-win solutions. In this interactive workshop, participants will discuss Michigan's experience creating, marketing and implementing this workshop. They will analyze lessons learned and leave with concrete strategies for forging alliances between parents and administrators.

Presenters: **Laurie Bechhofer**, *HIV/STD Education Consultant, Michigan Department of Education*; **Kim Phillips-Knope**, *Safe and Supportive Schools Consultant, Michigan Department of Education*; **Taryn Gal**, *Managing Director, Michigan Organization on Adolescent Sexual Health (MOASH)*

#IamFrederick: Rallying a Conservative School District Around its Transgender/GNC students

Maryland State Education Association; GLSEN National Student Council
Location: Gilchrist

When the Trump Administration rescinded the Title IX guidelines in February 2017, trans students, their parents and teachers in conservative Frederick, MD jumped into action to protect trans students. Hear how this trans student-led group educated local educators and residents about trans issues and mobilized hundreds to attend rallies, Board of Education meetings, etc. This advocacy resulted in the passing of one of the most inclusive and affirming policies ever in June 2017. Shortly thereafter the policy was attacked by a nationally recognized anti-LGBTQ organization. The students and the community fought back!

Presenters: **Nicola van Kuilenburg**, *UniServe Director, Maryland State Education Association*; **James van Kuilenburg**, *High School Student Mentor, GLSEN National Student Council*

The "I" Doesn't Stand for Invisible: Becoming an Intersex Ally

interACT; HRC Youth Ambassadors
Location: Jackson

"LGBTQIA" — the "I" is often seen but rarely understood. Intersex people represent nearly 2 percent of the population (the same as redheads!) but others often assume they don't know any intersex people or need to support them. Do you understand what the intersex experience is like or the oppression intersex people face? Two young intersex advocates are here to share their stories and help you learn what intersex is, how it intersects with your work and the ways you can become an ally.

Presenters: **Emily Quinn**, *Communications Manager, interACT: Advocates for Intersex youth*; **Jonathan Leggette**, *Student, The Evergreen University Olympia WA, HRC Youth Ambassador*



Networking Pre-Dinner Snack Break

5:30 – 6:15 p.m. | Floridian Ballroom Foyer

Lemonade | Chips | Pretzels | Party Mix | Popcorn (Generously sponsored by Toyota) **TOYOTA**
Cash bars will be available for various adult beverages



Don't forget our film screenings tonight!

More information on the next page.



Film Screenings and Popcorn

8:15 – 9:30 p.m. | Hamilton/Indian River

Join us for two back-to-back film screenings with special guests, Erin O'Flaherty, the first openly lesbian Miss America contestant, and Zoey Luna, HRC Youth Ambassador and subject of HBO's *15: A Quinceañera Story*.



Film 1: **Crowning Change - The Erin O'Flaherty Story** (approx. 17 minutes)

The Erin O'Flaherty Story follows Erin O'Flaherty in a year of self-discovery after becoming the first openly lesbian Miss America contestant in the pageant's 100-year history. The cameras follow Erin's monumental year of national appearances as she triumphs through self-doubt, public backlash, and societal pressure in her journey of seeking social change and acceptance for the LGBTQ+ community. The film is already making waves in the 2018 film festival circuit, receiving international recognition at the Canada Independent Film Festival, the Student World Awards and winning the "Inspiring Woman in a Film" honor at the Los Angeles Film Awards.

A live Q&A session with Erin O'Flaherty will immediately follow the film screening.



Film 2: **15: A Quinceañera Story** (approx. 28 minutes)

HBO's collection of four short documentary films follows five Latina girls from different cultural, ethnic and socioeconomic backgrounds as they transition to adulthood, all observing the traditional rite of passage of the quinceañera, a celebration of their 15th birthdays. Tonight, we will watch the episode with Zoey Luna, a young Mexican-American living south of Los Angeles, who was assigned male at birth and celebrates with her trans-madrinas (godmothers), who never had quinceañeras of their own.

A live Q&A session with Zoey Luna will immediately follow the film screening.

#TimeToTHRIVE

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SUNDAY, FEBRUARY 18TH

Conference Registration Opens

8:00 a.m. | Floridian Ballroom Foyer

Youth Attendance: HRC Foundation, in partnership with the Zebra Coalition, has invited approximately 100 local youth to join 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!

The Human Rights Campaign Foundation acknowledges



For making HRC's Youth Ambassadors Program Possible



Breakfast Buffet

8:00 – 9:00 a.m. | Floridian Ballroom

Scrambled Eggs | Breakfast Potatoes | Breakfast Meat of the Day | Yogurt and Granola with Fruit Compote | Old Fashion Oatmeal | Fruit | Fresh Orange and Grapefruit Juices | Coffee, and Gourmet Hot Tea



Hotel Checkout on Sunday, February 18

The Hilton Orlando Bonnet Creek has a strict check out time of 11:00 a.m. You may ask the concierge to hold your luggage until the conclusion of the conference.

TIME TO THRIVE

Workshops E: 9:00 – 10:15 a.m.



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Coming Together, The Lessons of Pulse

Human Rights Campaign

Location: Hamilton/Indian River

After the June 12 tragedy at Pulse Nightclub, we observed people from various communities coming together in response to the events of that early morning. Members of the Latinx, LGBTQ, Muslim and ally communities began working to support the survivors, help with those lost and heal the fissures exposed by the events. This workshop will explore lessons learned in the collaboration coalition building and healing that came out of the Pulse heartbreak. Our quests will include representatives of the communities most affected and those still in the trenches fighting to provide solace and resources to all affected.

Presenter: Lisbeth Melendez Rivera, *Director of Latinx and Catholic Initiatives, Human Rights Campaign*



Supporting Schools to Respond to LGBTQ Pushback in the Community

Human Rights Campaign; Equality North Carolina; Parents for Transgender Equality Council

Location: Jackson

Frustrated from the pushback when supporting an LGBTQ student or reading "I Am Jazz" in your classroom? Across the country educators and school districts are targeted by hate groups and unwanted media attention for simply doing their job: Providing a safe and welcoming school climate for all students. In this workshop participants will have the opportunity to review a number of case studies in which schools and school districts persevered and continued to support LGBTQ youth despite pushback. Talking points and a brief review of constitutional protections that continue to protect LGBTQ youth will be included in this discussion.

Presenters: Johanna Eager, *Director, Welcoming Schools, Human Rights Campaign Foundation;* **Michele Hatchell,** *Welcoming Schools Expert Trainer;* **Todd Rosendahl,** *Director of Youth Policy, Equality North Carolina;* **and Peter Tchoryk,** *Parents for Transgender Equality Council*

Parenting the PD: When Parents Are Expected to Lead Professional Development

United Federation of Teachers

Location: Citrus

Too often, schools and organizations do not have the structures, training, policies and procedures in place to support ALL of our students. When schools are not prepared, the task of providing training and education around queer and trans youth falls on the parents and families of queer and trans youth. While parents and families are indeed able to address these topics and need to have their voices and stories heard, schools and organizations must be proactive in creating safe and inclusive learning environments. The privacy and agency of our kids must be honored and respected.

Presenter: Mitch Klages-Bombich, *Professional Development Coordinator, United Federation of Teachers-Positive Learning Collaborative*

Project YEAH (Youth Education & Arts Advocacy on HIV)

Galaei

Location: Nassau

Project YEAH (Youth Education & Arts Advocacy on HIV) is an after-school HIV education and arts advocacy program. During the workshops, participants will engage in an interactive workshop where they will learn about Project YEAH as well as the components that make Project YEAH a successful after-school program. Participants in the workshop will also be able to engage in dialogue about their particular after-school programs and how they can incorporate Project YEAH or components of Project YEAH.

Presenter: Francisco Cortes, *Youth Programs Manager, Galaei*

True Colors Shining Bright: Providing Counseling and Supports to LGBTQ+ Youth

National Association of School Psychologists

Location: Dade

LGBTQ+ youth are often classified as a homogeneous group, but the diversity among and within them is more distinct than many people realize. The need for school-based counseling supports is evident due to higher rates of unhappiness, drug use, dropping out of school, truancy, suicide, harassment, and family discord. There is a wealth of resources to support the need for inclusive educational practices (GLSEN, 2011), but little is available in terms of resources to use in a counseling format. This program is designed to empower school-based mental health staff to provide counseling support for students, fostering resiliency in at-risk students.

Presenter: *Amy Cannava, LGBTQI2-S Chair, National Association of School Psychologists*



HUMAN
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LGBTQ-inclusive Sports and PE for K-12 Schools

Human Rights Campaign

Location: Manatee

Work with former NCAA athletes and LGBTQ advocates as we explore best practices, policies, considerations and guidelines for inclusive sports spaces. In this session, we'll cover current research, legal climate, and the intersection of sports and social justice in a youth-focused format that will give participants the tools to make lasting changes in and beyond sports. Sports is one of the greatest socialization mechanisms for youth, and therefore it's imperative that we know how to weave intersectional LGBTQ inclusion and respect into the lessons it provides.

Presenters: *Liam Miranda, Senior Research Manager, Human Rights Campaign; Ashland Johnson, Director of Public Education & Research, Human Rights Campaign*

Pathways to Permanency: Dismantling Foster Care's Pipelines

Los Angeles LGBT Center

Location: Orange

Nationally, LGBTQ youth are disproportionately represented in child welfare systems, the juvenile justice system, mental health systems, and amongst youth experiencing homelessness/displacement. Utilizing evidence-informed strategies developed through our research project with the Williams Institute, we will discuss and challenge the barriers and outcomes LGBTQ youth of color face in systems of care, with an emphasis on child welfare. Blending community organizing, grassroots advocacy, and social work disciplines, participants will gain knowledge and tools needed to disrupt the intricate pipelines of rejection and negative outcomes for LGBTQ youth in systems of care at their local level.

Presenters: *Ariel Bustamante, Training & Coaching Instructor, Los Angeles LGBT Center; Joey Hernandez, Policy & Mobilization Manager, Public Policy, Los Angeles LGBT Center*

YMCA and the Alliance: Building Capacity for LGBTQ Inclusion and Equity

YMCA of the USA

Location: Sarasota

Join a joint introductory workshop featuring the YMCA of the USA and the Nonprofit Leadership Alliance where both organizations will share current and future efforts towards advancing LGBTQ inclusion and equity through creating safe spaces for learning, growth, dialogue and operationalizing inclusion.

Presenter: *Chad Nico Hiu, Director, Diversity & Inclusion, YMCA of the USA*

The Do's and Don'ts of working with LGBTQ youth in rural areas

The Living Room

Location: Gilchrist

This workshop will highlight the do's and don'ts of working with LGBTQ youth in rural, conservative areas. Queer youth culture can be much different in areas that would be considered rural or conservative, so we can't assume that the kind of help and support needed in those areas is the same as everywhere else. This workshop will provide resources and real life stories and accounts from youth and adults who have lived in and dealt with negative stigma around queer culture in these rural areas.

Presenters: *Karlin Pyne, Youth Peer Support Specialist, The Living Room; Aryn Zanca, Program Coordinator, The Living Room*

Health Disparities and Risk Behaviors Among Gender-Expansive Students

Advocates for Youth

Location: Flagler

Gender expansive (also called gender non-conforming or non-binary) youth are receiving a great deal of attention in the media and among educators and policy makers. However, until now there has been very limited population-based data about gender expansive students and their unique health disparities and risk behaviors. In this workshop, we will present newly available data regarding these vulnerable students from a report by Advocates for Youth based on Youth Risk Behavior Survey (YRBS) data and discuss how this data may be used to support programs and advocacy.

Presenter: Alison Gill, *Consultant for Advocates for Youth*

Reshaping Florida's Schools in the Direction of Equity: Equality Florida's Safe and Healthy Schools Work Across the State, Circa 2016 - Winter 2018

Equality Florida

Location: Escambia

How does a mostly red, geographically southern state respond when their school districts are courted to engage in fierce talks about placing LGBTQ+ students as one of their highest priorities? Equality Florida has launched a statewide Safe Schools Project breaking through in 40 districts by bringing top district officials to the table for frank, ongoing consultancy about shifting district culture to institutionalize LGBTQ+ best practices. Traveling the state working with districts one on one, this new program has met with open-armed superintendents as they scurry to account for gay youth in a state that is not always about sunshine and flowers.

Presenter: Ian Siljestrom, *Central Florida Safe Schools Coordinator, Equality Florida*

Queer at School: LGBTQ Adults Partnering with LGBTQ Youth

Genders & Sexualities Network

Location: Dixie

This workshop was designed for LGBTQ adults who work with LGBTQ youth. During the workshop, participants will explore why queer intergenerational collaborations can be challenging and learn strategies for creating effective youth-adult partnerships. Queer and transgender adults face a multitude of challenges when working 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.

Presenter: Chris White, *Director, Safe & Supportive School Project, Genders & Sexualities Network*

Youth Panel: Developing Leaders through Youth-Guided Approaches (YOUTH ONLY)

Zebra Coalition

Location: Collier/Columbia

This panel will provide a platform for youth to discuss leadership development for activists in the LGBTQ movement by exploring the following topics: the foundations of leadership, developing a youth board, supporting GSA's and advancing educational justice for LGBTQ youth.

Presenters: Heather Wilkie, *Director, Zebra Coalition*; **Neil Rios Laverde**, *Youth Founder and President, Central Florida GSA Network, Zebra Coalition*



Networking Snack Break

10:15 – 10:45 a.m. | Floridian Ballroom Foyer

Join fellow attendees and exhibitors for a quick snack, and beverage before heading to dinner.

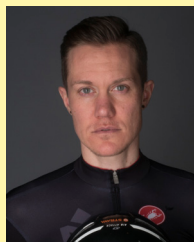
Coffee | Hot Tea | Lemonade | Chips | Pretzels | Party Mix | Popcorn

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



Weston Charles-Gallo, HRC Youth Ambassador

Weston entered the foster care system at age 14, and after several placements, found his forever family with his two dads and six siblings. Now Weston 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, Weston serves as junior class secretary on the Student Council. He is also on the yearbook staff. In his spare time, Weston enjoys spending time with his friends and family.



Chris Mosier, Team USA Athlete

Chris Mosier is a trailblazing athlete, coach, and the founder of TransAthlete.com. In 2015, he became the first openly trans man to make a Men's US National Team. Following the national championship race, he was instrumental in getting the International Olympic Committee policy on transgender athletes changed, and in June 2016 he became the first trans athlete to compete in a world championship race under the new rules, where he was the second fastest American man in his group. He has been called "the man who changed the Olympics" by the BBC and New York Magazine. Chris is a four-time member of Team USA, representing the United States in the sprint triathlon and the short course and long course duathlon, which is a run/bike/run event.

Chris is also a nationally recognized four-time Ironman triathlete, and inductee into the National Gay and Lesbian Sports Hall of Fame. He is sponsored by Nike and was featured in a Nike commercial which aired during the 2016 Rio Olympic Games. Chris has been featured in publications including ESPN The Magazine, The New York Times, Wall Street Journal, Rolling Stone, Esquire, and more.

Chris was a silver medalist in triathlon at the 2014 Gay Games. He has been named to The Advocate Magazine's 40 Under 40, the Trans 100 list, the GOOD 100 list, and the Out 100 list.

Chris currently works as the Vice President of Program Development and Community Relations for You Can Play. Previously, Chris served as the Executive Director of GO! Athletes, and worked in higher education.



Makayla Humphrey, HRC Youth Ambassador

Makayla, 17, came out to her parents at the early age of 10 years old. She has faced very little adversity with her sexuality, primarily because of the support of her mother. Makayla wants to encourage people to talk about their sexual orientation and has helped many of her friends come out to their families. She has played basketball since the age of 10. Playing high school basketball as a lesbian athlete caused problems with both the team and the coaches, who treated her differently based on her sexual orientation. Makayla is currently the president of the JAG (Jobs for America's Graduates) Program at school, a program which ensures that children with special needs don't feel different than other high school kids. She organizes the Special

Olympics events every year at her high school. Makayla is also involved in Sister 2 Sister and Kolorblok, two non-profit organizations to help inner city youth and the less fortunate.



Jazz Jennings, HRC Youth Ambassador

Jazz Jennings is an openly transgender youth whose activism began at age 6 when she appeared on 20/20 with Barbara Walters. Now 16, she is stars in TLC's GLAAD Award winning docu-series "I am Jazz". She has been featured on a variety of major programs and news outlets, including two interviews with Katie Couric and Oprah. Jazz speaks at venues all over the country. She has been recognized by HRC, Trevor, GLAAD, *The Advocate*, *OUT Magazine*, and was on the 2014 Trans 100 list. Jazz is the co-author of the book, "I am Jazz," and released her memoir, "Being Jazz" in 2016. She is the co-founder of the TransKids Purple Rainbow Foundation, which assists transgender youth. She has also been named one of TIME's 25 Most Influential Teens of 2014 and 2015, and was the youngest Grand Marshal in the NYC 2016 Pride Parade.



Photo: Scout Tufankjian for ACLU

Gavin Grimm, Upstander Honoree

Gavin Grimm is a 18-year-old recent high school graduate in Gloucester, Virginia. He is transgender. As part of his medical treatment for severe gender dysphoria, Gavin and his mother notified administrators of his male gender identity at the beginning of his sophomore year so he could socially transition in all aspects of his life. With permission from school administrators, Gavin used the boys' restroom for almost two months without any incident. But after receiving complaints from some parents and residents of Gloucester County, the school board adopted a new policy banning Gavin from using the boys' restrooms on December 9, 2014, by a vote of 6-1, despite warnings from the ACLU.

The ACLU filed a federal lawsuit on Gavin's behalf and filed a motion for preliminary injunction asking the court to rule in time for Gavin to be able to use the same restroom as other boys at Gloucester High School when classes resumed for the 2015-16 school year. The lawsuit argues the bathroom policy is unconstitutional under the 14th Amendment and violates Title IX of the U.S. Education Amendments of 1972, a federal law prohibiting sex discrimination by schools.

The district court denied the injunction and dismissed Gavin's claim under Title IX. That decision was appealed before the U.S. Court of Appeals for the Fourth Circuit and the lower court's decision was overturned in August of 2016. Gloucester County School Board then asked the Supreme Court of the United States to take on the case and the Fourth Circuit's order was stayed pending the Supreme Court's decision about whether to take the case.

On October 28, 2016, the Supreme Court announced it would review the decision from the Fourth Circuit Court of Appeals. Gavin's case was set to be heard by the Supreme Court on March 28, 2017. But on March 5, the Supreme Court announced that it's sending Gavin's case back to the Fourth Circuit Court of Appeals to be reconsidered in light of the Departments of Justice and Education rescinding of a Title IX guidance clarifying protections for transgender students.

Gavin graduated high school in June 2017 — still unable to use the same restroom as other boys. After graduation, he withdrew his motion for a preliminary injunction and filed an amended complaint with the district court for nominal damages and a declaration that the Board violated Gavin's rights under Title IX and the Equal Protection Clause. The amended complaint also seeks to permanent injunction preventing the Board from excluding him from the restrooms when he on school grounds for alumni activities. As of October 12, 2017, we're waiting for the district court to rule on the Board's motion to dismiss the amended complaint.

Conference Concludes for Adult Attendees

12:30 p.m. | Lunch on your own - Join new friends and enjoy one of the restaurants in the area!

Conference Continues for Youth Attendees and Chaperones

12:45 – 3:00 p.m. | Citrus/Collier/Columbia

Lunch provided for youth attendees and their chaperones in Citrus/Collier/Columbia. See hotel diagram on page 6.

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 explicitly 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 that 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 about 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:**



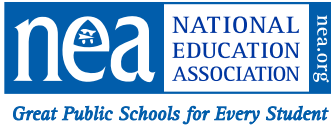
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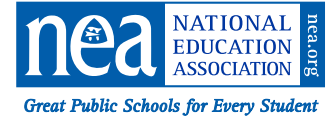


CO-PRESENTING TIME TO THRIVE

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

“ NEA is thrilled to expand its partnership with the Human Rights Campaign and HRC'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 García**, *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!

“ The Trevor Project is grateful to have the opportunity to partner with HRC Foundation and Time to THRIVE. We turn 20 this year, and we know there is more work to do than ever. This conference is always an incredible opportunity to connect directly with our friends in the space, and work together for a better future for all LGBTQ youth.”

— **Amit Paley**, *Executive Director, 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 LGBT 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*



“ We are committed to supporting and developing Great Leaders in Every School who are Committed to the Success of EACH Student. NASSP is happy to partner with HRC as we support the rights and safety of the LGBTQ community in our nation's schools.”

— **Dr. Beverly J. Hutton**, *Deputy Executive Director, Programs and Services, National Association of Secondary School Principals*



THANK YOU TO OUR WORKSHOP PRESENTERS!

Advocates for Youth
American Counseling Association
American Psychological Association
Aneesah Diversity Consulting Services
Anti-Defamation League
Barry University
Big Brothers Big Sisters of America
Center for Marital and Sexual Health of South Florida
Centers for Disease Control and Prevention, Division of Adolescent
and School Health
Chicago School of Professional Psychology
Children's Home Society of Florida
Equality Florida
Equality North Carolina
Faulk Center for Counseling
Florida Department of Health
Galaei
Gender Spectrum
Genders & Sexualities Network
GLSEN National Student Council
Grace Harbour, Inc.
Harvard Medical School/Boston Children's Hospital
Hope and Help Center of Central Florida
HRC Youth Ambassadors
Human Rights Campaign
Human rights Campaign Foundation
InterACT Advocates
It Gets Better Project
Lakota Schools National Education Association
Lighthouse Professional Counseling Center
Los Angeles LGBT Center

Madison Metropolitan School District
Maryland State Education Association
Mental Health America
Mentorist
Michigan Department of Education
Michigan Organization on Adolescent Sexual Health
National Association of School Psychologists
National Center for Lesbian Rights
National Center for Transgender Equality
National Education Association
New York Presbyterian Hospital
Northeastern State University
Parents for Transgender Equality Coalition
PFLAG National
Saint Paul Public Schools
The GLBT Community Center of Central Florida
The Living Room
The Trevor Project
The University of Tulsa
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True Colors Fund
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University of Connecticut
American Federation of Teachers
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Welcoming Schools
Yachay Consulting
YMCA of the USA
Zebra Coalition

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GLSEN
GSA Network
Gay Pride Bowties
Gender Spectrum
HRC Foundation
HRC Store
InterAct
Jazz Jennings
LA LGBT Center
Mazzoni Center

Mental Health America
National Association of School Psychologists
National Center for Lesbian Rights
National Center for Transgender Equality
National Education Association
PFLAG
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PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR **LGBTQ YOUTH**...EVERYWHERE!

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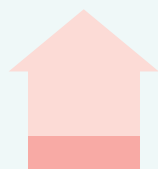
THE HUMAN RIGHTS CAMPAIGN FOUNDATION AND OUR CO-PRESENTING CONFERENCE PARTNERS ARE EXCITED TO PRESENT **TIME TO THRIVE, THE 6TH ANNUAL NATIONAL CONFERENCE** PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR LGBTQ YOUTH ... EVERYWHERE!

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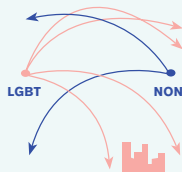
HOME:

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!

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



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Gender Spectrum is proud to support the Human Rights Campaign Foundation and Time to Thrive. We work to create a gender-inclusive world for all children and youth and we offer:

- Professional development for schools and youth-serving organizations.
- Online forums, support and discussion groups for parents, professionals, youth, and families.
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For more information please visit
genderspectrum.org/TimeToThrive





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You and National Student Council: Better Together

NASC is now National Student Council

For more than eight decades NASC—now National Student Council—has been helping students act as catalysts for change, engage in meaningful service, and emerge as leaders. Today, thanks to a host of new program enhancements and more robust adviser support, it equips councils to reach an even higher level of excellence.

National Student Council provides advisers with a world of support. The organization features new elements including:

- Adviser Online Community
- Adviser Resource Center
- New Adviser Starter Kit
- Student Career Exploration Series

National Student Council has many more tools and resources to help students succeed as they develop their leadership skills. Stay tuned as we roll out an updated Raising Student Voice & Participation (RSVP) program, a more streamlined National Student Project Database, and an Adviser Leadership series throughout the school year.

Visit NatStuCo.org to learn how National Student Council can help inspire the next generation of leaders.

**Visit NatStuCo.org
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Visit counseling.org/timetothrive to learn more about the ways in which ACA empowers counselors to serve LGBTQ clients, and browse resources.

THANK YOU FOR ATTENDING TIME TO THRIVE



Now that you've learned about some of the great work happening across the country, we invite you to

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Your membership includes important alerts about national and local LGBTQ issues, invitations to HRC events in your area, our quarterly Equality Magazine and more! We need your support more than ever, and look forward to welcoming you to HRC's three million strong membership base.

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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

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