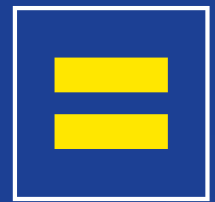


# TIME TO THRIVE



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION<sup>TM</sup>

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

**FEBRUARY 14-16, 2020**  
**WASHINGTON, DC**



CO-PRESENTING TIME TO THRIVE



PRESENTING SPONSORS



# BBVA

Creating Opportunities



# Freedom to reach your potential

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



HUMAN  
RIGHTS  
CAMPAIGN®



# Love Drives

*our strongest communities*

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

“As professionals who work closely with youth, it is essential to **amplify and elevate our voices** as you strive to become stronger advocates for our safety and inclusion. We are the experts of our own stories and experiences and have valuable suggestions on what works and doesn't work. **Thank you in advance for making sure we are invited to the table.**”

— **Makayla Humphrey**

HRC Youth Ambassador





# SCHEDULE AT A GLANCE

## Friday, February 14th

- 1:00 p.m. **Conference Registration** (Location: Grand Ballroom Foyer)
- 2:00 – 4:30 p.m. **Optional Pre-Conference for Beginners** (Location: Congressional Ballroom C)
- 5:00 – 6:30 p.m. **Attendee Welcome Reception with Food and Cash Beverages**  
(Location: Grand Ballroom Foyer and Congressional Ballroom A/B) \*More details on page 14
- 6:35 – 8:45 p.m. **Opening Plenary** (Location: Grand Ballroom) \*More details on page 15–17
- 9:00 – 10:00 p.m. **Optional Late-Night Networking** (Location: MIXX Lounge) \*More details on page 17

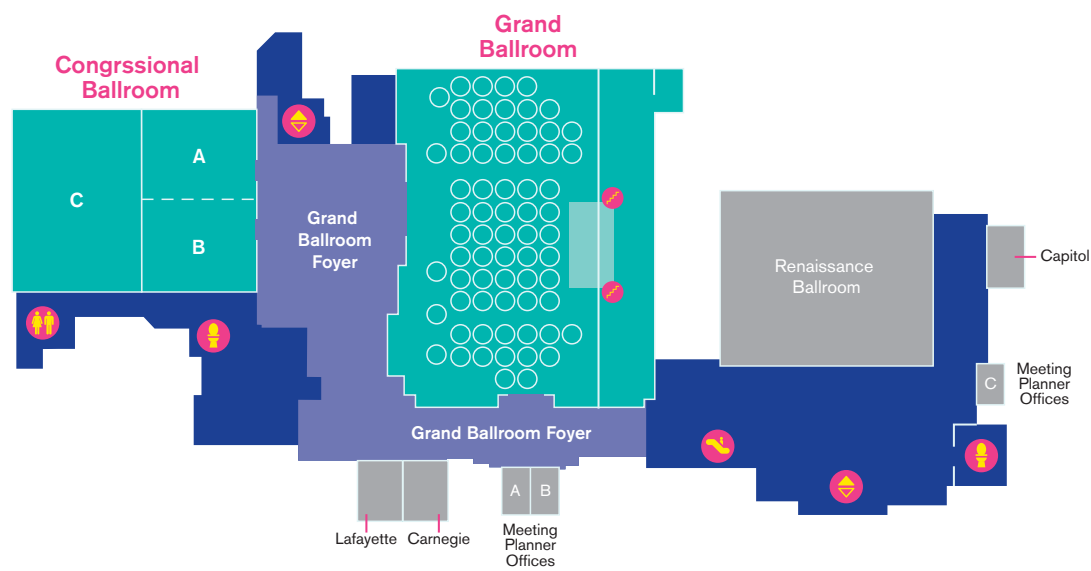
## Saturday, February 15th

- 7:30 a.m. – 5:45 p.m. **Conference Registration** (Location: Grand Ballroom Foyer)
- 7:30 – 8:30 a.m. **Breakfast Buffet** (Location: Grand Ballroom Foyer and Congressional Ballroom A/B)
- 8:30 – 9:45 a.m. **Saturday Plenary: Keynote Speakers** (Location: Grand 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: Grand Ballroom)
- 2:45 – 4:00 p.m. **Workshops C** (Location: Various workshop rooms)
- 4:15 – 5:30 p.m. **Workshops D** (Location: Various workshop rooms)
- 5:30 – 7:00 p.m. **Dinner on Your Own**
- 7:30 – 9:00 p.m. **Film Screening** (Location: Mt. Vernon Square A) \*More details on page 38
- 9:00 – 10:00 p.m. **Optional Late-Night Networking** (Location: MIXX Lounge) \*More details on page 38

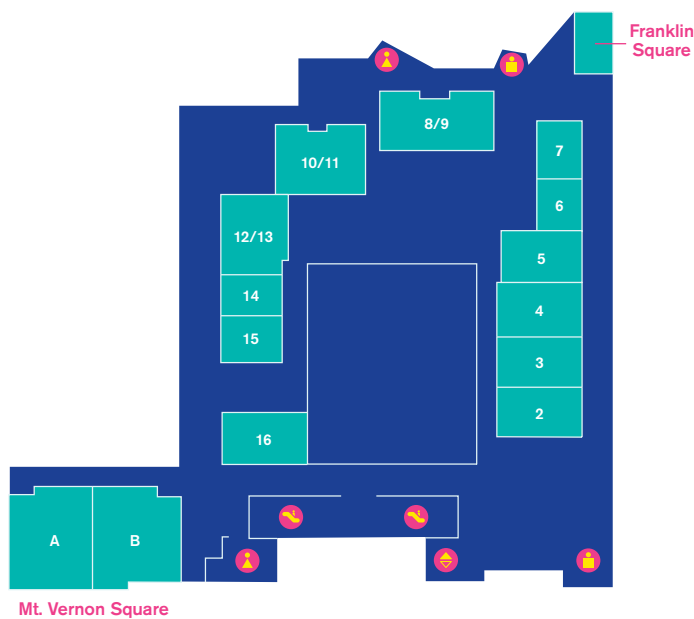
## Sunday, February 16th

- 8:00 a.m. – 12:30 p.m. **Conference Registration** (Location: Grand Ballroom Foyer)
- 8:00 – 9:00 a.m. **Breakfast Buffet** (Location: Grand Ballroom Foyer and Grand Ballroom)
- 9:00 – 10:15 a.m. **Workshops E** (Location: Various workshop rooms)
- 10:15 – 10:45 a.m. **Networking Coffee and Snack Break** (Location: Congressional Ballroom Foyer and Congressional Ballroom A/B)
- 11:00 a.m. – 12:30 p.m. **Closing Plenary: Keynote Speakers** (Location: Grand 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 and Chaperones**  
(Location: Congressional Ballroom A/B) \*More details on page 46

GRAND BALLROOM LEVEL



MEETING ROOM LEVEL



Renaissance Hotel  
Washington, DC

999 Ninth Street NW  
Washington, DC 20001

- Meeting Room Level:**  
Workshop/Meeting Rooms  
Mt. Vernon Square Rooms A/B
- Ballroom Level:**  
Grand Ballroom  
Grand Ballroom Foyer  
Congressional Halls A/B/C

- Key**
- Meeting/Workshop Rooms
  - Elevators
  - Escalator
  - All-Gender Restroom
  - Gender-Specific Restrooms
  - Women's Restroom
  - Men's Restroom

## GRAND BALLROOM LEVEL (ENLARGED FOYER AREA)

### GRAND BALLROOM FOYER (ENLARGED)



### Exhibitor Tables

- |  |  |  |                                     |
|--|--|--|-------------------------------------|
| 1. CE Table  | 12. Family Acceptance Project  | 22. Tyler Clementi Foundation                    | 33. Mental Health America           |
| 2. Registration  | 13. HRC Foundation   | 23. National Association of School Psychologists | 34. SIECUS                          |
| 3. Gift Bags & T-Shirts                                | 14. HRC Foundation   | 24. Nova Pride                                   | 35. Advocates for Youth             |
| 4. Gift Bags & T-Shirts                                | 15. Book Signing: <i>What We Will Become: A Mother, A Son, and a Journey of Transformation</i> by Mimi Lemay | 25. Gay Pride Bow Ties                           | 36. True Colors United              |
| 5. YMCA of the USA                                     | 16. Queer Male Cannon Project  | 26. U.S. DOJ Community Relations Service         | 37. AT&T                            |
| 6. Truth Initiative                                    | 17. Gender Odyssey   | 27. American Humanist Association                | 38. AT&T                            |
| 7. American Federation of Teachers                     | 18. Peace First  | 28. National LGBTQ Task Force                    | 39. The Trevor Project              |
| 8. National Association of Secondary School Principals | 19. Progressive Threads  | 29. Welcoming Schools                            | 40. American Counseling Association |
| 9. PFLAG   | 20. ASPIRA/LULAC   | 30. Welcoming Schools                            | 41. American Counseling Association |
| 10. Nonprofit Leadership Alliance                      | 21. ASPIRA/LULAC   | 31. Q Chat Space                                 | 42. National Education Association  |
| 11. Narwhal Magic Kindness                             |  | 32. SMYAL  | 43. National Education Association  |



# WELCOME

Thank you for attending the Human Rights Campaign Foundation's seventh annual Time to THRIVE Conference, co-presented by the National Education Association and the American Counseling Association. For three empowering and enriching days, we will focus on how to help promote safety, inclusion and well-being for LGBTQ youth. This conference would not be possible without support from our partners and sponsors, especially our three presenting sponsors, AT&T, BBVA Compass and Toyota. Throughout the conference, inspiring speakers, esteemed guests, expert presenters and special exhibitors will provide you with the answers and resources you need to help the LGBTQ youth in your lives. Whether this is your first time at the conference or you've joined us each of the last six 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**

## TIME TO THRIVE TEAM



**Vincent “Vinnie” Pompei, Ed.D.** | He/Him | *Director of Time to THRIVE*

Dr. Vincent Pompei is the Director of the Youth Well-Being Program and the Time to THRIVE Conference for the Human Rights Campaign. Additionally, he is an Advisory Board Member for the American Counseling Association Foundation. Previously, he was the Project Director for the Center for Excellence in School Counseling and Leadership at San Diego State University, served as President for the California Association of School Counselors and was a National Cadre Trainer for the National Education Association. He also worked as a middle school teacher and high school counselor for 10 years. In addition, Pompei authored the LGBTQ section of the American School Counselor Association's National Model, HRC's California LGBTQ Youth Report and a published laminated educator guide on creating LGBTQ-inclusive schools. Pompei is often sought out as an expert on topics related to the safety and inclusion of LGBTQ youth. He has spoken at numerous conferences around the country, has been called to testify at a congressional hearing on school safety and was one of four public educators invited to the Obama White House for their first anti-bullying summit. Pompei has been named one of the Advocate Magazine's Top 40 Under 40, selected by the National Education Association as a Classroom Superhero and honored by the California PTA for his advocacy work around school safety and inclusion.



**Ellen Kahn** | She/Her | *Senior Director of Programs and Partnerships*

Ellen Kahn is the Senior Director, Programs and Partnerships at the Human Rights Campaign. In her role, Kahn provides national leadership and expertise in public education and advocacy efforts on behalf of LGBTQ youth and families. Kahn oversees a portfolio of highly successful projects that promote fair and inclusive policies and practices: All Children—All Families; Welcoming Schools; the HBCU Project; and Youth Well-Being, which includes the annual Time to THRIVE Conference. Kahn is sought out as an expert on topics related to LGBTQ youth and families, and frequently speaks at national and regional conferences and provides training and consultation for child welfare professionals, educators and health care providers.

Prior to joining HRC, Kahn spent 12 years at Whitman-Walker Health in various roles: Director of the Lesbian Services Program, Associate Director of LGBTQ Health Promotion and as supervisor of a behavioral health program for people with HIV. While at Whitman-Walker Health, Kahn established “Choosing Children,” a robust program for LGBTQ parents and prospective parents, including “Maybe Baby” groups, an annual “Parenting Day” and a range of support groups for LGBTQ parents.

Kahn was a founding board member of Rainbow Families DC, the capital area's support and education organization for LGBTQ-headed families. She has facilitated “Maybe Baby” groups for over 15 years and consults with dozens of prospective LGBTQ parents each year. Kahn received her B.S. from Temple University and her M.S.S. from the Bryn Mawr College School of Social Work and Social Research. Kahn is the proud mom of two fabulous daughters, ages 18 and 14, and lives in Silver Spring, MD.

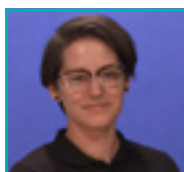


**Jay Brown** | He/Him | *Senior Vice President, HRC Foundation*

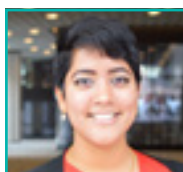
An experienced non-profit leader with nearly 20 years of experience, Jay Brown drives the innovative work of the HRC Foundation, the organization's educational arm. As the Senior Vice President of Programs, Research and Training, he works with a team of professionals who manage HRC Foundation programs -- 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.

Brown has a long-standing history with the LGBTQ movement and the organization, including previous roles as HRC's Communications Director and HRC's Director of Research and Public Education. He's held senior communications and marketing roles at Carnegie Mellon University and Reading Is Fundamental, and also has experience consulting for progressive organizations on strategic communication and organizational development needs.

A longtime advocate for transgender equality and out transgender man, Brown lives in Maryland with his spouse, Kendra, and their two children.



**Andi Salinas, MSW**  
They/She  
*Youth Well-Being  
Manager*



**Pallavi Rudraraju**  
They/Them  
*Youth Well-Being  
Coordinator*



**Jesus Chavez**  
He/Him  
*HRC Conference  
Planning Fellow*

**Thank you to all HRC staff, HRC Youth Ambassadors and volunteers who helped make Time to THRIVE a success!**

## AN INTERSECTIONAL APPROACH

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.

\*Intersectionality was originally coined by Kimberlé Crenshaw in 1989 as a way to bring light to the multiple facets of oppression African American women face. In her seminal paper, "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics" Crenshaw argues that when understanding the oppression black women face, it cannot be solely understood from being black or a woman. Rather, it must be understood from the relationship those two identities have, how they interact, and how they reinforce each other. An intersectional framework also considers, but is not limited to, other forms of oppression such as classism, heterosexism, patriarchy, ableism and xenophobia.



“ 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



## EXAMPLE PRONOUN USAGE

This is not an exhaustive list of pronouns. There are other pronouns people may use, such as ze/hir, while others may not use any pronouns at all.

<b>She/Her/Hers</b>	Her phone call just started.	She is here now.	She excused herself from the meeting.	That seat is hers.	Let's wait for her.
<b>He/Him/His</b>	His phone call just started.	He is here now.	He excused himself from the meeting.	That seat is his.	Let's wait for him.
<b>They/Them/Theirs</b>	Their phone call just started.	They are here now.	They excused themselves from the meeting.	That seat is theirs.	Let's wait for them.



## PRONOUNS AND ALL-GENDER RESTROOMS

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 demonstrate respect and support for those around you:

- + 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!

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

Time to THRIVE attendees can earn up to 15 hours of continuing education clock hours from the National Association of Social Workers and the Commission on Rehabilitation Counselor Certification. Clock hours are based on the number of workshops and plenaries an individual attends during the Time to THRIVE Conference. CE registration will take place at the beginning of the conference near the conference registration tables, where you may obtain the necessary CE paperwork and ask questions. Please note that there may be additional CEs available through other organizations. Check at the CE table for more information.

## YOUR VOICE MATTERS

Participate in the Time to THRIVE 2020 conference evaluation.

Every year brings new challenges for youth-serving professionals like you. We get that and want to make sure that every year we do better in providing you with experiences that best meet your needs. This evaluation is also being conducted to better understand whether your participation in Time to THRIVE is equipping you to better advocate and implement change in your workplace that supports the needs of LGBTQ youth. Should you agree to participate in this evaluation, you are going to receive three short survey questionnaires over a three-month period.

You have one week to complete each survey. The surveys will take an average of only three to seven minutes to complete.

### Survey Schedule

- + Survey 1: February 17, 2020 (Closes after February 23)
- + Survey 2: March 30, 2020 (Closes after April 5)
- + Survey 3: May 17, 2020 (Closes after May 24)

In addition to providing valuable data that will help improve the conference for future participants, you also have the chance of winning one of three \$50 Amazon gift cards if you complete all three surveys.

## CONNECTING TO THE WI-FI

The Renaissance Downton DC hotel has provided Time To THRIVE attendees with complimentary Wi-Fi! To connect to this Wi-Fi, simply find the network named "Renaissance\_CONFERENCE". Then, open a web browser and enter the access code "timetothrive2020" and press "Connect" to authenticate. The access code is not case sensitive.

**Follow us on social media! #TimeToTHRIVE**



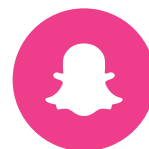
Facebook.com/  
HumanRightsCampaign



@HRC



@HumanRights  
Campaign



WeAreHRC

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

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

Over 10 million students have been impacted by our trainings and resources. Bring Welcoming Schools nationally acclaimed, research based 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, contact us at:  
[hrc.im/WelcomingSchoolsContact](https://hrc.im/WelcomingSchoolsContact)

## Time to Thrive Workshop Schedule

Experience a Sampling of Welcoming Schools Professional Development

### Saturday 10:00 a.m. – 11:15 a.m.

Intersectionality: Examining LGBTQ Topics with an Intersectional Lens

### Saturday 11:30 a.m. – 12:45 p.m.

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

### Saturday 2:45 p.m. – 4:00 p.m.

Creating Gender Inclusive Elementary Schools and Supporting Transgender and Non-Binary Students Using the Welcoming Schools Approach

### Saturday 4:15 p.m. – 5:30 p.m.

Fearful of Parent or Community Pushback?

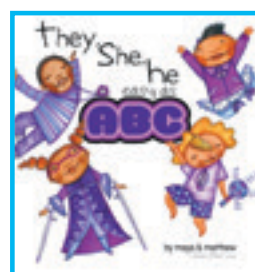
### Sunday 9:00 a.m. – 10:15 a.m.

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

Join Us! February 27, 2020 | [HRC.im/JazzAndFriends](https://HRC.im/JazzAndFriends)

# JAZZ & FRIENDS

National Day of School and Community Readings  
in Support of Transgender and Non-Binary Youth





# HRC YOUTH AMBASSADORS

The Human Rights Campaign Foundation's Youth Well-Being Program 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

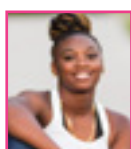
HRC would like to thank the following HRC Youth Ambassadors who will complete their two-year term this weekend:



**Zimar Batista**  
He/Him



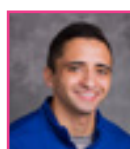
**Sean Bender-Pouty**  
They/Them



**Makayla Humphrey**  
She/Her



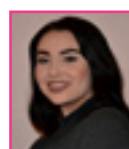
**Sameer Jha**  
They/Them



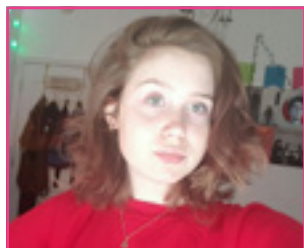
**Jacob Kanter**  
He/Him



**Jonathan Leggette**  
He/Him  
She/Her  
They/Them



**Zoey Luna**  
She/Her



**Ace Auker** | They/Them

Brianna "Ace" Auker is a 18-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.



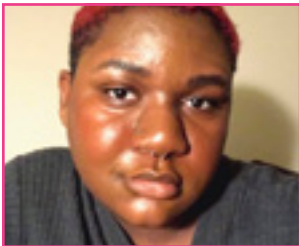
**Nhandi Craig** | She/Her

Nhandi Craig is a 17-year-old DJ and producer from Los Angeles, California, and identifies as a lesbian. She has been involved with HRC, as she has been DJing at the HRC galas across the country for six years and counting! She attends Culver City High School where she spreads her passion for uniting people of the LGBTQ community amongst her peers. Although she was outed and humiliated at the tender age of 11, she was recognized and awarded an American Citizenship Award by the city of Culver City for creating her middle school's first and only LGBTQ acceptance club in its history. She strives to transform her negative experiences with harassment and bullying into fighting for acceptance and equal treatment on her campus. She is now involved in the LGBTQ alliance club in her high school, "Tolerance", and she is the club's treasurer. With her passion in music, she has gotten the opportunity to speak on the Grammy X GLAAD panel with music artists of the LGBTQ community and allies such as Dan Reynolds, Linda Perry, Asiahn, Shea Diamond and many others. Nhandi aims to pave paths for other Black women in the LGBTQ community both in the music industry and in society.



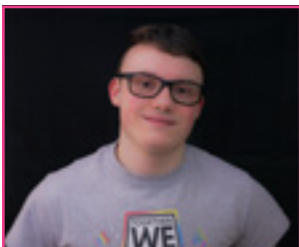
**Armando Hernandez Jr.** | He/Him

Armando Hernandez Jr. was born and raised in Phoenix, Arizona, where he currently attends Arizona State University and is studying business as well as Chinese language and culture. He always looks for opportunities to use his leadership experience and passion for cultural diversity to make a positive impact in his community. Armando has been out as a gay Latino male since the age of 13, and he has faced many life-changing obstacles from a young age. Today, he continues to share his story of overcoming adversity to encourage others that it's not impossible to live a life full of contentment and authenticity, no matter your circumstances or background.



**Nakiya Lynch** | They/Them

Nakiya Lynch is a 21-year-old genderqueer pansexual and self described "fire cracker". They are passionate, direct, outgoing and known for their interesting fashion choices and bright red hair. Nakiya is very ardent about pressing for inclusivity and intersectionality in Black and LGBTQ spaces. They are also passionate about bringing resources to their hometown of Prince George's County, Maryland. When they're not scrolling through Twitter, spending time with friends or at their job at the local department of social services, they can be found at a protest or at an event public speaking on behalf of queer foster youth. They love to laugh almost as much as they love justice and making sure everyone has equal access to resources, support and community inclusivity.



**Sam Moehlig** | He/Him

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

Ashton Mota is a 15-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.



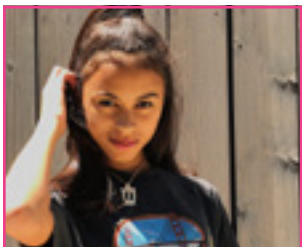
**Seth Owen** | He/Him

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 or She/Her

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 4, 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 volunteered for numerous Pride events, advocated for HIV and AIDS prevention and worked 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

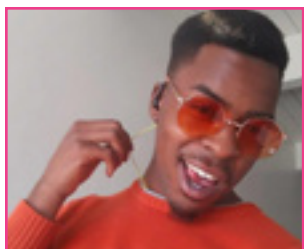
Gia is a 16-year-old high school junior, high honors student and athlete. She was the first to come out as transgender at her middle school after transitioning from male to female before the start of eighth grade. To let her classmates know, she and her parents sent a letter to the entire middle school. 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.



**Molly Pinta** | She/Her

Molly Pinta is 13 years old, bisexual and proud. With the help of her parents, she founded a non-profit to bring normalcy and awareness to the LGBTQIA+ community in the northwest suburbs of Chicago. The organization threw Buffalo Grove’s inaugural Pride parade with more than 80 groups and nearly 7,000 attendees. Molly was honored at the Chicago Pride Parade on June 30, 2019, as the youngest-ever Grand Marshal. This past year, Molly has had the opportunity to speak to companies such as Kellogg and SIEMENS and to many newspapers, radio shows and reporters, both local and national. She even appeared on the “TODAY Show” in New York City with the hope of spreading her project. As Molly’s family continues to hold local events such as the National Coming Out Day celebration in October and LGBTQ prom in the spring, they are also raising the funds for this year’s parade, which will step off at 11am on Sunday, June 7. Molly’s greatest wish for the coming year is to continue to inspire her peers to live their true lives. She would like to speak to as many students as possible about her message of love and acceptance as well as the empowering thought that even a 13 year old can have a major impact on the world.





**Joseph Reed** | He/Him

Joseph Reed is an 18-year-old cisgender bisexual male, who grew up in San Bernardino, California. He is a high school student with ambitions in the performing arts and medical careers. Since freshman year, Joseph has been involved with many dance team events and competitions. He has done so while studying for an EMT/paramedic career. Joseph went to the 2019 Time to THRIVE Conference in Anaheim, California, and participating in the conference opened his eyes to the possibilities available to the LGBTQ community. It also strengthened his resolve to be part of the change in the LGBTQ community and himself. Since then, he has become a positive role model and advocate for the LGBTQ community.



**Savannah Skyler** | She/Her

Savannah, 15, 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

Nicole Talbot is an 18-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. Nicole is a founding Champion of the GenderCool Project, 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.

## DETAILED SCHEDULE

### Friday, February 14th

1:00 p.m. **CONFERENCE REGISTRATION OPENS**

Grand Ballroom Foyer

1:00 – 9:30 p.m. **HRC MERCHANDISE TABLE OPENS (SHOP FOR HRC GEAR)**

Grand Ballroom Foyer

2:00 – 4:30 p.m. **OPTIONAL PRE-CONFERENCE FOR BEGINNERS**

Congressional Ballroom C

YOUTH DAY PARTNER



#### **LGBTQ 101: An Exploration of Gender, Sexuality, and Beyond for Beginners**

Are you interested in building support for LGBTQ+ youth, but don't know where to start? Then join SMYAL for a deep dive into the world of LGBTQ+ terminology and best practices, and leave with a toolkit of tangible next steps for building a safe and inclusive space at your school, center, or workplace. This workshop is designed for youth workers, teachers, and other youth-serving professionals who are beginning their journey in understanding LGBTQ+ identities.

**Presenters:** Rebecca York, Community Engagement & Youth Leadership Manager, SMYAL; Addison Moore, After-School Programs Manager, SMYAL

5:00 – 6:30 p.m. **ATTENDEE WELCOME RECEPTION**

Grand Ballroom Foyer



Pasta Station (Fregola with Sweet Peas, Edamame, Diced Tomatoes, Pesto, Shaved Parmesan Rigatoni, Chicken Paprikás) | Crudité Display (Hummus, Clam Dip, Roasted Eggplant-Pepper Dip, Pretzel Sticks, Ciabatta Bread, and Fresh Seasonal Vegetables) | DC's U-Street Station (Grilled Half Smokes, Chili, Soft Bun, Cheddar, and Toppings) | Fruit Infused Water and Cash Bars



## Friday, February 14th continued

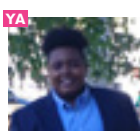
6:35 – 8:45 p.m.

### OPENING PLENARY

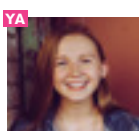
Grand Ballroom

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

#### Opening Plenary MCs



**Ashton Mota**  
HRC Youth  
Ambassador



**Savannah Skyler**  
HRC Youth  
Ambassador

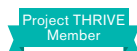
#### Opening Plenary Speakers



**Alphonso David**  
HRC President



**Richard Yep**  
CAE, FASAE,  
Chief Executive  
Officer ACA



**Molly Pinta**  
HRC Youth  
Ambassador



**Scott Sapperstein**  
Assistant VP Public  
Affairs & Strategic  
Alliances, AT&T



**Princess Moss**  
Secretary-  
Treasurer, NEA



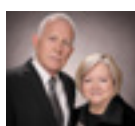
**Armando  
Hernandez JR.**  
HRC Youth  
Ambassador



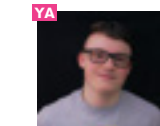
**Celie Niehaus**  
Chief  
Compliance  
Officer, BBVA  
Compass



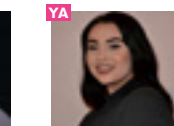
**Nakiya Lynch**  
HRC Youth  
Ambassador



**Judy & Dennis  
Shepard**  
Co-Founders,  
Mathew Shepard  
Foundation



**Sam Moehlig**  
HRC Youth  
Ambassador



**Zoey Luna**  
HRC Youth  
Ambassador

Friday, February 14th continued

## UPSTANDER AWARDS

*Promoting Safety Inclusion and Well-Being for LGBTQ Youth!*



**DON LEMON** | He/Him | *Emmy-Winning CNN Tonight Anchor*

Don Lemon anchors CNN Tonight with Don Lemon airing weeknights at 10pm. He joined CNN in 2006 after working as a correspondent for NBC News in New York City, and at major NBC affiliates including in Chicago, Philadelphia and St. Louis. He has covered presidential elections, reported and anchored breaking news stories ranging from the Pulse Nightclub shooting in Orlando to the AIDS epidemic in Africa, and reported for the CNN documentary "Race and Rage: The Beating of Rodney King." Lemon's work has been recognized with multiple Emmys and an Edward R. Murrow Award; Ebony magazine has named him one of the most influential Black people in America. He came out publicly as gay in his 2011 memoir "Transparent," and has been an outspoken voice for the LGBTQ community in the media and beyond for many years. Lemon serves on the Board of Trustees at Brooklyn College and earned a degree in broadcast journalism from Brooklyn College



**SAM LONG** | He/Him | *High School Science Teacher*

Sam Long is a Chinese-American-Canadian transgender man and a public education teacher in Colorado. He teaches science and co-sponsors the GSA club at Standley Lake High School in Jeffco Public Schools. A member of the Colorado Education Association (CEA), Sam serves on the Colorado Governor's Commission for History, Culture, Social Contributions, and Civil Government in Education.

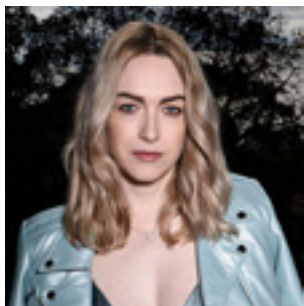
Sam is an advocate for LGBTQ-inclusive curricula in K-12 schools and an expert at developing gender inclusive biology. He helps other educators to use accurate and inclusive representations of gender and sexual diversity in lessons about genetics, inheritance, reproduction, anatomy, and evolution. Sam has also been invited to present at numerous conferences, including HRC's Time to THRIVE.

Openly trans since his first year in the classroom, Sam co-founded the Colorado Trans Educators Network (COTEN). COTEN promotes visibility and legal protections for trans educators with the hope that one day every trans and questioning student will have an openly trans adult role model in their school.

Sam's work has been featured in NPR, *HuffPost*, *Chalkbeat*, *Education Week*, and *Rethinking Schools Magazine*. Apart from education, Sam is passionate about playing music, solving puzzles, and visiting scientific landmarks. He was a finalist in the 2019 Out Astronaut contest and continues to aspire to space exploration.



## Friday, February 14th continued



### **JAMIE CLAYTON** | She/Her | *Actress and Transgender Advocate*

Jamie Clayton's big break came from playing Kyla on season three of the hit HBO series "Hung" alongside Thomas Jane. After her multi-episode arc on "Hung", Jamie joined actors Hank Harris and Mary Lynn Rajsckub as a lead in the Emmy winning digital series, "Dirty Work", playing crime scene cleanup maven Michelle.

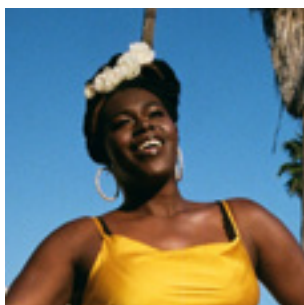
In 2015, Jamie booked the series regular role of Nomi Marks in the Netflix original series, "Sense8". The show became a critical darling and international success touching on topics not normally emphasized in the Sci-Fi genre such as politics, identity, sexuality, gender, and religion.

Jamie then went on to star as Sasha Booker in the third season of "Designated Survivor" opposite Kiefer Sutherland also for Netflix. Jamie is currently playing Tess Van De Berg in Showtime's "The L Word: Generation Q" and will soon be introduced as Agent Grace Powell on CW's "Roswell, New Mexico".

Beyond acting, Jamie volunteers with different organizations advocating on behalf and in support of the LGBTQ+ community.

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## ENTERTAINMENT PROVIDED BY



### **SHEA DIAMOND**

She/Her | *Transgender Singer and Songwriter*

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9:00 – 10:00 p.m.

### **OPTIONAL LATE NIGHT NETWORKING**

Mixx Lobby Bar



Hungry or craving a late-night beverage? If you are not ready for the night to end, head to Mixx for a drink or bite to eat. Mixx is located in the lobby of the Renaissance Washington DC Downtown Hotel.



### **Don't go to bed too late!**

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

## Saturday, February 15th

7:30 a.m. – 5:45 p.m.

### CONFERENCE REGISTRATION OPENS

Grand Ballroom Foyer

7:30 – 8:30 a.m.

### BREAKFAST BUFFET

Grand Ballroom Foyer and Congressional Ballroom A/B



Cage Free Scrambled Eggs and Fresh Chives | Cinnamon Swirl Brioche French Toast and Orange Sauce Anglaise | Tri Colored Breakfast Potatoes | Steel Cut Oats served with Brown Sugar, Toasted Nuts, and Dried Fruits | Individual Yogurts | Applewood Smoked Bacon | Seasonally Inspired Fresh Fruit | Daily Bakery Selection to Include Croissants and Breakfast Breads Seasonal Jams | Selection of Chilled Juice | Coffee and Tea Selection

8:30 – 9:45 a.m.

### SATURDAY MORNING PLENARY

Grand Ballroom

#### Saturday Morning Plenary MCs

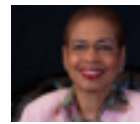


**Makayla Humphrey**  
HRC Youth Ambassador



**Seth Owen**  
HRC Youth Ambassador

#### Saturday Morning Plenary Speakers



**Eleanor Holmes Norton**  
Congresswoman



**Sebastian Ontiveros**  
National Director of Multicultural Business, Alliance and Strategy Group, Toyota



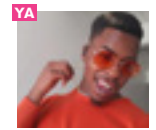
**Johanna Eager**  
Director, Welcoming Schools



**Nhandi Craig**  
HRC Youth Ambassador



**Lynda Gonzales-Chavez**  
Senior VPI Chief Diversity Officer, YMCA of the USA



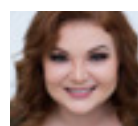
**Joseph Reed**  
HRC Youth Ambassador



**Amit Paley**  
CEO and Executive Director, The Trevor Project



**Lizette Trujillo**  
Member of HRC's Parents for Transgender Equality Council



**Ashley Rhodes-Courter**  
Member of HRC's Parents for Transgender Equality Council



**Nathan Monell**  
Executive Director, National PTA



**Sean Bender-Prouty**  
HRC Youth Ambassador



**Ace Auker**  
HRC Youth Ambassador

## MY PERSONAL WORKSHOP SCHEDULE

SATURDAY	Workshop A: _____	Location: _____
	Workshop B: _____	Location: _____
	Workshop C: _____	Location: _____
	Workshop D: _____	Location: _____
SUN	Workshop E: _____	Location: _____

10:00 – 11:15 a.m.

### WORKSHOPS A



#### The Experiences of Bi+ Youth and How You Can Better Serve Them

##### Human Rights Campaign

Location: Meeting Room 16

In 2017, the Human Rights Campaign Foundation partnered with researchers at the University of Connecticut to conduct a groundbreaking survey of more than 17,000 LGBTQ youth and capture their experiences in their families, schools, social circles and communities. This workshop focuses on the experiences of the nearly 9,000 Bisexual, Queer, Pan, and Fluid youth and what we can do to support them.

Charlie Whittington, MPP, Research Manager, Human Rights Campaign; Katalina Hadfield, Content Manager Co-Presenter, Human Rights Campaign; **Ace Auker, HRC Youth Ambassador**

#### Making Your School Inclusive for LGBTQ+ Students

##### Dexter Community Schools

Location: Meeting Room 4

All schools should be safe and inclusive for all students. This workshop will take you through the journey of Anchor Elementary and Dexter Community Schools in Michigan who have practices in place to support LGBTQ+ students, their families, and ALL students who walk through their doors. Attendees will hear about policies, teacher training, and best practices are put into place.

Craig McCalla, Elementary Principal, Dexter Community Schools; Peter and Sarah Tchoryk, Jr., Parents at Dexter Community Schools; Jacq Tchoryk, Student

#### LGBTQ+ Inclusive Sex Ed Curricula

##### Advocates For Youth

Location: Meeting Room 14

Most school-based sexuality education has historically been heterosexist and narrowly defines sexual orientation, gender identities and gender expression. Educators often have little training related to sexual orientation and gender identity and schools are paralyzed with fear of controversy while our most vulnerable youth suffer. This workshop will explore the realities of current sex education and overview Rights, Respect, Responsibility a free K-12 LGBTQ+ inclusive sex education curricula.

Mary Beth Szydowski, Senior Program Manager, Advocates For Youth

## Saturday, February 15th continued

10:00 – 11:15 a.m.

### WORKSHOPS A CONTINUED

CO-PRESENTING PARTNER



#### Out Educators: A Must in Creating Safe Schools

**National Education Association**

**Location: Mt. Vernon Square B**

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.

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

PARTNER



#### Saving Young Lives by Protecting LGBTQ Youth from Conversion Therapy

**The Trevor Project, Human Rights Campaign, National Center for Lesbian Rights**

**Location: Meeting Room 12/13**

Research has proven that so-called "conversion therapy" significantly endangers the health and wellbeing of LGBTQ youth. Despite these risks, conversion therapy is still practiced by licensed mental health professionals across the country. Learn about the movement to protect LGBTQ youth from the harms of conversion therapy as well as the ways in which youth-serving professionals can help lead the charge for anti-conversion therapy protections in their workplaces and cities. This session will present an overview of anti-conversion therapy laws and policies, the coalitions working to enact protections, and the best practices for anti-conversion therapy policies in child welfare and youth-serving organizations.

Casey Pick, Esq. Senior Fellow for Advocacy and Government Affairs, The Trevor Project; Shannon Minter, Esq., Legal Director, Born Perfect: The Campaign to End Conversion Therapy, National Center for Lesbian Rights; Xavier Persad, Senior Legislative Counsel, Human Rights Campaign



#### Preventing Risk & Promoting Well-Being: Using the Family Acceptance Project's Public Education Posters to Make Every Space an Education Zone

**Family Acceptance Project**

**Location: Meeting Room 2**

Like the Adverse Childhood Experiences Study (ACEs), the Family Acceptance Project's research has revolutionized services to help diverse families learn to support their LGBTQ children. FAP's groundbreaking research identified more than 100 family rejecting and accepting behaviors that families use to respond to their LGBTQ children and shows how these behaviors contribute to risks like suicide and promote wellness. FAP's new evidence-based posters are designed to be used in all public spaces and settings where children and youth are served. Join us to learn how to use these posters in schools, agencies, homes and congregations and take copies back to your communities.

Caitlin Ryan, PhD, ACSW, Director, Family Acceptance Project



## Saturday, February 15th continued

10:00 – 11:15 a.m.

### WORKSHOPS A CONTINUED

#### A Suburban School District's Journey to Creating Inclusive Schools

**Puyallup School District**

**Location: Meeting Room 3**

This workshop will highlight one suburban school district's journey of creating an inclusive environment that values: ▪ hearing from students, parents, and guardians; ▪ hiring staff that reflects student demographics; ▪ providing professional learning that focuses on equity and social justice; and ▪ creating safe spaces for staff and students, "Safe Zones". Attendees of this workshop will walk away with specific strategies and resources that address implicit and explicit bias, support marginalized groups of students/staff/families, and foster equity and social justice accountability of stakeholders.

Vincent Pecchia, Ed.D., Assistant Superintendent of Instructional Leadership, Puyallup School District; Amanda Kraft, Director of Instructional Leadership, Professional Development, Puyallup School District; Lynn Goralski, Teacher, Puyallup School District

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

**Monson Public Schools, Fort Plain Junior-Senior High School, Clemson University**

**Location: Meeting Room 5**

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 an LGBTQ student living in a community which is not supportive or willing to publicly acknowledge these populations.

Robert Bardwell, Director of School Counseling, Monson High School and Executive Director, Massachusetts School Counselors Association; Rachel Toepfer, Student & President of Diversity Club, Monson High School; Kayla Mahoney, School Counselor, Fort Plain Junior-Senior High School; Amanda Dreisbach Rumsey, Ph.D., LPC, NCC, Department of Education and Human Development, College of Education, Clemson University

#### Because Splinching Kills: the Importance of Integration of LGBTQ+ and Religious Identities

**Phillips Exeter Academy**

**Location: Meeting Room 10/11**

Each of us can only thrive when we are fully seen and known in each of our identities. Religious and spiritual identity plays a key role in supporting the health and well being of our students, and in understanding their cultural context. It is also often the first to be abandoned or unseen in a school setting. Coming out as LGBTQ+ and Religious can be a challenging process. Learn about how to best support our youth in the full, wholistic, and healthy integration of these identities.

Rev. Heidi Carrington Heath, Chaplain and Director of Religious and Spiritual Life, Phillips Exeter Academy

## Saturday, February 15th continued

10:00 – 11:15 a.m.

### WORKSHOPS A CONTINUED

#### An Overview of Supporting LGBTQ+ Youth and Substance Use Prevention

**The Center for Relationship and Sexual Health (CRSH)**

**Location: Meeting Room 7**

This workshop will provide a broad overview on how to better understand the various issues and disparities affecting LGBTQ+ youth and the current opioid crisis. Attendees will gain a perspective overview of the current crisis, while learning how to make a positive difference within their own systems (family, friends, school, community, etc). Attendees will gain a better understanding of why using inclusive terminology is important when addressing substance use and LGBTQ+ youth, better understanding of cultural humility and (white) privilege when addressing substance misuse in the LGBTQ+ community, and better perspective on childhood trauma and growing up LGBTQ+ thru the ACE questionnaire.

Mark McMillan, LMSW, CAADC, Behavioral Health and Addiction Therapist, The Center for Relationship and Sexual Health

#### Navigating the Human Barrier in Schools

**Gender Diversity**

**Location: Meeting Room 8/9**

After a parent's realization that their child is trans—but often before they have had a chance to catch their breath—the question of navigating schools looms large and immediate. Teachers, administrators, counselors, and even other parents may put up resistance. Principals will often say, “Why should we do all this for just one student?” Faith, political, cultural and geographical differences can further complicate the conversation. We examine the origins of this resistance and provide some strategies for the emotional “human” barriers that so often get in the way of creating inclusive school environments.

Aidan Key, Executive Director, Gender Diversity

#### Faith, Hope & Love: Building Safer & More Welcoming Faith Communities for LGBTQ+ Youth

**New Jersey Synod, Evangelical Lutheran Church in America**

**Location: Meeting Room 6**

Since 2016, the Lutheran Church (ELCA) in New Jersey has been working to equip churches and faith leaders to move from quiet acceptance to a loud, bold, and joyful celebration of LGBTQ+ identities through an event called Faith, Hope & Love. With participants ages 7 to 70, the event centers LGBTQ+ voices, lifts up personal stories rooted in faith and identity, and provides workshops and resources from local LGBTQ+ partner organizations. In this workshop, we will share the joys and struggles of this work along with an event model participants can take with them to their own communities and organizations.

Jamie Bruesehoff, M.A., Advocate for LGBTQ+ Youth, New Jersey Synod, Evangelical Lutheran Church in America; Rebekah Bruesehoff, Transgender Youth Activist; Rev. Lee Zandstra, Pastor, New Jersey Synod, Evangelical Lutheran Church in America

## Saturday, February 15th continued

10:00 – 11:15 a.m.

### WORKSHOPS A CONTINUED



#### Intersectionality: Examining LGBTQ Topics with an Intersectional Lens

Human Rights Campaign

Location: Mt. Vernon Square A

Intersectionality is a critical tool for educators and youth-serving professionals to recognize all of their students' identities—both privileged and marginalized—to create school systems and programs that are equitable and cultivate a sense of belonging, so students feel safe and thrive. Trans and Gender Non-Conforming students who are Black and Latinx face discrimination on multiple levels in schools and at far higher rates than their White peers. In this workshop, we will explore definitions of intersectionality through the lenses of gender, sexual orientation, race, disability, religion, immigration status...and their presence.

Johanna Eager, M.Ed., Welcoming Schools Director, Human Rights Campaign

11:30 a.m. – 12:45 p.m.

### WORKSHOPS B



#### Countering the Model Minority Myth: Learning About and Better Supporting API LGBTQ Youth

Human Rights Campaign

Location: Meeting Room 16

Asian & Pacific Islander (API) LGBTQ youth hold unique identities and experiences at the intersections of their racial and SOGIE identities. This workshop will explore the findings of HRC's API Youth Report, which highlights the experiences of API LGBTQ young people and their lives at home, in school, and in their communities. In addition to the data itself, participants will hear of the experiences of being young and API directly from HRC Youth Ambassadors in a panel Q&A and through API HRC staff. Workshop participants will leave this workshop with an understanding of the diversity, challenges, and opportunities of the LGBTQ Asian & Pacific Islander community.

Pallavi Rudraraju, Youth Well-Being Program Coordinator, Human Rights Campaign;

Avi Pacheco, HRC Youth Ambassador; Sameer Jha, HRC Youth Ambassador



#### Broken Homes, Broken Hearts: The Effects of Familial Abuse and Rejection on Sex Work and Dating Violence in LGBTQ Youth

Human Rights Campaign

Location: Mt. Vernon Square A

In this workshop we will be using a slideshow and a YA Panel to discuss the effects of unsafe family environments, familial rejection, and homelessness and how they contribute to high rates of sex work, unsafe sex practices, and dating violence in LGBTQ+ Youth. We will be looking at the mental and public health impacts of this phenomenon and discussing the best ways to address it. The YA's that are participating have all had personal experiences with this and will have time to tell their stories and experiences to bring the conversation to life.

Leslie Hall, Director of the Historically Black Colleges and Universities Programs, Human Rights Campaign; Seth Owen, HRC Youth Ambassador; Jonathan Leggett, HRC Youth Ambassador; Jacob Kanter, HRC Youth Ambassador

## Saturday, February 15th continued

11:30 a.m. – 12:45 p.m.

### WORKSHOPS B CONTINUED



#### It's Elementary! K- 6 Resources and Lesson Plans for LGBTQ Inclusive Schools

**Welcoming Schools, Human Rights Campaign**

**Location: Meeting Room 14**

What do you say to “That’s so gay”? 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.

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

CO-PRESENTING PARTNER



#### LGBTQ+ Youth: Dating, Intimacy, and Sexual Health

**American Counseling Association**

**Location: Mt. Vernon Square B**

Session participants will examine how they can better conceptualize, promote, and advocate for the health and awareness of queer youth when it comes to dating, intimacy, and sexual health across multiple professional contexts. By discussing current trends in the literature and its implications for stakeholders working with queer youth, participants will co-construct action steps to promote the need for dynamic, inclusive, and equitable understanding of queer dating, intimacy, and sexuality. This presentation will conclude with an interactive discussion. This session’s target audience includes professional counselors, sexual health educators, mental health professionals, and medical professionals.

Harvey Peters, PhD., Assistant Professor, The George Washington University

Workshop Repeats  
During Workshops E

PARTNER



#### Suicide Prevention Policies in Schools – Equipping School District Staff to Prevent Crises and Save LGBTQ Lives

**The Trevor Project**

**Location: Meeting Room 12/13**

Suicide is the second leading cause of death among American youth, and LGBTQ youth are more than four times more likely to attempt suicide than their peers. Despite these tragic statistics, The Trevor Project has found that fewer than half of the thousands of school districts whose policies they have evaluated require teacher training or student education regarding suicide. By analyzing school suicide prevention policies from across the country, The Trevor Project has identified and will share important trends and best practices for educational settings that, properly acted on by policymakers, have the potential to save young LGBTQ lives.

Keygan Miller, Advocacy Associate, The Trevor Project; Jack Newman, Student at Virginia Commonwealth University



## Saturday, February 15th continued

11:30 a.m. – 12:45 p.m.

### WORKSHOPS B CONTINUED

#### **Get Your Life! A Wholistic HIV Prevention Curriculum for Young Black and Latino Men who Have Sex With Men**

**Advocates For Youth**

**Location: Meeting Room 4**

While there have been tremendous breakthroughs in HIV prevention and treatment, young Black & Latino gay men continue to meet challenges when accessing support. This workshop highlights an evaluated curriculum specifically designed for Black and Latino YMSM. Through interactive activities, participants will be provided an overview of Get Your Life. A multi-session, group level HIV/STI prevention curriculum, GYL addresses cultural norms, sexual relationship dynamics, influences of racism and homophobia and HIV/STI risk. Participants will be provided an overview of the curriculum and applicable ways to implement the sections in the classroom or school setting.

louie ortiz-fonseca, Director, LGBTQ Health & Rights, Advocates for Youth; Armonté Butler, Senior Manager, LGBTQ Health & Rights, Advocates for Youth

Workshop Repeats  
During Workshops E

#### **When Someone Comes Out: Demonstrating Support and Acceptance**

**PFLAG National**

**Location: Meeting Room 10/11**

The term “coming out” has become so mainstream that many people assume that it is simple. In this session, participants will learn about what it means to come out, some of the ways that living authentically positively affects the lives of people who are LGBTQ+, and the power and impact of supportive families, schools, workplaces, and communities. Finally PFLAG will share recommendations for individuals working with youth who are planning to come out, as well as for allies who want to do all that they can to celebrate and support youth that have recently come out as LGBTQ+.

Jamie Curtis, Director of Chapter Engagement, PFLAG National

#### **Creating Space for Intersex Youth**

**InterACT: Advocates for Intersex Youth, Intersex History Project**

**Location: Meeting Room 5**

While the visibility of the intersex movement has increased in recent years, the needs and experiences of intersex youth remains relatively obscured. This workshop will offer participants a working understanding of what it means to be intersex by exploring how medicalization, as a historic event and contemporary reality, informs what it means to be intersex. We will also offer frameworks and best practices to create environments that are authentically inclusive of intersex young people, so as to ultimately promote their well-being throughout the social landscape.

Amanda Saenz, Youth Program Manager, InterACT: Advocates for Intersex Youth; Keegan Samaniego, Student and Founder of Intersex History Project

## Saturday, February 15th continued

11:30 a.m. – 12:45 p.m.

### WORKSHOPS B CONTINUED

#### Inclusive Curriculum: Incorporating LGBTQ Topics into the Classroom

**GLSEN**

**Location: Meeting Room 3**

This workshop overviews GLSEN research on the benefits of LGBTQ-inclusive curriculum and provides participants with resources and LGBTQ-inclusive lessons and materials that can be integrated into existing curriculum.

Sophia Arredondo, Director of Education & Youth Programs, GLSEN

#### Unlearning Binary Thinking: Embracing Full-Spectrum Frameworks to Better Serve Trans and Non-Binary Youth in Systems of Care

**Los Angeles LGBT Center**

**Location: Meeting Room 8/9**

What are non-binary identities and how can learning more about them increase the efficacy of our work with all youth? What is binary thinking and how can it limit creativity and damage rapport with clients and colleagues? Built on the general understanding of identities existing on spectrums, this session will offer a conceptual framework through which professionals can begin to unlearn binary thinking in order to better serve all youth in systems of care.

Ariel Bustamante, Training and Coaching Manager, Los Angeles LGBT Center

#### The Empathy Project: the Social Justice Book Club

**Jordan School District**

**Location: Meeting Room 7**

It's time to get your EMPATHY on with The Empathy Project! Come learn how to promote literacy, tolerance, and empathy with a book club that helps students discuss and explore the following topics: LGBTQ identity, racial discrimination, gender discrimination, different abilities, socioeconomic status/poverty/homelessness, and mental health. Learn about great books, how to address controversial topics with students in our current climate, and how to foster a student-led, and student-driven, empathy movement at your school.

Tara Pearce, Secondary English Teacher, Jordan School District; Dixie Garrison M. Ed., Principal, Jordan School District

## Saturday, February 15th continued

11:30 a.m. – 12:45 p.m.

### WORKSHOPS B CONTINUED

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

National Association of School Psychologists

Location: Meeting Room 2

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 shows that one supportive person in an LGBTQ+ student's life can be life-changing and even life-saving. Will you be that one?

Amy Cannava, Ed.S., School Psychologist & Chair of NASP's LGBTQI2-S Committee; Rowan Smith, LGBTQ Youth Advocate

#### Using Research to Make the Case for LGBTQ-Supportive Schools

The University of Texas at Austin, Department of Human Development and Family Sciences

Location: Meeting Room 6

In the last decade, there has been a dramatic growth in research on LGBTQ+ issues in schooling. There is more knowledge than ever about the school experiences of LGBTQ+ students, and about strategies that make a difference for creating safe and supportive schools for LGBTQ+ and all students. How can teachers, parents, and students use research to better inform policies, programs, and practices that promote safe and supportive schools for LGBTQ+ and all students? This workshop reviews key findings from this body of research, and identifies ways to use research to make the case for policy and practice change.

Stephen T. Russell, Ph.D., Priscilla Pond Flawn Regents Professorship in Child Development, Chair of Department of Human Development and Family Sciences, University of Texas Austin; Meg Bishop, M.A., Doctoral Student, Graduate Student Trainee, UT Austin - Human Development and Family Sciences, Population Research Center; Rachel Adams Gonzales, Texas Welcomes All

12:45 – 2:30 p.m.

### LUNCHEON PLENARY

Grand Ballroom



Mediterranean Lentil Soup | Market Greens, Shaved Fennel, Fresh Berries, Radish, Roasted Red Beet, Balsamic Vinaigrette | Vietnamese Angel Hair Pasta Salad with Baby Shrimp and Broccoli | Grilled Chicken Breast, Caramelized Shallot Demi Glace with Wild Mushrooms | Herb Roasted New Potatoes | Green Beans with Indian Spices | Seasonal Mini Desserts | Coffee, Decaf, and Tazo Tea

## Saturday, February 15th continued

12:45 – 2:30 p.m.  
Program Begins at 1:10 p.m.

### LUNCHEON PLENARY

Grand Ballroom

#### Saturday Luncheon Plenary MCs

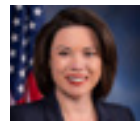


**Nicole Talbot**  
HRC Youth  
Ambassador



**Zimar Batista**  
HRC Youth  
Ambassador

#### Saturday Luncheon Plenary Speakers



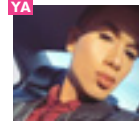
**Angie Craig**  
Congresswoman



**Jonathan Leggette**  
HRC Youth  
Ambassador



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



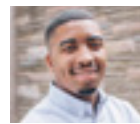
**Avi Pacheco**  
HRC Youth  
Ambassador

### SATURDAY LUNCHEON PANEL DISCUSSION

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

LGBTQ youth of color—Black, Indigenous, Latinx, API, and other racial minorities navigate life with multiple marginalized identities, and carry the burden of enduring not only anti-LGBTQ bias, but the compounded impact of interpersonal and institutional racism. Data from HRC's 2017 national survey of LGBTQ teens makes clear that the dual impact of oppression puts LGBTQ youth of color at disproportionate risk of bullying and harassment, depression and anxiety, and lack of community support. Guided by Leslie Hall, Director of HRC's HBCU Program, this panel will shine light on the steps we can take to better support LGBTQ youth of color at various stages of development, in different systems of care, and with a deeper understanding of all aspects of self-identity.

#### Facilitator

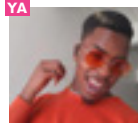


**Leslie Hall**  
Director, HRC's  
HBCU Program

#### Panelists



**Nakiya Lynch**  
HRC Youth  
Ambassador



**Joseph Reed**  
HRC Youth  
Ambassador



**Sameer Jha**  
HRC Youth  
Ambassador



**Zoey Luna**  
HRC Youth  
Ambassador



**Nhandi Craig**  
HRC Youth  
Ambassador





## Saturday, February 15th continued

2:45 – 4:00 p.m.

### WORKSHOPS C



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

Human Rights Campaign

Location: Meeting Room 16

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.

Ellen Kahn, M.S.S., Senior Director of Programs and Partnerships, Human Rights Campaign



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

Human Rights Campaign

Location: Mt. Vernon Square A

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.

Sarah Warbelow, Legal Director, Human Rights Campaign



#### Creating Gender Inclusive Elementary Schools and Supporting Transgender and Non-Binary Students Using the Welcoming Schools Approach

Welcoming Schools, Human Rights Campaign

Location: Meeting Room 14

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. In this session, you will have an interactive, first-hand experience with two of Welcoming Schools' most popular professional development modules—Creating Gender-Inclusive Schools and Supporting Transgender and Non-Binary Students—which include strategies, videos and resources to better support all your students!

Michele Hatchell, Welcoming Schools Consultant

## Saturday, February 15th continued

2:45 – 4:00 p.m.

### WORKSHOPS C CONTINUED

CO-PRESENTING PARTNER



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

**National Education Association**

**Location: Mt. Vernon Square B**

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

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

PARTNER



#### National Strategies for Advancing LGBTQ Inclusion & Equity in Community Organization

**YMCA of the USA**

**Location: Meeting Room 12/13**

Join us for a workshop featuring YMCA of the USA (Y-USA) and local Ys from across the nation, as we discuss organizational collaboration and capacity building to develop strategies for advancing LGBTQ+ inclusion and equity, addressing critical social issues impacting LGBTQ+ communities, and learning from experiences as local Ys implemented strategies across diverse communities. The session includes key learnings and best practices from the first cohort of the Y-USA LGBTQ+ Inclusion and Equity Initiative and their first two years participating in the initiative, which includes the development of community-based GSAs, LGBTQ+ intergenerational dinner dances, and changes to policies, practices, and procedures.

Chad Nico Hiu, Senior Director, Diversity & Inclusion, YMCA of the USA; Jamie Umanzor, Manager, LGBTQ Inclusion & Equity, YMCA of the USA; Zeaira "Z" Chestang, Youth Volunteer Corps Coordinator and Expanding Horizons Summer Program Director, YMCA of Ann Arbor

#### Working with Families to Prevent Suicide & Other Serious Risks and Promote Well-Being for LGBTQ - Gender Diverse Youth

**Family Acceptance Project**

**Location: Meeting Room 10/11**

Learn about increasing support and acceptance among ethnically, racially and religiously diverse families to prevent risk and promote well-being for LGBTQ and gender diverse children and youth. The Family Acceptance Project has developed the field of family acceptance for LGBTQ youth, including the first evidence-based family support model and resources that are widely used in schools, foster care, homeless services, trauma-based care, behavioral health and faith-based services. We'll provide research-based education and guidance materials that are Best Practice resources for suicide prevention for LGBT youth and share strategies to increase family support in agencies, programs, schools and congregations.

Caitlin Ryan, PhD, ACSW, Director, Family Acceptance Project

## Saturday, February 15th continued

2:45 – 4:00 p.m.

### WORKSHOPS C CONTINUED

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

**TransFamily Support Services**

**Location: Meeting Room 8/9**

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.

Kathie Moehlig, Executive Director, TransFamily Support Services; **Sam Moehlig, HRC Youth Ambassador; Nakiya Lynch, HRC Youth Ambassador; Sean Bender-Prouty, HRC Youth Ambassador; Gia Parr, HRC Youth Ambassador; and Ashton Mota, HRC Youth Ambassador**

#### Growing a Gender-Inclusive Biology Curriculum

**Jeffco Public Schools, Educurious**

**Location: Meeting Room 7**

Teaching biology presents many opportunities for authentic inclusion of gender-diversity. How can we affirm our transgender and intersex students when we talk about X and Y chromosomes? How can diverse family structures be included in lessons about meiosis and sexual reproduction? And how do queer and trans identities fit into evolution? We will present the need for such a curriculum, a framework, and examples to be discussed by participants in small groups.

Sam Long, High School Science Teacher, Jeffco Public Schools, Lewis Maday-Travis, Science Educator, Educurious

#### Pathways to LGBTQ Inclusive Curriculum

**Garden State Equality, Make It Better for Youth**

**Location: Meeting Room 4**

In this presentation we will offer pedagogical approaches to inclusion, best practices, and common challenges. We will discuss cultural competencies that help with effective LGBTQ inclusive lessons and curriculum. We will share a matrix/framework for guiding lesson development and implementation. Lastly, we will open the presentation for participants to share their lessons and experiences

Ashley Chiappano, Safe Schools and Community Education Manager, Garden State Equality

## Saturday, February 15th continued

2:45 – 4:00 p.m.

### WORKSHOPS C CONTINUED

#### **Dilemmas in Education: Addressing Moral and Religious Concerns and Objections to Care for Children and Adolescents**

**American Psychological Association**

**Location: Meeting Room 6**

All professionals who serve LGBTQ youth should be equipped with the ability to navigate moral and religious objections by learners, colleagues, and those in all levels of their career. Our workshop applies arguments and approaches within the medical profession for promotion of health, wellness and human flourishing to all professionals who serve LGBTQ youth across varying institutions. These guiding principles of health, wellness, and human flourishing cross all professional intersections and provides our attendees, regardless of their individual field/profession, with knowledge of how to address moral and/or religious objections that interfere with caring for LGBTQ youth.

May Lau, MD, Assistant Professor, Adolescent Medicine, University of Texas Southwestern; Jennifer M. Wimberly, MD, Chair of Institutional Ethics Committee, Parkland Health and Hospital System; Heather Newby, LCSW, Clinical Social Worker, GENECIS Program; Cindy Bowens, MD, Associate Professor, Pediatric Critical Care Medicine, University of Texas Southwestern

#### **Understanding and Supporting LGBTQ Youth: The Stories and Numbers Project**

**University of Texas Austin - Human Development and Family Sciences, Population Research Center**

**Location: Meeting Room 5**

This workshop presents 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. The purpose of the workshop is to orient school personnel to the resources covered on the website, highlighting the newest research on school policies, programs, and practices that are linked to positive adjustment and academic success for LGBTQ students, as well as ways to institute evidence-based safe school strategies. Attendees come away with action steps for implementing inclusive nondiscrimination policies and LGBTQ-related curricula, supporting Gender-Sexuality Alliances, and accessing professional development resources.

Meg Bishop, M.A., Doctoral Student, Graduate Student Trainee, UT Austin - Human Development and Family Sciences, Population Research Center; Stephen T. Russell, Ph.D., Priscilla Pond Flawn Regents Professorship in Child Development, Chair of Department of Human Development and Family Sciences, University of Texas Austin; Rachel Adams Gonzales, Texas Welcomes All

#### **Power Up Your GSA!: Creating Strong and Sustainable GSAs**

**GLSEN**

**Location: Meeting Room 3**

Are you looking to boost your GSA? In this workshop we will discuss strategies in building up your GSA's leadership, attendance, participation, and how to make this sustainable for students and the legacy of the club.

Sophia Arredondo, Director of Education & Youth Programs, GLSEN; Chris Staley, National Student Council; Darid Prom, National Student Council

## Saturday, February 15th continued

2:45 – 4:00 p.m.

### WORKSHOPS C CONTINUED

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

National Association of School Psychologists

Location: Meeting Room 2

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, 2018), 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.

Amy Cannava, ED.S., School Psychologist & Chair of NASP's LGBTQI2-S Committee;  
Ren Strakovsky, LGBTQ Youth Presenter

4:15 – 5:30 p.m.

### WORKSHOPS D



#### Pipeline to Paradigm: Navigating LGBTQ Students of Color through HigherEd Apps, Decisions and Campus Engagement

Human Rights Campaign

Location: Meeting Room 16

Students THRIVE when they see themselves reflected, supported, and protected in their learning environments. LGBTQ students experience a host of challenges navigating higher education, particularly LGBTQ students of color who hold multiple marginalized identities and experience heightened adversity. Supportive parents, school administrators, teachers, counselors and other professionals play an essential role in the lives of LGBTQ youth of color. This workshop will examine inequitable experiences of LGBTQ college students of color, explore tangible methods for supporting LGBTQ students throughout the application and decision making process, and provide resources and tools to assist students in making the best college decision possible.

Rishard M. Butts, HBCU Program Manager, Human Rights Campaign; August K. Clayton, Student & Intern, Human Rights Campaign

CO-PRESENTING PARTNER



#### A Panel Discussion with OUT LGBTQ Staff

National Education Association

Location: Mt. Vernon Square B

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.

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



## Saturday, February 15th continued

4:15 – 5:30 p.m.

### WORKSHOPS D CONTINUED



#### Strategies to Build Your Organization's LGBTQ Training Capacity

**Human Rights Campaign**

**Location: Mt. Vernon Square A**

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

Alison Delpercio, MSW, Director, All Children - All Families, Human Rights Campaign; Harry Morgan, AFFIRM Family Specialist, Prince George's County Department of Social Services, Lauren Wethers-Coggins, AFFIRM Family Specialist, Prince George's County Department of Social Services



#### Fearful of Parent or Community Pushback?

**Welcoming Schools, Human Rights Campaign**

**Location: Meeting Room 14**

Frustrated from pushback when advocating for LGBTQ inclusive schools? Feeling fearful of parent complaints when supporting LGBTQ students? Across the country educators and school districts are targeted by hate groups and individuals or unwanted media attention for simply doing their job: providing a safe and welcoming school climate for all students. In this workshop participants will have the opportunity to review typical scenarios in which schools and school districts persevered and continued to support LGBTQ youth despite pushback. Talking points and strategies for effectively addressing resistance and pushback will be included in this workshop.

Johanna Eager, M.Ed., Welcoming Schools Director, Human Rights Campaign



#### LGBTQ+ Inclusion from a Faith-Based Lens

**YMCA of the USA**

**Location: Meeting Room 12/13**

Join us for a workshop featuring YMCA of the USA (Y-USA) and local Ys working directly in our communities, as we discuss strategies for advancing LGBTQ+ inclusion and equity from a faith-based lens. Learn what LGBTQ+ youth and young adults need from community organizations like the Y. Hear from Ys as they share their experiences as part of an organization with a Christian heritage and serving people from all walks of life and all faiths. The session includes key learnings and best practices developing from the Y-USA LGBTQ+ Inclusion and Equity Initiative, which launched in May 2018.

Jamie Umanzor, Manager, LGBTQ Inclusion & Equity, YMCA of the USA; Chad Nico Hiu, Senior Director, Diversity & Inclusion, YMCA of the USA; Phi-Long Le, Youth Development Site Director, YMCA of Greater San Antonio

## Saturday, February 15th continued

4:15 – 5:30 p.m.

### WORKSHOPS D CONTINUED

#### Addressing Tobacco/Vaping Use Among LGBTQ Youth and Young Adults

**Truth Initiative**

**Location: Meeting Room 7**

LGBTQ individuals commonly experience disparities that stem from social stigma and discriminatory treatment. On top of that, there is a different kind of disparity in the LGBTQ community that is often overlooked: disproportionately high smoking rates and vaping. Overall, lesbian, gay and bisexual young adults (18- 24) are nearly twice as likely to smoke as their straight peers, due in part to targeted marketing by Big Tobacco. Today, research shows that the LGBTQ community is among the hardest hit by tobacco. This workshop will provide an overview of tobacco as a social justice issue, helpful resources for those who work closely with youth, and useful strategies to create a healthier LGBTQ youth population.

Dan Fitzgerald, MPH, Executive Director, Chariho Youth Task Force Network Director, Tobacco Free Rhode Island / American Lung Association; Alexandra Parks, MS, CHES, Managing Director, Strategic Partnerships and Programs, Truth Initiative

#### Developing a Host Home Program for LGBTQ+ Youth Experiencing Homelessness

**Point Source Youth**

**Location: Meeting Room 5**

LGBTQ+ youth of color are overrepresented among youth experiencing homelessness in the U.S. This workshop will examine the latest data and provide participants with best practices and resources they need to develop a host home program in their community using an intersectional approach that centers the needs of the most marginalized youth. Attendees will watch videos from across the country of youth in urban and rural communities sharing their experiences with host homes and everyone will receive a free copy of Point Source Youth's Host Home Handbook 2.0, which contains best practices, sample forms/documents, and policies & procedures

Todd Rosendahl, PhD, National Director of Programs, Point Source Youth; Pilar Barreyro, Director, Northeast & Communications, Point Source Youth

YOUTH DAY PARTNER

#### Safe & Supportive Environments: The Case for Establishing a School-Based LGBTQ Liaison Program

**District of Columbia Public Schools**

**Location: Meeting Room 8/9**

Using the District of Columbia Public Schools' LGBTQ Liaison Program as a case study, we will explore the benefits of establishing a school-based liaison program while providing a road map for developing (or enhancing) programming of this vein. Additionally, we will discuss the effectiveness of liaison programs as shown in external and internal research. Attendees will receive an action planning sheet to guide their own liaison program development, as well as an experience-based mitigation strategy resource and the position descriptions used to recruit DCPS LGBTQ Liaisons.

Tara Cheston, LGBTQ & Sexual Health Program, District of Columbia Public Schools; Wesley Thomas, Manager, LGBTQ & Sexual Health Program, District of Columbia Public Schools; Sulianie Mertus, Evaluation Analyst, LGBTQ & Sexual Health Program, District of Columbia Public Schools

## Saturday, February 15th continued

4:15 – 5:30 p.m.

### WORKSHOPS D CONTINUED

#### Supporting TGNC Youth of Color

GLSEN

Location: Meeting Room 3

In this workshop we will discuss supporting transgender, nonbinary, gender non conforming, and gender exploring students of color in K-12 schools. We will examine the basics of supporting student's identities that are often times centered around white dominant culture and representation. We will identify differences and needs by students of color and how to navigate support as an educator. This workshop will not just discuss the different identities, participants will work through case study examples and discuss best practices. We eliminate the misconception that you have to be an expert on this subject to support these students!

Sophia Arredondo, Director of Education & Youth Programs, GLSEN; Chris Staley, National Student Council; Darid Prom, National Student Council

#### Grassroots Works: How Two Educators Created Better Spaces for LGBTQ Students, Families, and Educators

Salt Lake City School District

Location: Meeting Room 10/11

This workshop is designed to share the experience of two educators that started a small group in 2016 to create more inclusive practices and spaces for LGBTQ+ youth and educators in public education in a conservative state. In this session, participants will learn about the important relationships fostered, the barriers faced along the way, and the result of more inclusive policies that came about as a result of this work. With limited training for educators around LGBTQ inclusive practices, this training can support educators who might be interested in providing professional learning to other educators in their local community.

Kody Colvin, Elementary Assistant Principal, Salt Lake City School District; Savannah Skyler, HRC Youth Ambassador

#### NOVA Pride Prom: The Prom Heard Around the World

NOVA Pride

Location: Meeting Room 2

NOVA Pride Prom began four years ago with one student's dream: creating a queer prom which was open to students from across the metro area that rivaled high school proms. The dream became a reality that surpassed expectations and garnered national attention. To date, over 300 youth from across 5 states attend the annual event. The dance is unique in that it embodies four things: celebration, education, compassion, and action. In addition to a traditional dance, crisis counselors are on hand and regional affirming organizations compete for table space. Share our dream. Bring Pride Prom to your town and better lives like we have.

Amy Cannava, Ed.S., Director, Youth Outreach, NOVA Pride; Jhamy Carey, Student Leader, Pride Prom; Jack Newman, Student Leader, NOVA Pride

## Saturday, February 15th continued

4:15 – 5:30 p.m.

### WORKSHOPS D CONTINUED



#### Unpacking Adultism

SMYAL

Location: Meeting Room 6

This workshop is designed for youth workers, teachers, and other youth-serving professionals who are committed to learning about and dismantling systems of oppression. Through a series of participant-driven discussions and activities, attendees will leave with an understanding of what adultism is, as well as tangible ways to address adultism interpersonally and structurally.

Rebecca York, Community Engagement & Youth Leadership Manager; SMYAL; Addison Moore, After-School Programs Manager, SMYAL

#### Sex Talk: How LGBTQ+ Inclusive Sex Education leads to Sexual Liberation for Queer and Trans Youth of Color

SIECUS: Sex Ed for Social Change

Location: Meeting Room 4

Sex education is a necessary tool that can lead to sexual liberation for queer and trans youth of color. With sex education, we have a golden opportunity to create a culture shift—tackling the misinformation, shame, and stigma that creates the basis for many of today's sexual and reproductive health and rights issues: reproductive justice, LGBTQ equality, sexual violence, gender equity, and the dismantling of white supremacy. This interactive workshop will look at the ways sex education is framed, how we as advocates can reframe sex education, and how we examine the policies implemented that impact queer and trans youth of color.

Jennifer Driver, Vice President of Policy & Strategic Partnerships,  
SIECUS: Sex Ed for Social Change

5:30 – 7:00 p.m.

### DINNER ON YOUR OWN



## Saturday, February 15th continued

7:30 – 9:00 p.m.

### FILM SCREENING

Mt. Vernon Square A



#### THE MOST DANGEROUS YEAR, Marymoore Productions

As a dark wave of anti-transgender “bathroom bills” began sweeping across the nation, The Human Rights Campaign called 2016 the most dangerous year for transgender Americans. Filmmaker Vlada Knowlton captures the ensuing civil rights battle from the perspective of a group of embattled parents — including herself and her husband, parents of a young trans girl — fighting to protect their children from discriminatory laws in their home state. While Knowlton passionately follows the story of anti-transgender legislation, the heart of the film lies in the stories of the families who accept and support their kids for exactly who they are. Learn more about this critically acclaimed documentary at [www.themostdangerousyear.com](http://www.themostdangerousyear.com).

A live Q&A session with the filmmaker and cast members will immediately follow

Vlada Knowlton, Filmmaker, The Most Dangerous Year, and cast members

9:00 – 10:00 p.m.

### OPTIONAL LATE-NIGHT NETWORKING

Mixx Lobby Bar



Craving a Late-Night Beverage? If you are not ready for the night to end, head to Mixx for a drink or bite to eat with other conference goers. Mixx is located on the lobby level of the Renaissance Washington DC Downtown Hotel.



## Sunday, February 16th

8:00 a.m. – 12:30 p.m.

### CONFERENCE REGISTRATION OPENS

Grand Ballroom Foyer



**Youth Attendance:** HRC Foundation, in partnership with the SMYAL and DC Public Schools 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!

8:00 – 9:00 a.m.

### BREAKFAST BUFFET

Grand Ballroom Foyer and Grand Ballroom



Cage Free Scrambled Eggs and Fresh Chives | Waffles with Housemade Apple Compote | Roasted Fingerling Potatoes | Steel Cut Oats served with Brown Sugar, Toasted Nuts, and Dried Fruits | Individual Yogurts | Roasted Tomato, Spinach, and Feta Quiche | Seasonally Inspired Fresh Fruit | Daily Bakery Selection to Include Croissants and Breakfast Breads | Seasonal Jams | Selection of Chilled Juice | Coffee and Tea Selection

9:00 – 10:15 a.m.

### WORKSHOPS E



#### Standing by Our Siblings

Human Rights Campaign

Location: Mt. Vernon Square A

Siblings of transgender and gender-diverse youth often find themselves in a unique and sometimes very challenging role in the family. Though they are often the earliest and strongest of allies, they can also find themselves in the shadows. Embracing advocacy and balancing their own individual identities can be extremely trying and lonely at times. Family structures themselves are often very diverse and involve navigating multiple relationships and marginalized identities.

Ellen Kahn, Senior Director of Programs and Partnerships, Human Rights Campaign; Sydney Tchoryk, Student at Dexter Community Schools; Peter and Sarah Tchoryk, Parents; Chelsea Watson, Student; Luc Parr, Student

#### I See Me: Stories That Uplift, Empower, and Connect LGBTQ+ Youth

It Gets Better Project

Location: Meeting Room 3

Positive LGBTQ+ 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. Join us, and learn how you can bring inspiring LGBTQ+ stories into your classroom!

Justin Tindall, Director, Education and Global Programming, It Gets Better Project; Ariella Assouline, Operations Coordinator, It Gets Better Project



## Sunday, February 16th continued

9:00 – 10:15 a.m.

### WORKSHOPS E CONTINUED



#### **"So You Have An Audience... Now What? Preparing to Train Others on LGBTQ Topics"**

**Human Rights Campaign**

**Location: Meeting Room 16**

As professionals committed to LGBTQ-inclusion, the time often comes where we are asked to lead a workshop or dialogue on LGBTQ topics for our colleagues or community partners. This workshop covers tips for getting the most out of these opportunities to educate others. From asking the right questions of leadership beforehand, to creating a space for adult learners to explore challenging topics and confront their own biases, and the follow-up strategies that encourage real organizational change, participants will walk away more confident in their ability to say, "Yes!" to the next request. Special focus will be given to the concept of cultural humility and considerations for what it means to be doing this work as an LGBTQ-identified person vs. someone who is not LGBTQ but cares deeply about the community.

Alison Delpercio, MSW, Director, All Children - All Families, Human Rights Campaign;  
Cheryl Greene, Deputy Director, Welcoming Schools, Human Rights Campaign



#### **The Teachable Moment: Age-Appropriate Responses to Elementary Student Questions and Comments about Gender, Family, and LGBTQ Topics**

**Welcoming Schools, Human Rights Campaign**

**Location: Meeting Room 14**

Can girls marry each other? Why don't the people in Javi's family match? Why is Phillip wearing a "girl's 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.

Michele Hatchell, Welcoming Schools Consultant



#### **How School Administrators Can Create Supportive and Inclusive Environments for LGBTQ Students and Educators**

**National Association of Secondary School Principals**

**Location: Meeting Room 12/13**

This 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 discuss their strategies for engaging LGBTQ students in school programs and activities and ensure 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 a culture in their own schools and work collaboratively with their school leaders.

Dustin Miller, PhD, Assistant Professor, The Ohio State University; Dixie Rae Garrison, Principal, West Jordan Middle School West Jordan, UT

## Sunday, February 16th continued

9:00 – 10:15 a.m.

### WORKSHOPS E CONTINUED

CO-PRESENTING PARTNER



#### Drawing Connections: Exploring the Intersections of Race, Gender and Sexual Orientation (NEA LGBTQ Module 4)

National Education Association

Location: Mt. Vernon Square B

This interactive workshop explores the intersections of marginalized race, gender and sexual orientation and the impact of those intersections on classroom practice. Participants will explore the key terms: Race, Gender, Sexual Orientation and will look at how those terms are defined and used in society. We will explore how we are socialized to categorize people using these distinct terms and how that impacts our interactions with students. Strategies will be introduced to make the classroom and school more inclusive for students with marginalized identities.

Toni Smith, LGBTQ Cadre Trainer, National Education Association; Bonnie Augusta, LGBTQ Cadre Trainer, National Education Association

Workshop Repeats  
During Workshops B

PARTNER



#### Suicide Prevention Policies in Schools – Equipping School District Staff to Prevent Crises and Save LGBTQ Lives

The Trevor Project

Location: Meeting Room 5

Suicide is the second leading cause of death among American youth, and LGBTQ youth are more than four times more likely to attempt suicide than their peers. Despite these tragic statistics, The Trevor Project has found that fewer than half of the thousands of school districts whose policies they have evaluated require teacher training or student education regarding suicide. By analyzing school suicide prevention policies from across the country, The Trevor Project has identified and will share important trends and best practices for educational settings that, properly acted on by policymakers, have the potential to save young LGBTQ lives.

Keygan Miller, Advocacy Associate, The Trevor Project; Jack Newman, Student at Virginia Commonwealth University

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

Modern Military Association of America

Location: Meeting Room 7

Over the years as many policies have been implemented to be inclusive for all service members, 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 in serving 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.

Jennifer Dane, M.A., Director of Education and Programs, Modern Military Association of America

## Sunday, February 16th continued

9:00 – 10:15 a.m.

### WORKSHOPS E CONTINUED

Workshop Repeats  
During Workshops B

#### When Someone Comes Out: Demonstrating Support and Acceptance

**PFLAG National**

**Location: Meeting Room 8/9**

The term “coming out” has become so mainstream that many people assume that it is simple. In this session, participants will learn about what it means to come out, some of the ways that living authentically positively affects the lives of people who are LGBTQ+, and the power and impact of supportive families, schools, workplaces, and communities. Finally PFLAG will share recommendations for individuals working with youth who are planning to come out, as well as for allies who want to do all that they can to celebrate and support youth that have recently come out as LGBTQ+.

Jamie Curtis, Director of Chapter Engagement, PFLAG National

#### #MuslimAnd Young, Queer, & Taking Action

**Advocates For Youth**

**Location: Meeting Room 15**

The Muslim Youth Leadership Council (MyLC) is a group of young queer, trans, and allied Muslim youth from across the country. MyLC focuses on four main areas of work: countering Islamophobia and anti-Muslim hate, strengthening sexual health and reproductive rights for young Muslims, promoting LGBTQ rights and supporting queer Muslims, and working towards racial justice and countering anti-Blackness in our communities. Come learn about how youth are taking action to end queerphobia and Islamophobia, and get access to our groundbreaking resources: “I’m Muslim & I Might Not Be Straight” and “I’m Muslim & My Gender Doesn’t Fit Me”!

Khadija Khan, Manager of International & Muslim Youth Advocacy, Advocates for Youth; Sinclair Blue, Advocates for Youth Muslim Youth Leadership Council Member; Ameera Khan, Advocates for Youth Muslim Youth Leadership Council Member; Imaan Mirza, Advocates for Youth Muslim Youth Leadership Council Member



#### Arts/Activism: Visual Change & Strategic Expression

**SMYAL**

**Location: Congressional Ballroom C**

Organizing spaces — especially those that are youth centered and youth driven — often talk about the need to use art as activism. Art has the power to build bridges across difference, heal trauma, and strengthen communities in the fight for equity and justice; art has the power to become the symbols of a revolution. However, in order to create this kind of symbolic movement art, some strategic planning is in order for marginalized youth. Participants will learn how to identify their goals (artistically and movement wide), find their audience, and pick the most impactful medium. No prior artistic experience is necessary.

Addison Moore, After-School Programs Manager, SMYAL; Rebecca York, Community Engagement & Youth Leadership Manager, SMYAL;

## Sunday, February 16th continued

9:00 – 10:15 a.m.

### WORKSHOPS E CONTINUED

#### LGBTQ Mental Health: Challenges and Opportunities for Change

**Mental Health America**

**Location: Meeting Room 4**

Since 2014, MHA has provided free, anonymous, and confidential screening tools that allow people to explore their mental health concerns through our MHA Screening program (at [www.mhascreening.org](http://www.mhascreening.org)). This workshop will present the findings from MHA's LGBTQ+ mental health report, which explored data from nearly 300,000 LGBTQ individuals who took an online mental health screen. It will highlight specific challenges faced by LGBTQ screeners, especially youth, and provide policy and programmatic recommendations based on the data. It will then feature a member of MHA's Collegiate Mental Health Innovation Council working on the ground in California to advocate for LGBTQ mental health.

Maddy Reinert, MPH, Program Manager of Population Health, Mental Health America; Juan Acosta, Member of the Youth Innovation Project Planning Committee for California's Mental Health Services Oversight Accountability Commission

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

**Saint Paul Public Schools, Human Rights Campaign**

**Location: Meeting Room 10/11**

In this session, we'll smash the myth of bi+ privilege, interrupt biphobia, and put our pansexual people in the spotlight as we rocket beyond sexual orientation binaries. We'll highlight stars like bi+ icons Janelle Monáe and Som Hye In who have expanded the conversation about bi/pan/ fluid/poly/queer/and unlabeled people in the media! 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.

Clark Hoelscher, PhD, LGBTQIA+ Program Specialist, Saint Paul Public Schools;  
*Ace Auker, HRC Youth Ambassador*

10:15 – 10:45 a.m.

### NETWORKING COFFEE AND SNACK BREAK

Grand Ballroom Foyer



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

Flavored Homemade Popcorn | Trail Mix | Coffee and Tazo Tea

12:00 p.m.

### HOTEL CHECKOUT ON SUNDAY, FEBRUARY 16

The Renaissance Washington DC Downtown Hotel has a strict check out time of 12:00 p.m. Please check with the Bell Desk about options to store your luggage until the conclusion of the conference.

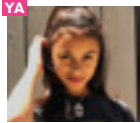
## Sunday, February 16th continued

11:00 a.m. – 12:30 p.m.

### CLOSING PLENARY: KEYNOTE SPEAKERS

Grand Ballroom

#### Sunday Closing Plenary MCs



**Gia Parr**  
*HRC Youth Ambassador*



**Sameer Jha**  
*HRC Youth Ambassador*



**Sam Moehlig**  
*HRC Youth Ambassador*

#### Sunday Closing Plenary Speakers



**Jacob Kanter**  
*HRC Youth Ambassador*



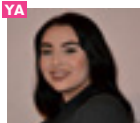
**JoAnn Bartoletti**  
*Executive Director, National Association of Secondary School Principals*



**Makayla Humphrey**  
*HRC Youth Ambassador*



**Tori Cooper**  
*Director of Community Engagement for HRC's Transgender Justice Initiative*



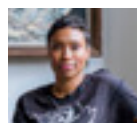
**Zoey Luna**  
*HRC Youth Ambassador*



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



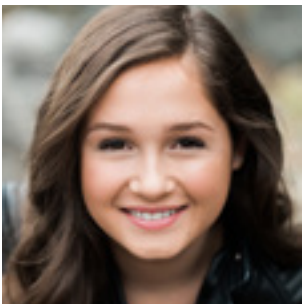
**Sarah McBride**  
*National Press Secretary, Human Rights Campaign*



**Jodie Patterson**  
*Board Chair, Human Rights Campaign Foundation*



### ENTERTAINMENT PROVIDED BY



#### NICOLE TALBOT

She/Her | *HRC Youth Ambassador*

Sunday, February 16th continued

## UPSTANDER AWARDS

Promoting Safety Inclusion and Well-Being for LGBTQ Youth!



### NICOLE MAINES | She/Her | Actress and Transgender Advocate

Transgender activist Nicole Maines stars as intrepid cub reporter, Nia Nal/Dreamer, in The CW's hit series "Supergirl." Dreamer is the first transgender superhero on television.

Maines' activism started at the early age 10. On December 28, 2007, she and her family were on the front page of their local paper. This started a long battle with outside interest groups who are afraid of the unknown. After a long battle, Maines won a State Supreme Court decision against the Orono School District in Maine, which ruled that the school district had violated the state's Human Rights Act. The case marked the very first time that a state's highest court ruled that a transgender person has the right to use the restroom of the gender with which they identify.

Maines and her family have a New York Times best-selling book, "Becoming Nicole: The Transformation of an American Family," by Pulitzer Prize author Amy Ellis Nutt. Their book was named one of the 10 best books of the year by People, Men's Journal, and was a finalist for the LAMBDA Literary Award for Transgender Non-Fiction.

As a teenager Maines was named one of the Glamour Magazine's "50 inspiring women of the year." In 2012, she and her brother Jonas were invited to the White House to celebrate their activism. Nicole won GLAAD Outstanding Individual Episode Media Award in 2015. She guest-starred opposite Mark Feuerstein in the comedy "Royal Pains" and at age 16 Nicole appeared in the documentary feature "The Trans List" for HBO. And in 2018, Maines was included in the InStyle Magazine 'Icon Issue' alongside notable names like Michelle Obama and Oprah Winfrey.



### CAMIKA SHELBY | She/Her | National Black Justice Coalition Black Youth Advocate and Ambassador

Camika Shelby of Huntsville, Alabama, is proud to serve as a National Black Justice Coalition Black Youth Advocate and Ambassador. Shelby became an advocate and activist after her 15-year-old son, Nigel Shelby, died by suicide after being bullied for being both Black and gay. Shelby's mission has become facilitating healthy, and at times uncomfortable, conversations about the mental health needs of young people and is working with the National Black Justice Coalition to highlight programming, resources, and practices that ensure all children feel safe, engaged, and supported--both at school and at home. Shelby wants Nigel to be remembered for having changed the world by encouraging Black families, in particular, to talk more about the importance of loving and supporting Black LGBTQ+ children, youth, and young adults.

12:30 p.m.



### CONFERENCE CONCLUDES FOR ADULT ATTENDEES

#### LUNCH ON YOUR OWN

Join new friends and enjoy one of the restaurants in the area!



## Sunday, February 16th continued

12:45 – 3:00 p.m.

### CONFERENCE CONTINUES FOR YOUTH ATTENDEES AND CHAPERONES

Congressional Ballroom A/B

Lunch provided for youth attendees and their chaperones in Congressional Ballroom A/B.  
See hotel diagram on pages 2–3.

#### 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

**Raina Nelson**, Workplace Equality Program Manager, Human Rights Campaign Foundation

#### PANELISTS:

**Hilario Benzon**, Manager, Human and Civil Rights Department, National Education Association

**Raffi Freedman-Gurspan**, Deputy Campaign Director, All on The Line

**Sylwia Wewiora**, Senior Attorney, TJX

**Tony Moraga**, Vice President, Manager of Social Impact - Corporate Citizenship, BBVA Compass

**Deirdre “Dee” Coleman**, Officer of LEAGUE at AT&T, LGBTQ ERG Group

**Meghan Stevens**, Geographic Information Systems Analyst, President, LEAP, Papa John’s International

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## CO-PRESENTING TIME TO THRIVE

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



NEA is thrilled to expand its partnership with the Human Rights Campaign and 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 amore engaging, welcoming, respectful and caring environment for LGBTQ youth."

– Richard Yep, Executive Director and CEO, American Counseling Association



## 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 spaceand work together for a better future for all LGBTQ youth."

– Amit Paley, Executive Director, The Trevor Project



True Colors United 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 United



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	Jefferson County Public Schools	Point Source Youth
American Counseling Association	Jordan School District	Puyallup School District
American Psychological Association	Los Angeles LGBT Center	Salt Lake City School District
Clemson University	Make It Better for Youth	SIECUS: Sex Ed for Social Change
Dexter Community Schools	Modern Military Association of America	SMYAL
District of Columbia Public Schools	Monson Public Schools	The Center for Relationship and Sexual Health
Evangelical Lutheran Church in America	National Association of School Psychologists	The Trevor Project
Family Acceptance Project	National Center for Lesbian Rights	The University of Texas at Austin
Garden State Equality	National Education Association	TransFamily Support Services
Gender Diversity	New Jersey Synod	Truth Initiative
GLSEN	NOVA Pride	Welcoming Schools
Human Rights Campaign	PFLAG National	YMCA of the USA
InterACT: Advocates for Intersex Youth	Phillips Exeter Academy	
It Gets Better Project		

## THANK YOU TO OUR EXHIBITORS

Advocates for Youth	Mimi Lemay	Progressive Threads
American Counseling Association	Narwhal Magic Kindness	Q Chat Space
American Humanist Association	National Association of School Psychologists	Queer Male Cannon Project
American Federation of Teachers	National Association of Secondary School Principals	SIECUS: Sex Ed for Social Change
ASPIRA	National Education Association	SMYAL
AT&T	National LGBTQ Task Force	The Trevor Project
Family Acceptance Project	Nonprofit Leadership Alliance	True Colors United
Gay Pride Bow Ties	NOVA Pride	Truth Initiative
Gender Odyssey	Peace First	Tyler Clementi Foundation
Human Rights Campaign	PFLAG National	U.S. DOJ Community Relations Service
LULAC		Welcoming Schools
Mental Health America		YMCA of the USA

## THANK YOU TO OUR CONFERENCE PARTNERS





## A SAFE AND WELCOMING SCHOOL ENVIRONMENT IS ESSENTIAL FOR STUDENT SUCCESS.

In partnership with HRC Foundation's **WELCOMING SCHOOLS**, NEA offers at no cost to its members and affiliates the nation's premier professional development program providing research-based training and resources to elementary school educators.

For more information: <https://neacsjpd.org/training-session/welcoming-schools/> or email Anthony Brisson at [ABrisson@nea.org](mailto:ABrisson@nea.org)





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Truth Initiative® is a national public health organization that is inspiring tobacco-free lives and building a culture where all youth and young adults reject tobacco. The truth about tobacco and the tobacco industry are at the heart of our proven-effective and nationally recognized **truth**® public-education campaign, our rigorous and scientific research and policy studies, our community and youth engagement programs supporting populations at high risk of using tobacco, and our innovations in tobacco dependence treatment.

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*Visit [counseling.org/timetothrive](https://counseling.org/timetothrive) to browse resources and learn more about the ways in which ACA empowers counselors to serve LGBTQ clients.*



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**THE CALIFORNIA ASSOCIATION OF SCHOOL COUNSELORS CONGRATULATES THE HUMAN RIGHTS CAMPAIGN FOUNDATION & TIME TO THRIVE FOR ANOTHER SUCCESSFUL CONFERENCE!**

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MENTAL HEALTH SYMPOSIUM**

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# TAKE ACTION

Accepting adults decrease the risk of LGBTQ youth attempting suicide by 40%.

As a supporter of LGBTQ youth, I commit to:



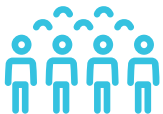
1. **Affirm** LGBTQ young people to make sure they know they are loved, valued, and never alone.



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.





Pictured: Families of the staff and members of the YMCA of San Francisco

# For All

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**



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY



# Making a Difference in the LGBTQ Community

## 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](https://nassp.org/action)

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 builds culture and leads learning by supporting its LGBTQ students and educators through various initiatives, including:

- **NASSP Position Statements:** The 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](https://www.nassp.org/advocacy) for more information.
- **2020 National Principals Conference:** An annual conference dedicated to the education and development of principals of all grade levels, NPC20 (National Harbor, July 7-9) will feature the LGBTQ-focused session, "How School Administrators Can Create Supportive and Inclusive Environments for LGBTQ Students and Educators" and other opportunities for LGBTQ school leaders and allies to network with their peers. Visit [www.principalsconference.org/HRC](https://www.principalsconference.org/HRC) for more information.
- **Grassroots Advocacy:** Sign up at [nassp.org/action](https://nassp.org/action) to receive legislative updates from the NASSP Policy & Advocacy Center, including opportunities to advocate on behalf of LGBTQ students and educators.



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Contact Deborah Levine, CenterLink,  
[deborah@lgbtcenters.org](mailto:deborah@lgbtcenters.org), for more information

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INTERNATIONAL  
DOCUMENTARY  
FILM FESTIVAL

WINNER  
GENDER JUSTICE  
LEAGUE AWARDS

WINNER  
QUEEN POLA  
FILM AWARDS

# THE MOST DANGEROUS YEAR

Love Is Stronger Than Fear

"Intensely personal...it makes its case effectively" - New York Times

"Humble, yet deeply moving documentary" - Los Angeles Times

**AWARD-WINNING 2019 DOCUMENTARY** about a group of families with  
transgender kids who stood up to fear and bigotry and **won**.

Feb. 15, 7:30 PM, followed by a Q&A with the filmmaker and cast members.

MARYMOOR  
PRODUCTIONS

[WWW.THEMOSTDANGEROUSYEAR.COM](http://WWW.THEMOSTDANGEROUSYEAR.COM)

PassionRiver





# NOW'S THE TIME!

We're proud to support organizations like the Human Rights Campaign Foundation that share our mission to build a community where everyone feels welcome, valued, and engaged.



**tj-maxx** **Marshalls** *HomeGoods*  **SIERRA** WINNERS **HOMESENSE** **Tkmaxx**



# EVERYBODY LOVES PIZZA. PIZZA LOVES EVERYBODY.

At Papa John's, our best ingredients are our people. We believe everyone belongs.  
That's why we're proud to support Time to Thrive.



*The California Teachers Association  
is the largest professional employee  
organization in California and the  
largest statewide affiliate in the  
National Education Association.*

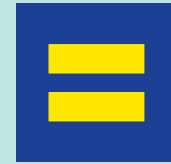
*CTA exists to protect and promote the  
well-being of its 310,000 members.*

**www.cta.org**

**nea**

# Thank you for attending

# TIME TO THRIVE



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION™



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

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**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!**

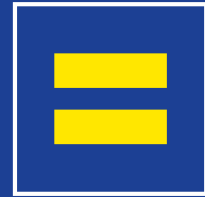
Your membership includes important alerts about national and local LGBTQ issues, invitations to HRC events in your area, our quarterly Equality Magazine and more! We need your support more than ever, and look forward to welcoming you to HRC's three million strong membership base.

**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!**



# PROJECT THRIVE

A NATIONAL CAMPAIGN TO SUPPORT LGBTQ YOUTH



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION™

**We Thank Our Project THRIVE partners  
for their Commitment to LGBTQ Youth!**



American Academy of Pediatrics  
DEDICATED TO THE HEALTH OF ALL OUR CHILDREN



## NOTES

[illegible]

## NOTES



# CONNECTING FOR EQUALITY SINCE 1975.

AT&T is proud to support Time to Thrive  
as we celebrate 45 years as an ally of  
the LGBTQ+ community.

Learn more at [TurnUpTheLove.com](https://TurnUpTheLove.com)

