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

FEBRUARY 15-17, 2019 ANAHEIM, CALIFORNIA









**PRESENTING SPONSORS** 



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# Rooted In Courage



BBVA Compass is proud to be a Presenting Sponsor of Time to THRIVE. Thank you, HRC, for creating opportunities for all.





# BBVA Compass Creating Opportunities

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Across the Toyota family and in communities around the world, we admire and applaud the differences that make us unique and celebrate the love that drives us all. **#LoveDrives** 





**TOYOTA** 

2:00 – 4:30 p.m. Optional Pre-Conference for Beginners (Location: La Jolla / Los Angeles)

5:00 – 6:30 p.m. Attendee Welcome Reception with Food and Cash Beverages

(Location: Platinum Ballroom Foyer) \*More details on page 14

6:35 – 9:00 p.m. Opening Plenary (Location: Platinum Ballroom) \*More details on page 14

9:00 – 10:00 p.m. Optional Late-Night Networking (Location: nFuse Restaurant, Bar and Lounge)

\*More details on page 16

#### Saturday, February 16th

Friday, February 15th

7:30 a.m. – 6:15 p.m. Conference Registration is Open (Location: Platinum Ballroom Foyer)

7:30 – 8:30 a.m. Breakfast Buffet (Location: Platinum Ballroom Foyer)

8:30 – 9:45 a.m. Saturday Plenary: Keynote Speakers (Location: Platinum 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: Platinum Ballroom Foyer)

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 – 7:00 p.m. **Dinner on Your Own** 

7:30 – 9:00 p.m. Film Screening (Location: Grand Ballroom C & D) \*More details on page 31

9:00 – 10:30 p.m. Optional Late-Night Networking (Location: nFuse Restaurant, Bar and Lounge)

\*More details on page 31

## Sunday, February 17th

8:00 a.m. – 12:30 p.m. Conference Registration is Open (Location: Platinum Ballroom Foyer)

8:00 – 9:00 a.m. **Breakfast Buffet** (Location: Platinum Ballroom Foyer)

9:00 – 10:15 a.m. **Workshops E** (Location: Various workshop rooms)

10:15 – 10:45 a.m. **Networking Coffee and Snack Break** (Location: Platinum Ballroom Foyer)

11:00 a.m. – 12:30 p.m. Closing Plenary: Keynote Speakers (Location: Platinum 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

(Location: Marquis Ballroom Northeast) \*More details on page 37

#### WELCOME

Thank you for attending the Human Rights Campaign Foundation's sixth annual Time to THRIVE Conference, copresented 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 five 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.



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, which promotes 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, which oversees 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 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.



Jay Brown, Acting Senior Vice President, HRC Foundation

An experienced non-profit leader with nearly 20 years of experience, Jay Brown helps drive the innovative work of the HRC Foundation, the organization's educational arm. He works closely with the Senior Vice President of Programs, Research and Training and a team of professionals who manage HRC Foundation programs – aiming to ensure equality for LGBTQ people at every intersection of their identities and lives. These programs span a range of issues including the workplace; children, youth and LGBTQ families; health and aging; HIV and AIDS; religion and faith and the global LGBTQ movement.



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



**Jesus Chavez,** *HRC*Conference Planning Fellow

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 Latinx. We are immigrants, and we are 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 to recognize 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,
 Former 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

#### **Chad Nico Hiu**

Director, Diversity & Inclusion, YMCA of the USA

#### **Dolores Huerta**

President, Dolores Huerta Foundation

#### Lynn Hunt, M.D.

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

#### E.J. Johnson III

Television and Fashion Personality

#### **Becky Pringle**

Vice President, National Education 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, making 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 such as "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. 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 HRC and UConn's 2018 Youth Report, 51 percent of transgender and non-binary youth can never use the restrooms that

match their gender identity. If you're cisgender (not transgender) and have never experienced an all-gender restroom, take this opportunity and imagine what it can feel like to be denied access to safe restrooms on a daily basis.



## **CONTINUING EDUCATION HOURS**

#### **CE Hours**

Time to THRIVE attendees can earn up to 16 hours of continuing education clock hours from the National Association of Social Workers 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. For more information on receiving clock hours from the Commission on Rehabilitation Counselor Certification, visit the CE registration table. CE registration will take place at the beginning of the conference near the conference registration tables. Please note that attendees seeking CE hours from the National Board of Certified Counselors should also receive a list of approved workshops to attend for credit.

# **CONFERENCE EVALUATIONS**

Every year, feedback from Time to THRIVE participants helps us improve next year's conference.

Approximately10 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:







@HRC



@HumanRightsCampaign



**WeAreHRC** 





# Ready to Create a More Gender and LGBTQ **Inclusive Elementary School Climate?**

# **Time to THRIVE Workshop Schedule**

Experience a Sampling of Welcoming Schools Professional Development:

#### **Saturday 10:00 - 11:15**

Creating Elementary Schools That Welcome All Genders Using the Welcoming Schools Approach

#### **Saturday 10:00 - 11:15**

Intersectionality: Teaching at the Intersections

#### Saturday 11:30 -12:45

The Teachable Moment: Skillfully Responding to Questions from Elementary Students about LGBTO, Gender and Family Topics

#### Saturday 2:45 - 4:00

It's Elementary! Professional Development, Lesson Plans and Resources for LGBTQ Inclusive Schools

Schools using the Welcoming Schools approach experience a 50 percent reduction in bullying behavior within the first two years of full Welcoming Schools implementation.

Professional development is available across the country for elementary schools and school districts. Bring Welcoming Schools premier, interactive LGBTQ and gender inclusive professional development to your school! Help us reach educators in all 50 states!

Find out how you can bring Welcoming Schools to your school or district: WelcomingSchools.org/Training





# YA

## **HRC YOUTH AMBASSADORS**

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: Roddy Biggs, Zachary Mallory, Miles Sanchez, Lucas Segal, Justin Jones, Brendan Jordan, Adriana Ibanez, Alex Cooper, Javier Cifuentes Monzón, and Sone Yun























#### Ace Auker (they/them/theirs)

Brianna "Ace" Auker is a 16-year-old non-binary and bisexual individual. Ace is most commonly known for their "loud" personality and welcoming demeanor, which is often helpful during their various volunteer and extracurricular activities. While their queerness is a huge part of their being, Ace has also developed a deep love for the metaphysical, using it as an outlet for self-improvement and discovery. Within their community, Ace is typically found speaking at various committee hearings and discussing policy changes when they are not working on projects at school. Much of their work in Florida has been dedicated to inclusive education, better mental health services and a fair, truthful juvenile justice system. As a Youth Ambassador, they hope to provide support and resources to LGBTQ youth struggling with mental illness, while simultaneously acting as a liaison between conflicting groups--whether at a local school affair or in a heated political argument.



#### 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.



#### 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.



#### 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.



#### 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 us 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 embers. 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.



#### Sam Moehlig (he/him/his)

Sam Moehlig is a San Diego native and a youth leader in the transgender community. He has learned to overcome not only the challenges of being trans, but also growing up with a disability, having been born with Fetal Alcohol Syndrome. Sam serves as a youth ambassador for TransFamily Support Services in San Diego, and he is often the first trans youth that others talk to when they come out. Sam works with many youth and their parents, guiding them on their gender journeys. His transition is the subject of the Emmy Award-winning documentary "A Transgender Teen's Journey: Sam's Story." Sam is a competitive gymnast and a third degree black belt in Taekwondo. Sam is committed to educating folks on acceptance and equality for all.



#### Ashton Mota (he/him/his)

Ashton Mota is a 14-year-old Black Dominican-American student who came out to his mother and school community as transgender two years ago. Ever since, he has advocated for his rights to use his preferred name, play on the boy's basketball team, use the bathroom and locker room he feels the safest in and be his authentic self. Ashton began his advocacy by speaking publicly at GLSEN Massachusetts' Spring conference about his experience. Today, he is his school's GSA's founder and president and the co-chair of the Northeast Region Safe Schools Program. Ashton is also a strong supporter of the campaign 'Yes on 3,' Freedom for All Massachusetts. He and his mother have been supporting the campaign by speaking about the ballot this past election and how it would have impacted families like his. Ashton seeks to create strong communities, but most importantly, to maintain them. He believes that together, we can create an environment that will help foster love, acceptance and partnership among our LGBTQ youth. Ashton is committed to creating strong partnerships, building allyships and continuing to demonstrate that we are strong--that we are resilient.



#### Seth Owen (he/him/his)

Seth Owen is a student at Georgetown University and is originally from Jacksonville, Florida. When his parents found out that he was gay, they sent him to "conversion therapy." Eventually, because of his difference in religious beliefs, they forced Seth to move out. As he couch-surfed with friends and mentors, the story of his struggle to afford college became public. Seth appeared on the Ellen Show with Ellen DeGeneres where he shared his story of being his authentic self and receiving funds to start a scholarship. He has since started the Unbroken Horizons Scholarship Foundation to provide a way for others like him to attend post-secondary institutions.



#### **Avi Pacheco** (he/him/his or she/her/hers)

Avi Newlyn Pacheco is an LGBTQ youth leader and drag artist originally from San Diego, California. He was a 16 year old starting his junior year in high school when his mother passed on September 4th, 2013. Around the same time, Avi was outed as a gay male and relocated to Hawaii where he was taken in by a transgender drag artist who mentored him and sparked the beginning of his passions for the LGBTQ community. Avi has experienced volunteering for numerous Pride events, advocating for HIV and AIDS prevention and working in Hawaii's queer club scene. One of his most notable contributions was volunteering with Life Foundation and assisting in the creation of the Beauty Blossom Workshop, a sisterhood group aimed at uniting and educating transgender youth across Hawaii. Today, Avi resides in Las Vegas, Nevada, and remains a strong advocate for the LGBTQ community through public speaking.



#### Gia Parr (she/her/hers)

Gia is a 15-year-old high school sophomore, high honors student and athlete. She was the first to come out as transgender at her middle school after transitioning from male to female before the start of eighth grade. To let her classmates know, she and her parents sent a letter to the entire middle school. The response was overwhelmingly positive and supportive. It's a story Gia has shared in national media – People magazine, the New York Times and the Megyn Kelly Today Show – and in person as a founding Champion of The GenderCool Project, a national storytelling campaign that focuses on who transgender youth are rather than what they are. A founding member of her middle school's GSA club and a member of the high school Peace Project, Gia is shifting the conversation around gender by being a model of positivity and achievement. By being her authentic self, she gives others permission to be theirs.



#### Savannah Skyler (she/her/hers)

Savannah, 14, is the oldest of five. Savannah is known for her courageous story of coming out. A video of her speaking at church about being a lesbian went viral when her microphone was silenced. It became an instant inspiration worldwide. She hopes to spread awareness and create change within religious and LGBTQ intersecting communities. Savannah works with Encircle, a local LGBTQ center, PFLAG and local PRIDE fests. She has spoken at and been involved with LoveLoud. Savannah has written articles for both Out magazine and Project Contrast. She has had roles in several documentaries shedding light on the Mormon and LGBTQ intersections, including "Believer," "Room to Grow" and "Savannah." Savannah's future goals are to continue advocating for LGBTQ humans, to find an amazing partner, to become an animator, to get involved in politics and to adopt dog babies.



#### Nicole Talbot (she/her/hers)

Nicole Talbot is a 16-year-old musical theater actress with Broadway aspirations. She is an Actor's Equity Candidate (EMC) with 35 professional and community theater productions to her credit. Nicole transitioned to living authentically as female in February 2015. She is a passionate advocate for transgender youth and for the rights of transgender people in her home state and nationally. She was recently featured in documentaries produced by NowThis and them. She was also featured in several campaign promotional videos for Freedom for All Americans to advance non-discrimination protections in Massachusetts. She performed the National Anthem in front of 19,000 Boston Bruins fans for the NHL's "Hockey is for Everyone" campaign and is a finalist to perform with the Bruins for the 2018-2019 season. Nicole is a founding Champion of the GenderCool Project which is a national campaign designed to change the narrative about transgender youth to focus on who they are instead of what they are. Nicole has conducted countless media interviews for many major national outlets including the New York Times and Megyn Kelly Today. Nicole loves musical theater, shopping and hanging out with friends. She transitioned when she was 13 with an extremely supportive mother and an unsupportive father. Through her journey, Nicole has done the best she can to make the country a better place for the LGBTQ community.

# FRIDAY, FEBRUARY 15TH

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

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

Optional Pre-Conference 2:00 - 4:30 p.m. | LGBTQ 101 | La Jolla / Los Angeles (Lower Level)

#### **LGBTQ 101: Beyond the Alphabet**

Through discussion and interactive exercises, the workshop will increase awareness about terminology, experiences, resources and practices that promote the safety, inclusion and well-being of LGBTQ youth. How do we name and honor the experiences and identities of LGBTQ youth? How do we understand and acknowledge the intersections of sexual orientation, gender and gender stereotypes, race, ethnicity, immigration status and disability? Early Learning about LGBTQ Identities: Where, how and what do we learn about who LGBTQ people are? How does this impact LGBTQ youth? Understanding transgender and non-binary identities, trans ally do's and don'ts, LGBTQ history, historical figures and accomplishments.

**Presenters: Laura Kanter,** Director of Policy and Advocacy, The LGBT Center Orange County; **Tony Ortuño,** Youth Program Coordinator, The LGBT Center Orange County; **Miliana Singh,** Trans Health Coordinator, The LGBT Center Orange County





#### **Attendee Welcome Reception**

5:00 – 6:30 p.m. | Anaheim Marriott, Platinum Ballroom Foyer 700 West Convention Way, Anaheim, CA 92802

Street Taco Action Station (Fish, Veggie, Beef and Chicken) | Crudité Display | Hummus & Bruschetta Station | Artisan Cheese Display | Lemonade and Cash bars

#### **Opening Plenary**

6:35 - 9:00 p.m. | Anaheim Marriott, Platinum Ballroom

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



Becky Pringle Vice President, National Education Association





Richard Yep
Chief Executive Officer,
American Counseling
Association





**Chad Griffin**President, Human
Rights Campaign





Sarah McBride National Press Secretary, Human Rights Campaign





Betty DeGeneres LGBTQ Ally and Advocate, Mother of Ellen DeGeneres



Rey Ocañas Corporate Responsibility & Reputation - EVP, Director BBVA Compass



Sara Cunningham
Founder, FreeMomHugs



# YA

#### Seth Owen, HRC Youth Ambassador

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#### Ashton Mota, HRC Youth Ambassador

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environment that will help foster love, acceptance and partnership among our LGBTQ youth. Ashton is committed to creating strong partnerships, building allyships and continuing to demonstrate that we are strong--that we are resilient.

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



#### **Judy and Dennis Shepard,** Co-Founders, Matthew Shepard Foundation

In October 1998, Judy and Dennis Shepard lost their 21 year-old son, Matthew, to a murder motivated by anti-gay hate. Matthew's death moved many thousands of people around the world to attend vigils and rallies in his memory. Determined to prevent others from suffering their son's fate, Judy and Dennis decided to turn their grief into action and established the Matthew Shepard Foundation to carry on Matthew's legacy. The Foundation is dedicated to working toward the causes championed by Matthew during his life: social justice, diversity awareness & education, and equality LGBT people.

Judy travels across the nation speaking to audiences about what they can do to make this world a more accepting place for everyone, regardless of race, religion, ethnicity, sex, or LGBT identity. Speaking from a mother's perspective, Judy also authored a 2009 memoir, "The Meaning of Matthew," exploring the family's journey through the prosecution of Matthew's assailants, the ensuing media coverage, and their continuing work to advance civil rights.

Dennis has been an advocate for parents' unconditional love for their LGBT children both during Matt's life and, very publicly, since the hate-motivated murder in Laramie, Wyoming, which took Matt's life. He currently speaks to audiences around the country, particularly to victims' advocacy organizations and law enforcement audiences about his experiences and the importance of equal treatment of LGBT crime victims and their loved ones.

Judy and Dennis continue to make their home in Casper, Wyoming.



#### Brian Coleman, School Counselor, Chicago Public Schools

Mr. Brian Coleman is the Department Chair for the school counseling team at Jones College Prep High School in Chicago Public Schools (CPS). He has been actively involved in supporting and advocating on behalf of LGBTQA+ youth for many years.

During his undergraduate studies at Northwestern University, he worked at the campus LGBTQA+ student center in support of inclusive programming, resources and supports. During this time, he also worked with Chicago's LGBTQA+ About Face Theatre traveling to high schools in the Chicagoland area performing pieces related to LGBTQA+ youth homelessness.

While pursuing a Master's in School Counseling, Mr. Coleman began volunteering and consulting with the Illinois Safe Schools Alliance, a non-profit focused on LGBTQA+ legislative advocacy and the development of GSAs throughout the state. Once he graduated and became a high school counselor, he advocated for inclusive LGBTQA+ supports for his students, and became the sponsor for JonesPride, the LGBTQ+ student club on campus. Mr. Coleman also helped oversee the implementation of CPS district guidelines related to transgender and gender non-conforming youth and partnered with student leaders and staff to expand the comprehensive sexual health education curriculum to be LGBTQ inclusive.

In 2018, Mr. Coleman was named the "Illinois School Counselor of the Year" by the Illinois School Counselors Association and in 2019, "the National School Counselor of the Year" by the American School Counselor Association.



Josie Totah, Actor, Comedian, Singer and Writer

Josie Totah is an immensely talented actor, comedian, singer and writer with a gift for bringing dynamic characters to life. Totah has been recognized by numerous prestigious publications including being named to The Hollywood Reporter's Top 30 Stars Under 18, Teen Vogue's 21 Under 21, Out Magazine OUT100 and Seventeen Magazine's 6 Women Under 21 Who Are Changing the World.

Totah is most known for her starring role in NBC's comedy television series CHAMPIONS. The series focuses on a charismatic 15-year-old, 'Michael' (Totah), that is sent to live with his estranged father who is living the bachelor dream in New York City. Totah received critical acclaim for the role and was deemed the

breakout star of the series.

Totah can also be seen starring in Walt Disney Pictures' MAGIC CAMP, Columbia Pictures and Marvel Studios' SPIDER-MAN: HOMECOMING', in Chris Kelly's debut feature OTHER PEOPLE, and in Mark Rosman's family film TIME TOYS. In 2015, Totah starred in the final season of Fox's hit series GLEE as 'Myron Muskovitz', following her performance in Disney Channel's Kids' Choice nominated series JESSIE, for which Totah received a 2014 Young Artist nomination for Best Performance in a TV Series-Recurring Young Actor 10 and Under.

Prior, she starred in several notable television series including: CBS' Primetime Emmy nominated series 2 BROKE GIRLS, Fox's Golden Globe nominated comedy NEW GIRL, TV Land's Primetime Emmy nominated comedy THE EXES and Disney's Primetime Emmy nominated animation series SOFIA THE FIRST. She also starred in ABC's comedy BACK IN THE GAME.

In addition to her career in front of the camera, Totah is a television and film writer. At the age of 15, she sold her first television pitch to Universal Television/NBC. The single camera sitcom with the working title AUNT NANCY based on her real-life aunt. She is also working on new original project and scripts, and is currently attending film school at Dodge College at Chapman University.

#### **ENTERTAINMENT PROVIDED BY:**





**OneUp,** NBC's The Voice, Season 15 (Jerome Bell and Adam Bastien)





## Optional Late-Night Networking

9:00 - 10:00 p.m. | nFuse Restaurant, Bar & Lounge



#### **Hungry or Craving a Late-Night Beverage?**

If you are not ready for the night to end, head to nFuse Restaurant, Bar & Lounge for a drink or bite to eat. nFuse is located in the lobby of the Anaheim Marriott.

# Don't go to bed too late!

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

# **SATURDAY, FEBRUARY 16TH**

#### **Conference Registration Opens**

7:30 a.m. | Platinum Ballroom Foyer



#### **Breakfast Buffet**

7:30 - 8:30 a.m. | Platinum Ballroom Foyer

Scrambled Egg Station | Caramel Maple French Toast | Gruyere Leek Quiche | Chicken Sausage and Bacon | Granola Yogurt Parfaits | Cereal | Oatmeal | Seasonal Fruit | Pastries and Bagels | Fresh Juice | Coffee and Tea

#### **Saturday Plenary: Keynote Speakers**

8:30 - 9:45 a.m. | Platinum Ballroom Foyer



Sebastian Ontiveros National Director, Multicultural Business Alliance and Strategy Group & Senior Manager, Consumer Engagement | Toyota Motor North America, Inc.



**Dr. Beverly Hutton**Deputy Executive
Director of Programs
and Services, NASSP





Dr. Marguerite
Williams,
Sr. Director of
Equity and Diversity,
Association of
California School
Administrators,





Johanna Eager Welcoming Schools Director, Human Rights Campaign Foundation





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





#### Savannah Skyler, HRC Youth Ambassador

Savannah, 14, is the oldest of five. Savannah is known for her courageous story of coming out. A video of her speaking at church about being a lesbian went viral when her microphone was silenced. It became an instant inspiration worldwide. She hopes to spread awareness and create change within religious and LGBTQ intersecting communities. Savannah works with Encircle, a local LGBTQ center, PFLAG and local PRIDE fests. She has spoken at and been involved with LoveLoud. Savannah has written articles for both Out magazine and Project Contrast. She has had roles in several documentaries shedding light on the intersections of being Mormon and LGBTQ, including "Believer," "Room to Grow"

and "Savannah." Savannah's future goals are to continue advocating for LGBTQ humans, to find an amazing partner, to become an animator, to get involved in politics and to adopt dog babies.



#### Sameer Jha, HRC Youth Ambassador

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.





On Friday, Feb. 15, and Saturday, Feb. 16, conference attendees can go to Amazon for a FREE digital copy of *Read This, Save Lives* written by HRC Youth Ambassador, Sameer Jha. This educator's guide to making schools safer and more inclusive has reached #1 Bestseller on Amazon in multiple categories and has been endorsed by the American Library Association.

Sameer Jha will be signing printed copies for purchase in the ballroom foyer during the afternoon snack break on Sunday, Feb. 17, between 10:15 - 11:00 a.m.



THE BLACK

AIDS
INSTITUTE

**Thomas Davis,** Program Coordinator, the Black AIDS Institute, former HRC Youth Ambassador and former HRC HIV 360° Fellow

Thomas Davis is the creator of *The Catharsis Project*, a growing organization committed to creating safe spaces for young people living with and affected by HIV through dance, written and spoken word, visual art and film. He has spoken both nationally and internationally about his story empowering young people to take a stand in the fight against HIV stigma. Thomas is a former Youth Ambassador and HIV 360° Fellow with the Human Rights Campaign Foundation and is currently working as a program coordinator for The Black AIDS Institute.

#### Jazz and Jeanette Jennings, Stars of TLC's hit show, I Am Jazz



Jeanette Jennings is the proud mom of 18-year-old transgender activist Jazz Jennings. Jeanette and her family decided to share Jazz's story with Barbara Walters on 20/20 when Jazz was 6. Since then, she's been a fierce advocate for transgender youth. Jeanette spreads her message of unconditional love and acceptance through media and speaking engagements throughout the U.S. Jeanette is the President and co-founder of the Transkids Purple Rainbow Foundation which helps transgender youth. Her family filmed a documentary for Oprah's OWN network in 2011, called, "I am Jazz: A family in Transition." Currently, she and her family are the subjects of TLC's GLAAD Award-winning docu-series, "I am Jazz." Jeanette is a member of the HRC's Parents for Transgender Equality Council and moderator for the Parents of Transgender Children on Facebook. She often collaborates with HRC, GLAAD and The Trevor Project.

T L C

Jazz Jennings, star of the GLAAD Award-winning TLC series, "I Am Jazz," is an 18-year-old transgender teenager, an LGBTQ rights activist, YouTuber, author, and former HRC Youth Ambassador. She is one of the youngest publicly documented people to identify as transgender and the youngest person to become a national transgender figure. Jazz has accumulated numerous prestigious awards and honors throughout her lifetime, including TIME Magazine's Most Influential Teens, The Advocate magazine's "Top Forty Under 40", Teen Vogue's "21 under 21" list, The Trevor Youth Courage Award and HRC's Upstander Award to name a few. Jazz co-wrote the children's picture book "I Am Jazz" with Jessica Herthel, and authored her memoir, "Being Jazz: My Life as a (Transgender) Teen." Jazz and her family continue to participate in many projects with a goal to educate and spread the message of tolerance and acceptance for all trans kids.

# **My Personal Workshop Schedule:**

Saturday, February 16th		
Workshops A: (Workshop Title)	(location)	
Workshops B: (Workshop Title)	(location)	
Workshops C: (Workshop Title)	_(location)	
Workshops D: (Workshop Title)	_ (location)	
Sunday, February 17th		
Workshops E: (Workshop Title)	(location)	

#### **LGBTQ Youth Today: Findings From HRC's 2017 Youth Survey**

Human Rights Campaign

Location: Elite 1

This workshop will explore general results of HRC and UConn's 2017 youth survey. This data explores and highlights the experiences of over 17,000 LGBTQ young people ages 13-17 about their lives and challenges at home, in school and in their community. We will discuss the data itself, the implications of the findings and will brainstorm meaningful applications and recommendations that arise from the study.

Presenters: Liam Miranda, Senior Research Manager, Human Rights Campaign; Mark Lee, Senior Writer, Public Education and Research, Human Rights Campaign



#### Intersectionality: Teaching at the Intersections

Human Rights Campaign

Location: Elite 2

It is essential for educators to recognize all of their students' identities - both privileged and marginalized to create school systems and school climates that are equitable and create a sense of belonging so all students can thrive. In this workshop, participants will learn what intersectionality is and how to use it as a framework to serve all students, in particular, by recognizing students identities at the intersections - such as race, ethnicity, gender, ability, faith, sexual orientation and family structure. Participants will leave the workshop with practices that are affirming and welcoming for students' whole selves, so they can successfully ease into learning each day.

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



#### Creating Elementary Schools That Welcome All Genders Using the Welcoming Schools **Approach**

HRC's Welcoming Schools

Location: Elite 3

We know that all children benefit from a school climate that addresses gender role stereotyping and disrupts bullying around gender identity and expression. This workshop will provide participants with a brief overview of lesson plans, books and resources as well as concrete strategies to create an environment where all students thrive.

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



#### Out Educators: A Must for in Creating Safe Schools for All Students

National Education Association Location: Grand Ballroom C



One of the best ways to make schools safe for LGBTQ Students is to make sure that there are role models in schools that students can rely on. The best role models for students are out educators. Come to this workshop and learn how to create a safe and supportive work environment for LGBTQ educators.

Presenters: Frank Burger, high school teacher, Carman-Ainsworth Community Schools; Scott Miller, elementary school teacher, Santa Ana Unified School District



#### **Challenge Accepted: True Colors Community Challenge**

True Colors Fund

Location: Grand Ballroom D



This year, in honor of Pride month, communities around the country challenged themselves to train almost 3,000 people on LGBTQ youth homelessness throughout the month of June! Join this session to hear about the successes and hiccups of the first ever True Colors Pride Challenge, and learn how your community can participate in upcoming Community Challenges.

Presenters: Coco Wheeler, Program Officer, True Colors Fund; Christa Price, LMSW, Program Director, True Colors Fund

#### **Creating an LGBTQ-inclusive School Climate**

Southern Poverty Law Center Location: Grand Ballroom G

In this interactive workshop, Teaching Tolerance, will utilize its new "Best Practices Guide for Creating An LGBTQ-Inclusive School Climate" to help participants identify simple steps to create real change. Through the four key areas of policy checkup, classroom culture, instruction and family and community engagement participants will gain new tools and strategies for not only protecting LGBTQ students but supporting them and bringing their perspectives into the classroom. Free resources provided.

**Presenters: Stef Bernal-Martinez,** Teaching & Learning Specialist, Teaching Tolerance, Southern Poverty Law Center; **Jonathan Tobin,** Teaching & Learning Specialist, Teaching Tolerance, Southern Poverty Law Center

#### **Crisis Support with Trans Youth**

Trans Lifeline

Location: Grand Ballroom H

This workshop will focus on the findings of our trans mental health survey and general information about needs of trans youth based on Trans Lifeline's experiences and findings. Come discuss the suicide epidemic of trans youth, including both risk and protective factors. Sources will include the results of the Trans Mental Health Survey, conducted with the National LGBTQ Task Force, call data from the Trans Lifeline crisis hotline and overviews of the existing research in the field.

Presenters: Sam Ames, Interim Executive Director, Trans Lifeline; IV Staklo, Hotline Director, Trans Lifeline

#### The Hidden Minority: Helping Closeted and/or Invisible LGBTQ Students in Small or Rural Schools

Monson High School Location: Grand Ballroom J

LGBTQ students in small and rural schools face huge challenges in their identity and coming out process, if that is even possible during the high school years. In this session learn how counselors and other educators can become more informed about the challenges faced by these students and how to best provide information, support and encouragement. We will also discuss how to support a LGBTQ student living in a community which is not supportive or willing to publicly acknowledge these populations.

**Presenter: Robert Bardwell,** School Counselor & Director of School Counseling, Monson High School, and Board Director, National Association of College Admission Counseling

#### The Opposite of Bullying

University of Oregon: College of Education

Location: Grand Ballroom K

The presenters will share the 2018 Oregon report on bias-based bullying, harassment and exclusion of LGBTQ+ youth as a call for educational projects designed to improve the lives and educational experiences of LGBTQ+ youth. We will share resources on presenting LGBTQ+ youth as student leaders and equity/intersectionality framing questions. We will also share a framework for establishing a queer youth leadership summit, models for funding this work and examples of a dozen queer youth empowerment projects from the past decade. The workshop is interactive and attendees will be encouraged to develop a vision for similar work in their own community.

**Presenters: Dr. Julia Heffernan,** Master's Programs and Teacher Licensure Director, University of Oregon: College of Education; **Dr. Tina Gutierez-Schmich,** Equity Director, Bethel School District and faculty for University of Oregon: College of Education

#### **Pathways to Permanency: Dismantling Foster Care's Pipelines**

Los Angeles LGBT Center

Location: Orange County Ballroom 1

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, grasstops 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.

Presenter: Ariel Bustamante, Training & Coaching Manager, Los Angeles LGBT Center

# The Intersection of Race, (Trans)gender, Sexuality and Mental Health: Creating a LGBTQ+ Safe Space Through an Experiential Learning Perspective



Dr. Ron Holt, DO, MPA, FAPA

Location: Orange County Ballroom 2

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's Welcoming Schools will be discussed.

Presenters: Dr. Ron Holt, DO, MPA, FAPA, Board-Certified Psychiatrist; Sameer Jha, HRC Youth Ambassador

#### **Inviting Families as Fierce Advocates For LGBTQ+ Students**

Saint Paul Public Schools

Location: Orange County Ballroom 3

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 in public schools. Join in this workshop to learn and share strategies to engage and empower your LGBTQ+ students' allies at home. LGBTQ+ family leadership from a multi-racial, multi-cultural large urban school district will be shared.

Presenter: Clark Hoelscher, Program Specialist, Saint Paul Public Schools

#### Practicing Inclusion: Bringing LGBTQ History & Culture to the Classroom

**ONE Archives Foundation** 

Location: Orange County Ballroom 4

Explore best practices for including LGBTQ history and culture into your classroom! Acquire skills, activity ideas and access to online LGBTQ-inclusive lesson plans and primary sources on digital archival platforms. Additionally, you will formulate guiding questions for discussions around LGBTQ history and identities that are not available in textbooks. The attendees will also be provided with LGBTQ history lesson plans created by history and social science educators.

**Presenters: Erik Adamian,** Education & Outreach Manager, ONE Archives Foundation; **Nick Bihr,** Education & Outreach Assistant, ONE Archives Foundation

# Reminder:

Don't forget to complete CEU verification forms!



#### **Listening to Latinx Codes**

Human Rights Campaign

Location: Elite 1

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

Presenter: Lisbeth Melendez Rivera, Director of Faith Outreach & Training, Human Rights Campaign



# New Policy & Practice Assessment Tool for Organizations Serving LGBTQ Youth in Foster Care

Human Rights Campaign Foundation

Location: Elite 2

LGBTQ youth are over-represented in foster care and far too many of them enter systems that are failing to meet their needs. This workshop will cover the key policy and practice areas that organizations should focus on when working to improve the experiences and outcomes of LGBTQ youth and preview an organizational self-assessment tool to guide these efforts.

**Presenters: Alison Delpercio,** Director, All Children - All Families, Human Rights Campaign; **J.P. Regis,** Senior Manager, All Children - All Families, Human Rights Campaign



# The Teachable Moment: Skillfully Responding to Questions from Elementary Students about LGBTQ, Gender, and Family Topics

HRC's Welcoming Schools

Location: Elite 3

Can girls marry each other? Why don't the people in Javi's family match? Why is Phillip wearing a "girls shirt"? Welcoming Schools knows how challenging it can be to effectively respond to questions and comments from young students. As such, we have developed and will share resources with participants that offer examples of age-appropriate responses to common questions about LGBTQ, gender, and family topics. We will work together in this session to review and practice responses, so that you will feel prepared to address teachable moments throughout the school year.

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



#### A Social Justice Approach to Human Trafficking of LGBQ+ & Trans Youth

American Counseling Association Location: Grand Ballroom C



Two of the prominent social justice issues of our time are the oppression of sex/sexuality/affectionality/ gender minorities and human trafficking. Yet overlooked is how these two issues converge. LGBQ+ and Trans youth are among the populations most victimized by human sex trafficking. This presentation

will address why these individuals are at particular risk; methods and strategies for prevention; and opportunities for social justice which lower the risk of LGBQ+ and Trans youth being trafficked.

Presenter: Jared Rose, President, Association for Lesbian, Gay, Bisexual, & Transgender Issues in Counseling

#### conference PARTNER -2019

#### Suicide Prevention and Crisis Intervention for LGBTQ Youth with The Trevor Project\*

The Trevor Project

Location: Grand Ballroom D



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 with an emphasis on education and support for Trans/GNC young people.

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

#### Putting Youth First: Engaging Your Community and Advocating at the Local Level

The LGBT Center OC, Saddleback Unified School District, UC Irvine

Location: Grand Ballroom G



Youth First Orange County (YFOC) advocates for safe, inclusive and discrimination-free schools for Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ+) students. This coalition of parent and student advocates and local organizations came together to respond to religious-based bigotry and bullying that prevents implementation of supportive policies such as rights for transgender students and comprehensive sexual health education. We will share strategies and tools for community organizing, such as an LGBTQ Student Bill of Rights and how to engage at the local level to make sure our schools are working for and not against LGBTQ students.

Presenters: Laura Kanter, Director of Policy, Advocacy and Youth Programs, The LGBT Center of OC; Juli Stowers, M.A. Teacher, Saddleback Unified School District; Jessica Geyer, Parent Advocate, Youth First OC; Priya Shah Ph.D., Professor of Gender Studies, UC Irvine

#### When a Loved One Comes Out

PFLAG National

Location: Grand Ballroom H

Join PFLAG National to learn more about how allies and advocates can support LGBTQ+ youth as they come out, invite others in, and/or disclose their sexual orientation and/or gender identity. This session will help participants clearly communicate the power and impact of supportive families, schools, and communities for LGBTQ+ youth. Coming out stories shared with PFLAG National will help to illustrate how living authentically can have positive, long-term impacts on LGBTQ youth. Advocates will also learn about what they can do to celebrate LGBTQ+ youth and how to prepare others to react in a way that demonstrates support and understanding.

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

#### **Understanding and Showing Up for Intersex Human Rights**

InterACT: Advocates for Intersex Youth

Location: Grand Ballroom J



Intersex individuals have historically been rendered as socially and medically disordered, which has resulted in a body suspended in taboo and myth. This workshop explores the emergence of the intersex treatment model in the mid-twentieth century and the effects that medicalization has on lived experience. We will also be exploring how these systems violate the human rights of intersex people. Through critical analysis and personal narratives, we will illuminate the lived realities of intersex folk at the intersection of society, gender, and medicine, while offering attendees the means to engage in direct action to protect intersex human rights.

**Presenters: Amanda Saenz,** Youth Program Manager, InterACT: Advocates for Intersex Youth; **Jonathan Leggette,** InterACT Youth Member, HRC Youth Ambassador



#### Seen, Safe and Supported: Meeting the Needs of Transgender Students

Gender Spectrum

Location: Grand Ballroom K

Increasingly, transgender and other gender-expansive students are seeking to attend and be seen at school in their authentic gender. In approaching their schools however, they often encounter hesitation and/or fear. This workshop will focus on utilizing Gender Support Plans to identify concrete strategies to account for these vulnerable students' specific needs and challenges. After walking through the components of the GSP, the session will focus on specific approaches for implementing them in various contexts. With educators, students and caregivers all on the same page, an area fraught with uncertainty can become one of efficacy and collaboration.

Presenter: Joel Baum, Senior Director, Professional Development, Gender Spectrum

#### Let's Talk About It!: What Sexual Violence Looks Like and Means to LGBTQH Young People

National Sexual Violence Resource Center, Michigan Coalition to End Domestic & Sexual Violence Location: Orange County Ballroom 1

This workshop will introduce how sexual violence and lived experiences of trauma is a reality for many LGBTQH young people; and approach the conversation using language that LGBTQH young people identify with and are using when they are talking about what sexual violence looks like and means to them. This workshop will also integrate strategic conversation around how to build and maintain community relationships with participants' local rape crisis centers, and other community programs, to integrate healing services that will help to meet the needs of the most marginalized LGBTQH young people in our communities.

**Presenters: Taylor Teichman,** Online Resource Specialist, National Sexual Violence Resource Center; **Eric Stiles,** Associate Director, Michigan Coalition to End Domestic & Sexual Violence

#### **Developing Curriculum for Trans & QPOC Youth**

Time Out Youth Center

Location: Orange County Ballroom 2

Time Out Youth Center developed and implemented 10-week structured discussion groups to meet the growing demand of inclusive programming for transgender, non-binary, gender nonconforming 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 trans 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,** Director of School Outreach, Time Out Youth Center; **Parker Smith,** Assistant Director of School Outreach, Time Out Youth Center

#### LGBTQ+ Youth and Section 504 Plans: The Fine Line Between "Allowing" and "Accommodating"

National Association of School Psychologists

Location: Orange County Ballroom 3

There are a disproportionate number of students who are LGBTQ+ and receive accommodations through a Section 504 plan or special education services through an IEP. Why is this the case? Across the country, students are being identified as 'disabled' or 'impaired' by well-meaning school staff and other advocates to ensure equal access, but when is such appropriate and when is such necessary? This session will empower educators to serve as advocates for their LGBTQ+ students in a culturally competent way. Research consistently shows that one supportive person in an LGBTQ+ student's life can be life-changing and, at times, life-saving. Will you be that one?

Presenter: Amy Cannava, Chair, NASP LGBTQI2-S Committee

# RIGHTS

#### Living Beyond the Binary: A Panel Discussion with Non-Binary, Gender Fluid, and Gender-**Expansive Youth**

Human Rights Campaign

Location: Orange County Ballroom 4



As language around gender identity evolves, more and more young people are finding the terminology to express non-binary gender identities that have existed across populations for centuries. However, non-binary gender identities remain largely invisible and invalidated in a society structured around the binary identities of man and woman sometimes even within the trans community. All youth-serving professionals, from educators, to administrators, to healthcare and child welfare providers, can advocate for non-binary youth through simple practices of inclusivity and a commitment to listening. Join us for a panel discussion as non-binary HRC Youth Ambassadors of diverse lived experiences discuss identity, pronouns, transition, school, and navigating life at the intersection of multiple marginalized identities.

Presenter: Allison Turner, Deputy Press Secretary; Human Rights Campaign; HRC Youth Ambassadors



# **Luncheon Plenary with Keynote Speakers and Special Guests**

12:45 - 2:30 p.m. | Platinum Ballroom

Hummus and Pita Chips | Spinach, Romaine, Chickpea Salad | Orzo | Arugula, Sundried Tomato Salad | Roasted Chicken | Seasonal Vegetable Risotto | Fruit and Key Lime Tart | Coffee and Tea



Scott Sapperstein Assistant Vice President, Public Affairs, AT&T





Nathan R Monell Executive Director, National PTA

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Parent, Author and Activist



Jodie Patterson



**Immediately following the Luncheon** Plenary, purchase a signed copy of Jodie Patterson's book, The Bold World: A **Memoir of Family and Transformation** 



#### Lucas Segal, HRC Youth Ambassador

In high school, Lucas was 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." Lucas is now a college student.



#### Gia Parr, HRC Youth Ambassador

Gia is a 15-year-old high school sophomore, high honors student and athlete. She was the first to come out as transgender at her middle school after transitioning from male to female before the start of eighth grade. To let her classmates know, she and her parents sent a letter to the entire middle school. The response was overwhelmingly positive and supportive. It's a story Gia has shared in national media - People magazine, the New York Times and the Megyn Kelly Today Show - and in person as a founding Champion of The GenderCool Project, a national storytelling campaign that focuses on who transgender youth are rather than what they are. A founding member of her middle school's GSA

club and a member of the high school Peace Project, Gia is shifting the conversation around gender by being a model of positivity and achievement. By being her authentic self, she gives others permission to be theirs.



Nicole Cozier, Senior Vice President, Diversity, Equity & Inclusion, Human Rights Campaign



# Black Youth Voices: A Panel Discussion on Navigating Life at the Intersection of Race, Sexual Orientation, and Gender Identity

The HRC Foundation's new report on Black and African-American LGBTQ teens, based on data from our 2017 national survey, makes clear that the dual impact of both racism and anti-LGBTQ puts LGBTQ youth of color at disproportionate risk of bullying and harassment, depression and anxiety and lack of community support. Guided by Nicole Cozier, HRC's Senior Vice President of Diversity, Equity and Inclusion, this panel will feature four HRC Youth Ambassadors who identify as LGBTQ and Black or African-American, sharing stories and insights about their everyday lives at home, at school and in their broader community connections. Panelists will shine light on steps we can take to better support LGBTQ youth of color at various stages of development, in different systems of care, with a deeper understanding of all aspects of their self-identity.

Facilitated by: Nicole Cozier Panelists:



Justin Jones
HRC Youth
Ambassador



**MaKayla Humphrey** HRC Youth Ambassador



Ashton Mota HRC Youth Ambassador



Zimar Batista HRC Youth Ambassador

#### Workshops C: 2:45 - 4:00 p.m.



#### Youth, Faith, Spirituality and Social Justice from a Southern Perspective

Human Rights Campaign

Location: Elite 1



LGBTQ people of faith in the Southern U.S. are resilient and courageous. This workshop will focus on the experiences of a young queer person growing up in the South as a spiritual person. The workshop will utilize resources from many different faith traditions as we have a dialogue around faith, spirituality and social justice in hopes to uplift and empower the world around us.

**Presenters: Lisbeth Melendez Rivera,** *Director of Faith Outreach & Training, Human Rights Campaign;* **Roddy Biggs,** *HRC Youth Ambassador* 



#### Legal Rights of LGBTQ Youth in K-12 Public Schools\*

Human Rights Campaign

Location: Elite 2



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've 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 for LGBTQ youth. Join HRC Legal Director Sarah Warbelow in a review of how the law protects LGBTQ students.

Presenter: Sarah Warbelow, Legal Director, Human Rights Campaign



#### It's Elementary! Professional Development, Lesson Plans and Resources for LGBTQ Inclusive **Schools**

**HRC's Welcoming Schools** 

Location: Elite 3

What do you say to "That's So Gay"? How do you teach LGBTQ history to 8-year-olds? How do you talk about the complexity of families so everyone feels welcomed at your school? In this workshop we will highlight the abundance of resources available to elementary educators from the Welcoming Schools Program such as professional development, resources with age-appropriate responses about gender and LGBTQ topics and lesson plans that assist educators in creating inclusive school climates for all children and families.

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



#### Why NEA Cares About LGBTQ Students and Members

National Education Association Location: Grand Ballroom C

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

Presenters: Frank Burger, High School Teacher, Carman-Ainsworth Community Schools; Scott Miller, Elementary School Teacher, Santa Ana Unified School District



#### Suicide Prevention and Crisis Intervention for LGBTQ Youth With The Trevor Project\*

The Trevor Project

available to help LGBTQ Students and members.

Location: Grand Ballroom D 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 with an emphasis on education and support for Trans/GNC young people

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

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

National Association of School Psychologists

Location: Grand Ballroom G

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 youth.

Presenter: Amy Cannava, Chair, NASP LGBTQI2-S Committee

#### **Helping Young People Change the World**

National Center for Transgender Equality

Location: Grand Ballroom H

From DREAMers to Parkland students, young people are changing the world and using their stories as a powerful tool for advocacy and social change. This interactive workshop will prepare educators and other adult allies to work with young people and elevate their stories. In particular, we'll discuss the pros and cons of speaking publicly, the basics of sharing a personal story for advocacy, and tips for speaking with a potentially hostile audience. Workshop participants will be guided through a simple four-part template for sharing a personal story, with a focus on how to help young people call their audience to take action.

Presenter: Rebecca Kling, Education Program Director, National Center for Transgender Equality

#### **LGBTQ** Youth of Color in the Juvenile Justice System

National Center for Lesbian Rights

Location: Grand Ballroom J

The presenters will summarize the research documenting the significant overrepresentation of LGBTQ youth of color in the juvenile justice system, and the structural inequities contributing to these disparities. Participants will learn about strategies to increase support and acceptance of these youth in their families, schools, and communities, to promote their health and well-being and interrupt the pipelines into the justice system.

Presenters: Shannan Wilber, Youth Policy Director, National Center for Lesbian Rights; Carolyn Reyes, Youth Policy Counsel, National Center for Lesbian Rights

#### Changing the Discourse: Gender Inclusive Puberty and Reproductive Health Education (PRHE)

Gender Spectrum

Location: Grand Ballroom K

This session will provide a framework and tools to recognize and affirm the gender diversity of all students in health and sex education, with a focus on puberty and reproductive health. Research and rationale will be presented for addressing questions related to inclusive language and gender-segregated instruction. Participants will learn key principles applicable to any puberty or reproductive health program. Accounting for the needs of all students, while also attending to specific challenges facing vulnerable transgender and non-binary students, the session will engage participants in an active discourse that builds their capacity to deliver truly inclusive health and puberty instruction.

Presenter: Joel Baum, Senior Director, Professional Development, Gender Spectrum



#### Creating Supportive and Inclusive Environments for LGBTQ Students and Educators

National Association of Secondary School Principals

Location: Orange County Ballroom 1



The workshop session will feature school leaders who will share how they have created a safe and welcoming school climate for LGBTQ students, teachers, and other school staff. They will also share their strategies for engaging LGBTQ students and ensuring they have a voice in their school. Attendees will also have an opportunity to share how they are working with LGBTQ students and staff to lead learning and build culture in their own schools.

Presenters: Beverly Hutton, Ed.D., NASSP Deputy Executive Director, Programs & Services, National Association of Secondary School Principals; Chuck Puga, Principal, Smoky Hill High School (Aurora, CO); Julie Kasper, Assistant Principal, Century High School (Hillsboro, OR); Dustin Miller, Principal, Dublin Jerome High School (Dublin, OH); Dixie Rae Garrison, Principal, West Jordan Middle School (West Jordan, UT)

# Supporting the Health of Transgender and Gender Diverse Youth in Schools, Health Services, and Communities – Findings from CDC DASH

CDC Division of Adolescent and School Health, Oak Ridge Associated Universities

Location: Orange County Ballroom 2

Transgender and gender diverse youth face barriers to health and wellbeing in their schools, health systems, and communities. This workshop provides an overview of the CDC Division of Adolescent and School Health's work with transgender and gender diverse youth and protective factors. We will share results from a systematic review examining the scientific literature on individual, relationship, and community protective factors known to benefit the health and wellbeing of this population, and share the results of 33 qualitative interviews with transgender and gender diverse youth living in Atlanta detailing which protective factors best enable them to feel happy, healthy, and strong.

Presenters: Michelle Johns, Health Scientist, CDC Division of Adolescent and School Health; Jack Andrzejewski, M.P.H., Research Fellow, Oak Ridge Associated Universities; Lorin Boyce, I.C.F., Senior Associate, Oak Ridge Associated Universities

#### **Trans and Non-Binary Youth Panel - Beyond the Classroom**

TransFamily Support Services

Location: Orange County Ballroom 3

Transgender and non-binary youth deal with so much more than being denied bathroom access. Join us as a diverse group of trans and non-binary youth share their own experiences and hope for the future. Beyond statistics, what is it truly like to live in the shoes of a transgender or non-binary teen? Come learn directly from this diverse panel of youth and become a stronger advocate for change.

**Presenters: Kathie Moehlig,** Executive Director, TransFamily Support Services; **Al Johnson,** Board of Directors Intern, TransFamily Support Services



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

Human Rights Campaign

Location: Orange County Ballroom 4

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 with elected representatives to advance policies that positively affect LGBTQ young people as well as defending against harmful policy. Attendees will learn about the current policy landscape and strategies for how to

successfully engage with their elected representatives at all levels of government.

**Presenters: Jennifer Pike Bailey,** Senior Public Policy Advocate, Human Rights Campaign; **Hope Jackson,** Associate Regional Field Director, Human Rights Campaign

## Workshops D: 4:15 - 5:30 p.m.



#### Turning out for LGBTQ Youth of Color: Lessons from a National Survey of 6,300+ Youth

Human Rights Campaign

Location: Elite 1

In 2017, HRC conducted one of the largest ever surveys of American LGBTQ youth, engaging with more than 12,000 LGBTQ young people nationwide to study their experiences at home, in school, and in their communities. This data confirms what so many of us already know from our lived experiences: that youth of color face unique and significant challenges coming out and living openly as members of the LGBTQ community due to the harmful intersection of racism, misogyny, and anti-LGBTQ biases.

Workshop participants will have the opportunity to hear from the HRC team that conducted the research as well as engage with a diverse panel of youth-serving professionals and youth leaders. Participants will leave the workshop with a better understanding of the research surrounding LGBTQ youth of color, strategies for elevating and supporting young queer people, and a critical lens through which to inform their own intersectional advocacy and activism.

**Presenters: Mark Lee, Senior Writer,** Public Education and Research, Human Rights Campaign; **Rishard Butts,** HBCU Program Coordinator, Human Rights Campaign



#### Legal Rights of LGBTQ Youth in K-12 Public Schools\*

Human Rights Campaign

Location: Elite 2



youth are more than two times as likely as non-LGBTQ youth to say they've 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 for LGBTQ youth. Join HRC Legal Director Sarah Warbelow in a review of how the law protects LGBTQ students.

The deck is stacked against young people growing up LGBTQ in American public schools. LGBTQ

Presenter: Sarah Warbelow, Legal Director, Human Rights Campaign



#### Play To Win: Improving the Lives of LGBTQ Youth In Sports

Human Rights Campaign

Location: Elite 3

Join LGBTQ athletes and advocates for a special look at the state of research, culture, and policy as it pertains to supporting young LGBTQ athletes. The exclusion of LGBTQ youth in sports through negative attitudes, problematic policies, and lack of education causes queer athletes to miss out on character-building lessons and benefits that athletics provides. Whether you're a coach, a PE teacher, an athlete, or a fan – this workshop will provide concrete recommendations that you can implement anywhere to make your athletic community more inclusive

Presenter: Liam Miranda, Senior Research Manager, Human Rights Campaign



of all athletes.

#### A Panel Discussion with OUT LGBTQ Staff

National Education Association Location: Grand Ballroom C

Location: Grand Ballroom C

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,** High School Teacher, Carman-Ainsworth Community Schools; **Scott Miller,** Elementary School Teacher, Santa Ana Unified School District



#### **Advancing LGBTQ Inclusion and Equity Strategies**

YMCA of the USA, Biden Foundation

Location: Grand Ballroom D

This workshop, co-led by YMCA of the USA (Y-USA) and the Biden Foundation, will focus on cross-sector collaboration and organizational capacity building to develop the strategies to advance LGBTQ inclusion and equity and address the critical social issues impacting the LGBTQ community. The session includes key learnings and best practices from the first cohort of the LGBTQ Inclusion and Equity initiative (which was developed as a partnership between Y-USA and the Biden Foundation).

Presenters: Jamie Umanzor, Manager, LGBTQ Inclusion & Equity, YMCA of the USA; Chad Nico Hiu, Director of Diversity & Inclusion, YMCA of the USA; Emily Hecht-McGowan, Director for LGBTQ Equality, Biden Foundation; Thomas Hudson, Biden Foundation; Bev Capps, Heart of the Valley YMCA; Lydia Thacker, YMCA of Metro Atlanta

#### Moonlight: Providing Affirming HIV Prevention to Black & Latino Young Gay Men

Advocates for Youth

Location: Grand Ballroom G

While there have been tremendous breakthroughs in both HIV prevention and treatment, young Black and Latino gay men continue to meet challenges when accessing supporting. This workshop will highlight an evaluated curriculum specifically designed for Black and Latino YMSM. Through interactive activities, participants will be provided an overview of the curriculum and how to implement the curriculum.

**Presenters: Louie Ortiz-Fonseca,** *Director, LGBTO Health & Rights, Advocates for Youth;* **Armonte Butler,** *LGBTO Health & Rights Manager, Advocates for Youth* 

#### Engaging Queer and Trans Youth of Color in Educator Professional Development and Community Events

Minnesota Transgender Health Coalition, Hamline University

Location: Grand Ballroom H

Featuring Queer and Trans Youth of Color in professional development and school/community partnerships allow their needs to be centered in conversations about best practices in public schools. This workshop will describe the integration of the Minnesota Transgender Health Coalition's arts-mentoring programs for QTYOC within Welcoming Schools' educator events. Presenters will share past and upcoming examples of successful partnerships, provide a framework for collaborating with local LGBTQ organizations, and hold a discussion with participants around the successes and challenges of this approach.

Presenters: Roxanne Anderson, Executive Director, Minnesota Transgender Health Coalition; David Edwards, Professor, Hamline University; Quinn Villagomez aka Shimmer, Secretary, Minnesota Transgender Health Coalition

#### Pansexual, Fluid, Queer? Getting Bi+ Youth\*

Saint Paul Public Schools Location: Grand Ballroom J



From David Bowie to Janelle Monáe, "bisexual lighting" is turned up! 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 false binaries of sexual orientation. 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: Clark Hoelscher, Program Specialist, Saint Paul Public Schools

#### Working with Transgender & GNC Youth: Considerations for Medical Intervention

Children's Hospital Los Angeles Location: Grand Ballroom K

The number of Transgender and Gender diverse youth presenting to health and mental health care providers is increasing. In 2017, it was estimated that 0.7% of youth ages 13 to 17 identified as transgender, however, most agencies do not address the needs of these youth and young adults. Most providers are aware of the high prevalence of suicidality, self-harm, but can be unsure of how to provide useful interventions. This lecture will address the needs of this population and ways in which a multi-disciplinary approach provides best outcomes. This presentation will also go over the different medical and social ways in which individuals can transition and provide an overview of considerations when working with youth and young adults.

Presenters: Bianca Salvetti, MSN, CNS, CPNP, Nurse Practitioner, Children's Hospital Los Angeles; Jordan Held, MS, MSW, Psychotherapist, Children's Hospital Los Angeles

\*Workshop Repeats During Workshops E



# Don't forget our film screenings tonight! More information on the next page.



#### **Protecting LGBTQ Youth from Conversion Therapy**

National Center for Lesbian Rights, Human Rights Campaign Location: Orange County Ballroom 1

Few practices endanger the mental health of LGBTQ youth more than conversion therapy. Yet there are still mental health providers who try to change the sexual orientation or gender identity of queer/trans

youth, despite conversion therapy being denounced as ineffective and potentially harmful by every major medical and mental health association in the country. Join national experts on ending conversion therapy in a conversation about the fraudulent practices and the efforts being made to end them. And learn what child-serving professionals can do to help protect LGBTQ youth from conversion therapy.

**Presenters: Carolyn Reyes,** Senior Youth Policy Counsel, National Center for Lesbian Rights; **Xavier Persad,** Senior Legislative Counsel, Human Rights Campaign

#### Gender Inclusion for Trans Youth of Color (Film Screening with Q&A)

Youth & Gender Media Project, Los Angeles Unified School District Location: Orange County Ballroom 2

We will screen the documentary Becoming Johanna, about a trans Latina who graduates and thrives with the help of an LA USD school, her principal and a foster family who loves her. Following the screening, the filmmaker, Johanna and her former school principal Deb Smith, will discuss effective trans-inclusive practices and policies to make schools more welcoming.

Presenters: Jonathan Skurnik, Filmmaker and Educator, Youth & Gender Media Project; Johanna Clearwater, Transgender Youth Advocate; Deb Smith, Principal, Los Angeles Unified School District



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

Human Rights Campaign

Location: Orange County Ballroom 3

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.

Presenter: Ellen Kahn, Director, Children Youth and Families Program, Human Rights Campaign Foundation

#### **Breaking the Silence - A Workshop for Supporting LGBTQ+ Youth**

Carlsbad Unified School District Location: Orange County Ballroom 4

A student led panel discussion focused on practical ideas for classroom teachers, counselors, and administrators looking to support LGBTQ+ middle and high school students. Handouts will be provided covering topics such as terminology, school climate surveys, LGBTQ+ students and the law.

**Presenters: Kurt Dearie,** High School Teacher -GSA Advisor, Carlsbad Unified School District; **Krista King,** GSA Teacher Advisor, Carlsbad Unified School District





#### **Complimentary Gourmet Popcorn: Natural Butter, Caramel and Chocolate Drizzle**



ROOM TO GROW, a Revry® Original Film and Q&A

ROOM TO GROW chronicles the lives and stories of seven LGBTQ+ teens and families in the cities across the country, offering an up-close and intimate glimpse into their daily lives as they endeavor to find an identity that fits and a place in their communities. ROOM TO GROW shows just how important it is for LGBTQ+ teens to receive the support they need at home, at school, at church, and in the world to reach their full potential. The film is making waves in the 2018 film festival circuit, receiving an award at the New York and Palm Springs LGBTQ Film Festivals. Learn more at moreroomtogrow.org.

A live Q&A session with the filmmakers and cast members will immediately follow the film screening.

Jon Garcia, Director/Producer, Revry; Damian Pelliccione, Producer, Revry, and Several Cast Members





#### **Optional Late-Night Networking**

9:00 - 10:30 p.m. | nFuse Restaurant, Bar & Lounge (lobby bar)



#### **Hungry or Craving a Late-Night Beverage?**

If you are not ready for the night to end, head to nFuse Restaurant, Bar & Lounge for a drink or bite to eat. nFuse is located in the lobby of the Anaheim Marriott.

# **SUNDAY, FEBRUARY 17TH**

#### **Conference Registration Opens**

8:00 a.m. | Platinum Ballroom Foyer

**Youth Attendance:** HRC Foundation, in partnership with the LGBT Center Orange County, 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!





#### **Breakfast Buffet**

8:00 - 9:00 a.m. | Platinum Ballroom Foyer

Scrambled Egg Station | Caramel Maple French Toast | Gruyere Leek Quiche | Chicken Sausage and Bacon | Granola Yogurt Parfaits | Cereal | Oatmeal | Seasonal Fruit | Pastries and Bagels | Fresh Juice | Coffee and Tea



#### **Hotel Checkout on Sunday, February 17**

The Anaheim Marriott has a strict check out time of 12:00 p.m. Check with the Bell Desk about options to store your luggage until the conclusion of the conference.

#### **Navigating Family Rejection Based in Religious Beliefs**

FreedHearts Location: Elite 1

The impact of faith-based family rejection on the lives of LGBTQI people, especially youth, is tragic, from experiences with homelessness, conversion therapy, suicide, abuse and/or self-harm. How do we help people respond to family rejection that is rooted in religious beliefs? Join Susan Cottrell, former evangelical church leader, theologian, acclaimed author, mother of five (two are LGBTQI) and actively affirming advocate, whose recent TEDx talk has gone viral, as she exposes the core issues of faith-based family rejection, deconstructs the common arguments and talks about how we can best help those on the receiving end of family and community rejection.

Presenter: Susan Cottrell, Founder and President, FreedHearts



#### Mental Health Impacts of Bullying, Isolation, and Minority Stress

Human Rights Campaign

Location: Elite 2



RIGHTS In this workshop we will be discussing trauma and its effects on mental health in LGBTQ individuals. We will be looking at the relationship between bullying/other socially isolating factors with current issues that face the LGBTQ community that are not addressed by the mainstream push towards equality in marriage and work, such as HIV/AIDS, homelessness, and mental health issues such as depression, anxiety, and suicide all of which are extremely prevalent in the LGBTQ population.

Presenters: J.P. Regis, Senior Manager, All Children - All Families, Human Rights Campaign; Jacob Kantor, Youth Ambassador, Human Rights Campaign; Zachary Mallory, Youth Ambassador, Human Rights Campaign; Roddy Biggs, Youth Ambassador, Human Rights Campaign; Justin Jones, Youth Ambassador, Human Rights Campaign; Sean Bender-Prouty, Youth Ambassador, Human Rights Campaign



#### WORKSHOP FOR YOUTH ATTENDEES: Youth Empowered to Act: Building a Queer Youth-led **Movement in Orange County**

The LGBT Center Orange County

Location: Elite 3

Youth Empowered to Act (Y.E.T.A.) is a coalition of LGBTQ and allied young leaders working to create safer, supportive and intersectional spaces to engage in advocacy and social justice. Youth will talk about youth leadership and working together to make schools safe, supportive and nondiscriminatory environments where ALL youth can learn, dream and achieve. Youth will discuss youth-led Safe Zone campaigns, GSA partnerships, conducting Know Your Rights presentations to educate their peers, teachers, administrators, parents and community members about LGBT student rights and school laws and organizing school and community events.

Presenters: Tony Ortuño, Youth Program Coordinator, The LGBT Center Orange County; Alexandria Lomeli, YETA Leader, The LGBT Center OC; Paula Guerra, YETA Leader, The LGBT Center OC; Esmeralda Michel, YETA Leader, The LGBT Center OC; Melanie Michel, YETA Leader, The LGBT Center OC



#### **Empowering Families to be Allies and Advocates**

American Counseling Association Location: Grand Ballroom C



LGBTQ youth face many challenges from the ongoing coming out process to barriers at school and the workplace. Parents, siblings, extended family and families of choice can assist through acceptance, awareness and advocacy. Acceptance strategies include being supportive and consistent in interactions post-coming out. Families can increase awareness and mitigate risk factors such as bullying, depression, anxiety, substance use, self-harm and suicide. In addition to promoting positive coping strategies, families can advocate for youth in their own family, school and community. Strategies related to acceptance, awareness and advocacy will be provided for families of LGBTQ children, adolescents and emerging adults.

Presenter: Simone Lambert, President, American Counseling Association

# The Land of Confusion: Understanding the Law, Students' Rights, and Best Practices for Supporting Trans Youth

Equality Texas, National Center for Transgender Equality

Location: Grand Ballroom D

This workshop will teach attendees about basic rights transgender, non-binary, and gender nonconforming youth have in schools, including the state of Title IX and other legal protections for trans students in this age of new and confusing lawsuits. On a practical level, we will discuss daily best practices schools can employ to support students who are exploring their gender identity, want to transition during the school year, or who have already transitioned. We will also present the "Stories and Numbers" project, a new online tool for accessing resources related to the safety and well-being of LGBTQ youth in Texas schools and to orient school personnel to the resources covered on the website.

**Presenters: Debi Jackson,** Digital Communications Coordinator, Equality Texas; **Rachel Gonzales,** Education and Resource Coordinator, Equality Texas

#### **Exploring Your Natural High, What Do Substances Have to Do with Me?**

Los Angeles LGBT Center Location: Grand Ballroom G

This workshop explores the culture of alcohol and drugs associated with the LGBTQ community. Whether you have experimented with substances, heard or seen your peers, family, or other people in your life drinking and using drugs, it is a common question to ask: Why is this a part of our community when there are many other parts of life? This workshop will offer an open conversation about substances, development, and explore alternatives to drinking and using substances.

**Presenters: Mike Freeman,** CAN Program Supervisor, Los Angeles LGBT Center; **Cam Molina,** Youth Advocate, Los Angeles LGBT Center; **Jennifer Bobadilla,** Youth Advocate, Los Angeles LGBT Center

#### The Basics of Bootcamp: Understanding Today's Prospective LGBTQ+ Military Recruits

The American Military Partner Association

Location: Grand Ballroom H

Over the years as many policies have been implemented to be inclusive for all servicemembers, especially those in the LGBTQ+ community, a single tweet derailed some as well. This workshop will focus on the current landscape and climate for LGBTQ+ youth who are interested to serve in the U.S. Military. Questions such as if it is a safe and inclusive environment that promotes today's modern military service members will be discussed and many lingering questions will be answered.

Presenter: Jennifer Dane, Diversity and Inclusion Policy Analyst, The American Military Partner Association

#### Pansexual, Fluid, Queer? Getting Bi+ Youth\*

Saint Paul Public Schools Location: Grand Ballroom J



From David Bowie to Janelle Monáe, "bisexual lighting" is turned up! 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 false binaries of sexual orientation. 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: Clark Hoelscher, Program Specialist, Saint Paul Public Schools

# Affirmative Parenting Practices to Help Improve Health and Well-Being for Gender-Diverse Children and Youth

Gender Spectrum

Location: Grand Ballroom K

The impact that caregivers have on the health and wellness of their gender diverse child cannot be overemphasized. Data is clear that the single most important factor in a transgender or non-binary young person's wellbeing is the degree to which they perceive parental support. But what does such affirmation look like? This session will share principles of affirmative parenting and discuss strategies for employing them even as parents address their own questions, uncertainties and fears. With this information in place, participants will leave with a newfound knowledge and skills they can apply to support the gender diverse young people in their lives.

Presenter: Lisa Kenney, Executive Director, Gender Spectrum

#### **Innovative Outreach to Engage Transwomen and GNC Persons**

APAIT/SSG

Location: Orange County Ballroom 1

The presentation will examine new strategies in culturally competent appropriate prevention and education for the transgender and gender non-conforming communities. It will introduce innovative outreach strategies to transgender sex workers and individuals who experience homelessness via The Midnight Stroll, and learn new approaches to reaching these vulnerable populations. Workshop attendees will learn how to engage their local representatives, build a strong foundation in building ally-ship with community based organizations, and bring services directly to these communities at a real "meeting them where they are at" approach.

Presenters: Jazzmun Crayton, Health and Policy Coordinator, APAIT/SSG; Gabriela Leon, Associate Director, APAIT; Addison Rose Vincent, HOPE Risk Reduction Counselor, APAIT/SSG

#### How to Use Media to Uplift, Empower, and Connect LGBTQ+ Youth

It Gets Better Project

Location: Orange County Ballroom 2

FACTS ARE FACTS: It Gets Better® stories have the power to connect and engage communities. That's why the It Gets Better Project produces and partners on films, videos, books, and more - as well as free-for-download EduGuides to accompany them - that inspire and empower LGBTQ+ youth, and that are ideal for group spaces and events where empathy and inclusivity are encouraged. So come join us, and learn how you can bring inspiring LGBTQ+ stories into your classroom!

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

#### Ready, Set, Go: Preparing TGNC Students for the Workplace & Beyond

TransCanWork LLC

Location: Orange County Ballroom 3

The role of educators is more than teaching academics. It also includes preparing students for future employment. In order to be successful in the modern workplace, students must learn innovation, creativity, self-confidence, collaboration, and problem-solving. These elements often look different for transgender, non-binary, and gender non-conforming students as they navigate varying aspects in employment. Join us as we explore the concrete ways educators can support and prepare TGNC students to thrive in both their personal and professional lives.

Presenter: Rex Wilde, Program Director, TransCanWork LLC

#### Report Findings: LGBTQ Inclusive Policies and Programs in California Unified School Districts

Equality California

Location: Orange County Ballroom 4

California has been at the forefront of passing legislation aimed at making California schools safer, more affirming, and more inclusive for LGBTQ students. While certain district officials report that they've made great strides, other districts report that much work remains to be done in their school districts. This workshop will highlight the findings of Equality California's newly launched report which examines some of the successes and challenges California school district officials report they experience when implementing LGBTQ inclusive programs and policies. Participants will learn about California laws that are designed to help LGBTQ students, how the community can hold the education system accountable for implementing these laws, and how our experience in California can be replicated in other states. This report is an educational resource to improve school climate for LGBTQ students across California.

Presenter: Robbie Rodriguez, Program Director, Equality California





#### **Networking Snack Break**

10:15 - 10:55 a.m. | Platinum Ballroom Foyer

Join fellow attendees and exhibitors for a quick snack, and beverage before heading to the Closing Plenary in the Platinum Ballroom.

Flavored Gourmet Popcorn | Trail Mix | Soft Pretzels | Soft Drinks & Bottled Waters | Coffee and Tea





Between 10:15 - 11:00 a.m. attendees can purchase a signed copy of Read This, Save Lives written by HRC Youth Ambassador, Sameer Jha. This educator's guide to making schools safer and more inclusive has reached #1 Bestseller on Amazon in multiple categories and has been endorsed by the American Library Association.

#### Closing Plenary 11:00 a.m. - 12:30 p.m. | Platinum Ballroom



Rep. Mark Takano



**Quinton Peron** NFL Cheerleader, Los Angeles Rams



Angel Bonilla First Transgender Contestant, NBC's The Voice





#### Dolores Huerta, President, Dolores Huerta Foundation

Dolores Huerta is a civil rights activist and community organizer. She has worked for labor rights and social justice for over 50 years. In 1962, she and Cesar Chavez founded the United Farm Workers Union. She served as Vice President and played a critical role in many of the union's accomplishments for four decades. In 2002, she received the Puffin/ Nation \$100,000 prize for Creative Citizenship which she used to establish the Dolores Huerta Foundation (DHF). DHF is connecting groundbreaking community-based organizing to state and national movements to register and educate voters; advocate for education reform; bring about infrastructure improvements in low-income communities; advocate for greater equality for the LGBT community and create strong leadership development. She has received numerous awards: among them The Eleanor Roosevelt Humans Rights Award from President Clinton in 1998. In 2012 President Obama bestowed Dolores with The Presidential Medal of Freedom, the highest civilian honor in the United States.



### Zimar Batista, HRC Youth Ambassador

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 LGBTQ 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. In 2017, Zimar became the first gay student ambassador at

Marymount University. Now Zimar is a junior at American University, pursuing a career in the field of Public Service with the long-term goal of becoming a foreign service officer.



### Sam Moehlig, HRC Youth Ambassador

Sam Moehlig is a San Diego native and a youth leader in the transgender community. He has learned to overcome not only the challenges of being trans, but also growing up with a disability, having been born with Fetal Alcohol Syndrome. Sam serves as a youth ambassador for TransFamily Support Services in San Diego, and he is often the first trans youth that others talk to when they come out. Sam works with many youth and their parents, guiding them on their gender journeys. His transition is the subject of the Emmy Award-winning documentary "A Transgender Teen's Journey: Sam's Story." Sam is a competitive gymnast and a third degree

black belt in Taekwondo. Sam is committed to educating folks on acceptance and equality for all.



### Nicole Talbot, HRC Youth Ambassador

Nicole Talbot is a 16-year-old musical theater actress with Broadway aspirations. She is an Actor's Equity Candidate (EMC) with 35 professional and community theater productions to her credit. Nicole transitioned to living authentically as female in February 2015. She is a passionate advocate for transgender youth and for the rights of transgender people in her home state and nationally. She was recently featured in documentaries produced by NowThis and Them. She was also featured in several campaign promotional videos for Freedom for All Americans to advance non-discrimination protections in Massachusetts. She performed the National Anthem

in front of 19,000 Boston Bruins fans for the NHL's "Hockey is for Everyone" campaign and is a finalist to perform with the Bruins for the 2018-2019 season. Nicole is a founding Champion of the GenderCool Project which is a national campaign designed to change the narrative about transgender youth to focus on who they are instead of what they are. Nicole has conducted countless media interviews for many major national outlets including the New York Times and Megyn Kelly Today. Nicole loves musical theater, shopping and hanging out with friends. She transitioned when she was 13 with an extremely supportive mother and an unsupportive father. Through her journey, Nicole has done the best she can to make the country a better place for the LGBTQ community.

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



### **E.J. Johnson,** Television and Fashion Personality

Television and fashion personality E.J. Johnson has quickly established himself as one of the most sought-after talent in Hollywood. In 2014, E.J. made his television debut on El's hit reality TV series Rich Kids of Beverly Hills. As a standout character, he won over viewers everywhere as fans touted "EJ-isms" over social media. In 2016, his spin-off series EJNYC debuted on El as camera's followed his bold personality and incomparable style to the big apple.

His popularity and great sense of fashion garnered the attention of top media outlets. E.J. has graced the pages of numerous magazines including The NY Times, Teen Vogue, Out, People and Flaunt among others.

A vocal advocate for social causes, he has partnered with True Colors Fund, an organization that is dedicated to ending homelessness among LGBT youth.

E.J. currently divides his time between Los Angeles and New York.



### Adam Rippon, Olympic Figure Skater

Artist. Athlete. Activist. Adam Rippon is a combination of all three. One of the most dramatic figure skaters on the planet, Adam won the hearts of America and the world at the 2018 Winter Olympics. Known for his refreshing candor and wit, his rise to fame on the global stage has provided him with a platform to speak out in support of LGBTQ rights and the freedom to be oneself.

Adam was named to the TIME 100 List of Most Influential People and OUT Magazine's Power 50: The Most Influential Voices in LGBTQ America. He was a judge on the inaugural season of Dancing with the Stars (DWTS) Juniors, after having won the DWTS: Athletes Mirrorball Trophy. He had a cameo appearance on Will & Grace; was a guest on Samantha Bee's Christmas on I.C.E. and hosted RuPaul's RuVeal of the Season 11 cast. Adam has also made appearances on TODAY, The Ellen Show, The Late Show with Stephen Colbert, Good Morning America, The View and Live with Kelly and Ryan among others.

In 2015, he the bold decision to come out publicly in an interview with SKATING magazine which led him to become the first openly gay athlete to represent the U.S. in Olympic competition.

### **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 2.

### Panel Discussion: Openly LGBTQ Individuals Thriving in the Workplace

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.

Facilitated by: Sammy Van Den Berg, Assistant Project Manager, Employee Engagement and Social Impact, Adidas Panelists include openly LGBTQ employees from:









### **CO-PRESENTING TIME TO THRIVE**







### PRESENTING SPONSORS







### **GOLD SPONSOR**



### SILVER SPONSOR



### **BRONZE SPONSORS**

















### **COMMUNITY SUPPORTERS**







### **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 HCR's Time to THRIVE Conference. Together, we can provide educators with the resources they need to help LGBTQ youth thrive in and out of school."



- Lily Eskelsen 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."





### 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



Educators do God's work. The National Black Justice Coalition is proud to support the efforts of Time To THRIVE to ensure we are all better at supporting the learning and development of our LGBTQ/same-gender-loving students."



- David J. Johns, Executive Director, National Black Justice Coalition, PACT Partner



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



At the Y we are committed to serve all segments of society, to build bridges between communities and to advance social inclusion and equity for all. We are honored to work alongside the Human Rights Campaign Foundation in support of the annual Time to THRIVE Conference and our shared goal of ensuring that all LGBTQ+ youth feel safe and welcome and are able to reach their fullest potential with dignity and love."



- Chad Nico Hiu, Director, Diversity & Inclusion, YMCA of the US

### THANK YOU TO OUR WORKSHOP PRESENTERS!

Advocates for Youth

American Counseling Association

APAIT/SSG

**Biden Foundation** 

Carlsbad Unified School District

CDC Division of Adolescent and School Health

Children's Hospital Los Angeles

**Equality California** 

**Equality Texas** 

FreedHearts

Gender Spectrum

Hamline University

Welcoming Schools

Human Rights Campaign

InterACT: Advocates for Intersex Youth

It Gets Better Project

Los Angeles LGBT Center

Los Angeles Unified School District

Michigan Coalition to End Domestic & Sexual Violence

Minnesota Transgender Health Coalition

Monson Public Schools

National Association of School Psychologists

National Association of Secondary School Principals

National Center for Lesbian Rights

National Center for Transgender Equality

National Education Association

National Sexual Violence Resource Center

Oak Ridge Associated Universities

**ONE Archives Foundation** 

PFLAG National

Revry

Saddleback Unified School District

Saint Paul Public Schools Southern Poverty Law Center

The American Military Partner Association

The LGBT Center Orange County

The Trevor Project

Time Out Youth Center

Trans Lifeline

TransCanWork LLC

TransFamily Support Services

True Colors Fund

**UC** Irvine

University of Oregon: College of Education

YMCA of the USA

Youth & Gender Media Project

### THANK YOU TO OUR EXHIBITORS!

Act Against AIDS

American Counseling Association

AT&T LEAGUE

**BBVA Compass** 

CenterLink

**Dolores Huerta Foundation** 

Fay School

Fielding Graduate University

FreedHearts

Gay Pride Bow Ties

Gender Spectrum

GLSEN

Human Rights Campaign

Matthew Shepard Foundation

National Association of School Psychologists

National Center for Lesbian Rights

National Education Association

New Day Film

Nonprofit Leadership Alliance

PFLAG National

Planned Parenthood Orange & San Bernardino Counties

The Black AID Institute

The California Association of School Counselors

The Change Project

The Trevor Project

Toyota

TransCanWork

TransFamily Support Services

True Colors Fund

Truth Initiative

### THANK YOU TO OUR CONFERENCE PARTNERS!











# TIME TO THRIVE

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

### **SAVE THE DATE!**

THE HUMAN RIGHTS CAMPAIGN FOUNDATION AND OUR CO-PRESENTING CONFERENCE PARTNERS ARE EXCITED TO PRESENT **TIME TO THRIVE, THE 7TH ANNUAL NATIONAL CONFERENCE** PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR LGBTQ YOUTH ... EVERYWHERE!

### WASHINGTON, D.C. FEBRUARY 14-16, 2020

RENAISSANCE WASHINGTON DC DOWNTOWN

### PROFESSIONAL DEVELOPMENT OPPORTUNITY



### Previous conference speakers and special guests

### FACTS YOU SHOULD KNOW ABOUT LGBTQ YOUTH

HRC Foundation and University of Connecticut's 2017 landmark research shows us some of the most pressing issues facing our youth today.

Only Conly

of LGBTQ youth always feel safe in their classrooms 270/<sub>0</sub>

of LGBTQ youth are comfortable talking to their school counselor about questions related to their LGBTQ identity



590/n

of LGBTQ youth have access to a GSA or similar support group 10<sup>0</sup>/<sub>0</sub>

of LGBTQ youth often hear their family express pride in their LGBTQ identities



We are making progress on the road to legal equality, yet young LGBTQ people in America still face dramatically heightened rates of discrimination in school, at home and within their community. The impact of family rejection, bullying and the messages they hear about being LGBTQ weigh heavily on our youth. By engaging a broad audience of youth-serving professionals, including K-12 educators, parents and families, mental health providers, pediatricians, religious leaders, recreational athletic coaches and youth development staff (Boys and Girls Club, YMCAs, scout leaders, etc.), we can create spaces in which LGBTQ youth are affirmed, supported and have the ability to thrive.

Time to THRIVE provides a comprehensive professional development opportunity for youth-serving professionals to build awareness and cultural competency, learn current and emerging best practices and gather resources from leading experts and national organizations in the field. The conference is strongly committed to an intersectional approach in all conversations, workshops and keynotes.

### REGISTRATION OPENS SUMMER 2019 WWW.TIMETOTHRIVE.ORG



**CO-PRESENTED BY:** 









COMMUNITY JOURNAL STIGMA OF STIGMA O

### Life isn't perfect.

We all face ups and downs and sometimes we need some extra help in our corner.

Counselors are everywhere, helping people on their journey to wellness.

If you could use a partner for your journey, a counselor can help.

The American Counseling Association is the largest organization of counseling professionals in the world.

Our mission, and the mission of our 54,000+ members, is to ensure that everyone has access to the quality, ethical, culturally inclusive counseling and mental health services they need to thrive.

Search **#CounselorsHelp** on social media or visit *counseling.org* for more information.



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AS YOU ARE

A Family and Community
Acceptance Campaign

No matter who you are or who you love, you deserve to be safe and affirmed #AsYouAre.



Learn more:

go.bidenfoundation.org/AsYouAre

# 20% CASC

### Time To Thrive Conference Special

Are you a CASC Member? Have you intended on becoming a member and keep putting it off? Whether renewing or joining... now is the time to enroll and save! Valid through February 19, 2019

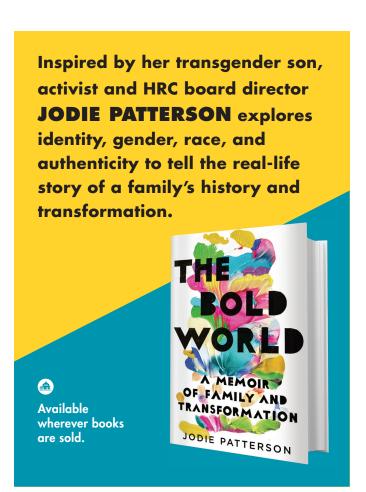
MEMBERSHIP

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The California Association of School Counselors www.schoolcounselor-ca.org



CFT honors the Human Rights
Campaign Foundation for its
commitment to safety, inclusion, and
the overall well-being of LGBT youth.

California Federation of Teachers

AFT, AFL-CIO

A Union of Professionals

Joshua Pechthalt
President

Jeffery M. Freitas Secretary Treasurer L. Lacy Barnes Senior Vice President

Join Us! February 29, 2019 | HRC.im/JazzAndFriends





# THANK YOU FOR ATTENDING THE TO THE TO THE TO THE TO THE TOTAL THE







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

BECOME AN HRC MEMBER TODAY

Visit the HRC merchandise table during lunch, or between sessions this weekend! Any purchase makes you an annual member of the Human Rights Campaign, and 100% of proceeds benefit our work advancing equality across the globe!

Your membership includes important alerts about national and local LGBTO 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.

Visit our table to learn more about our important work, how you can be involved with HRC in your community, and to become a member!





# Making a Difference in the LGBTQ Community



The National Association of Secondary Principals (NASSP), the leading organization for principals and other school leaders across the United States, continues to be an active voice for the rights and equitable treatment of the LGBTQ community.

NASSP leads learning and builds culture by supporting its LGBTQ students and educators through various initiatives, including but not limited to:

**NASSP Position Statements:** The recently released position statement on transgender students officially acknowledges concerns of institutional bias; states NASSP's opposition to discrimination in schools and Congress; and provides recommendations for policymakers to support transgender students in the K–12 education system. Visit **www.nassp.org/advocacy** for more information.

**2019 National Principals Conference:** An annual conference dedicated to the education and development of principals of all grade levels, NPC19 (Boston, July 18–20) will feature LGBTQ-focused sessions, "Creating Supportive and Inclusive Environments for LGBTQ Students & Educators" and other opportunities for LGBTQ school leaders and allies to network with their peers. Visit **www.principalsconference.org/HRC** for more information.

**Grassroots Advocacy:** Sign up below to receive legislative updates from the NASSP Policy & Advocacy Center, including opportunities to advocate on behalf of LGBTQ students and educators.

### LGBTQ students and educators need your voice!

Help us advocate and stay informed by signing up for NASSP's Policy & Advocacy Center at **nassp.org/action** 





Students have the right

to feel safe and welcome.

And a right to go to a

school that values them.

SHAUN ROSS-

International Supermodel | LGBTQ Activist





### **LET'S STOP HIV TOGETHER**

## Let's Stop HIV Stigma

### What is HIV stigma?

HIV stigma is negative attitudes and beliefs about people with HIV. It is the prejudice that comes with labeling an individual as part of a group that is believed to be socially unacceptable.

### What is discrimination?

While stigma refers to an attitude or belief, discrimination is the behavior that results from those attitudes or beliefs. HIV discrimination is the act of treating people with HIV differently than those without HIV.

Let's Stop HIV Together raises awareness that we all have a role to play in stopping HIV stigma. When we support people with HIV, we make it easier for them to live healthy lives.

Learn more at cdc.gov/together















### TAKE ACTION

One supportive person can decrease a LGBTQ young person's risk of suicide by 30%.

### As a supporter of LGBTQ youth, I commit to:



1. Affirm LGBTQ young people to make sure they know they are loved, valued, and never alone.



2. Share The Trevor Project's impact with my family, friends, and colleagues.



**3. Volunteer** as a crisis counselor for The Trevor Project's free and confidential services for LGBTQ youth: TrevorLifeline, TrevorChat, and TrevorText. TheTrevorProject.org/Volunteer



4. Protect LGBTQ youth by joining 50 Bills in 50 States, The Trevor Project's campaign to end conversion therapy nationwide. Text TREVOR to 40649.



**5. Give** to The Trevor Project to help fund its largest expansion in crisis services and save LGBTQ young lives.



TheTrevorProject.org





## FOR YOUTH DEVELOPMENT® FOR HEALTHY LIVING FOR SOCIAL RESPONSIBILITY

The Y is honored to work alongside the Human Rights Campaign Foundation in support of the annual Time to Thrive conference and our shared goal of ensuring that all LGBTQ+ youth feel safe and welcome, and are able to reach their fullest potential with dignity and love. #YforAll





### **NOTES**



# gabulous since

In 1975, AT&T became a pioneer in the fight against discrimination based on sexual orientation.

Learn more about our continuous support of the LGBTQ+ community at

Att.com/TurnUptheLove

AT&T is proud to be a founding sponsor of HRC Time to Thrive

