

# TIME TO THRIVE

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

**FEBRUARY 14 – 16, 2014**  
**LAS VEGAS, NEVADA**



PRESENTING SPONSOR:

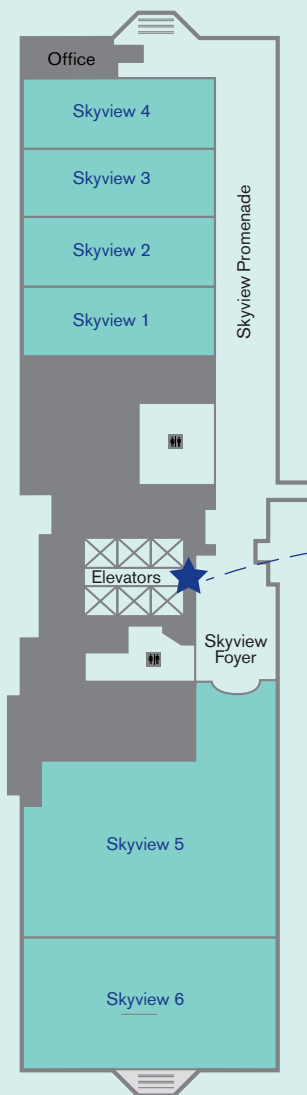


CO-PRESENTING CONFERENCE PARTNERS:



# BALLY'S LAS VEGAS

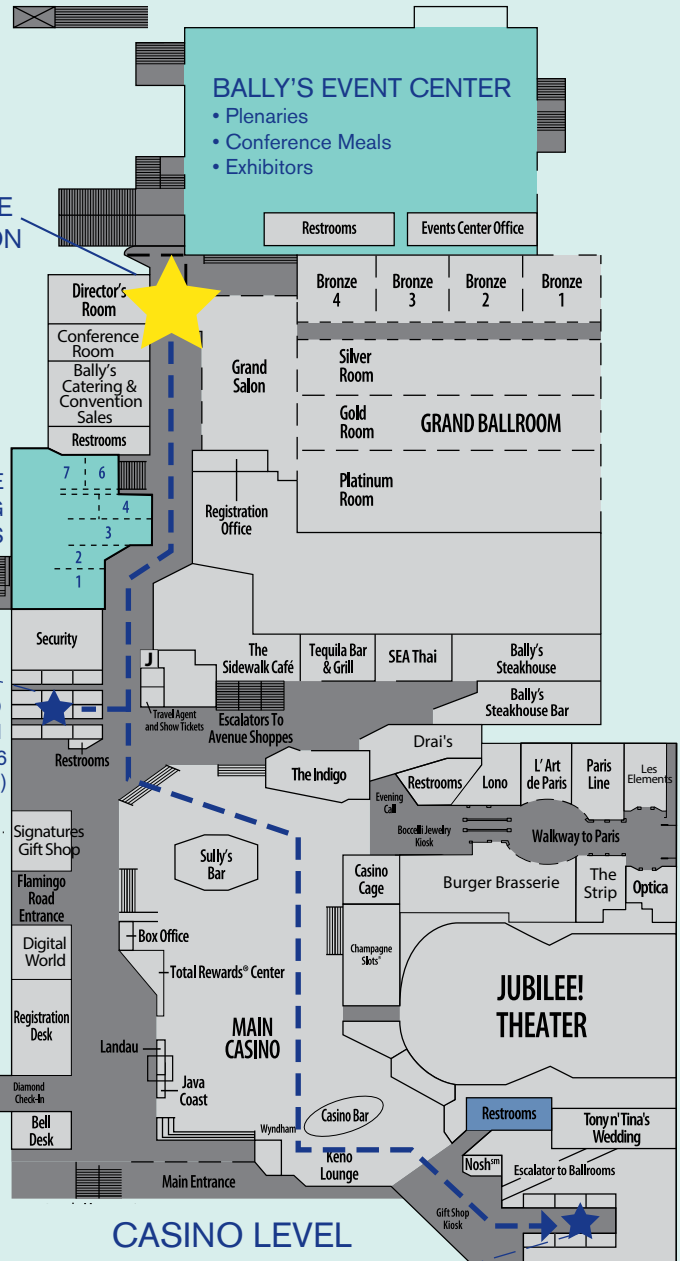
## 26TH FLOOR



CONFERENCE  
REGISTRATION

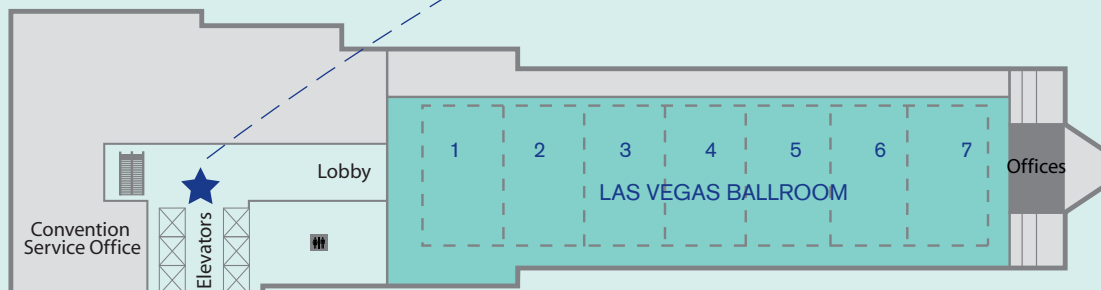
PALACE  
MEETING  
ROOMS

ELEVATORS TO  
WORKSHOPS HELD IN  
SKYVIEW ROOMS 1-6  
(GO TO FLOOR 26)



CASINO LEVEL

ELEVATORS TO  
WORKSHOPS HELD IN  
LAS VEGAS 1-7  
(GO TO FLOOR 3)



THIRD FLOOR

# WELCOME

Thank you for attending the Human Rights Campaign Foundation's inaugural national conference, Time to THRIVE, co-presented by the National Education Association and the American Counseling Association. We have three exciting and empowering days planned to help you promote safety, inclusion and well-being for LGBTQ youth in your community. This conference would not be possible without support from our sponsors, including a generous presenting sponsorship from AT&T. This weekend you will hear from amazing speakers, special guests and expert presenters in dozens of workshops. Our goal in all of this is to give you answers and resources that help you do important work in your own communities. In my work with the Human Rights Campaign Foundation and as a former educator, I know first-hand that being a change agent takes courage and intentionality. Being here this weekend is just the first step in that process. From the bottom of my heart, I thank you for giving up your holiday weekend to be here and for becoming that voice of change in your community. You will save and change countless lives.

– Vinnie Pompei, Conference Chair

## THE TIME TO THRIVE TEAM



### **Vincent "Vinnie" Pompei**, *Conference Chair*

Vinnie Pompei works at the Human Rights Campaign Foundation as the Director of the Youth Well-Being Project. Previously, he served as President for the California Association of School Counselors and was the Project Director for the Center for Excellence in School Counseling and Leadership. Vinnie spent more than 10 years in public education as a middle school teacher and high school counselor in Southern California. He even found time to volunteer as an Ambassador for The Trevor Project, serve as President for his local PFLAG chapter and was a national LGBTQ cadre trainer for the National Education Association. Vinnie holds two Master's Degrees in education and will be graduating in May with a Doctorate in Education Leadership from San Diego State University.

**Malia Green**, *Conference Planning Fellow, School Counseling Graduate Student, San Diego State University*

**Michelle Ferrer**, *Conference Planning Fellow, School Counseling Graduate Student, San Diego State University*

Thank you all HRC staff and volunteers to helped make Time to THRIVE a success! A special thank you to Sam Anderson, Matthew Aycock, Tricia Benson, Jay Brown, Eric Cameron, Mitch Curtis, Richard Gagliano, Candace Gingrich, Noel Gordon, Paul Guequierre, Ellen Kahn, Anastasia Khoo, Jeff Krehely, Mollie Levin, Maureen McCarty, Jenna Raspanti, James Servino, Ben Shallenberger, Sarah Streyle, Kisha Webster and Kim Westheimer.

### **National Host Committee**

#### **Carmen Ashley, MPH, CHES**

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

#### **Masen Davis**

*Executive Director, Transgender Law Center*

#### **Betty DeGeneres**

*National LGBT Rights Activist & mother of Ellen DeGeneres*

#### **LZ Granderson**

*ESPN Columnist and CNN Contributor*

#### **Denise Greene-Wilkinson**

*2012-2013 President, National Association of Secondary School Principals*

#### **Dolores Huerta**

*President of the Dolores Huerta Foundation*

#### **Earvin "EJ" Johnson III**

*Son of Magic and Cookie Johnson and student at NYU*

#### **Kate Kendell, Esq.**

*Executive Director, National Center for Lesbian Rights*

#### **Julie Meyers, M.D.**

*Member, American Academy of Pediatrics, Section on LGBT Health and Wellness*

#### **Becky Pringle**

*Secretary-Treasurer, National Education Association*

#### **Scott Sapperstein**

*Executive Director of Public Affairs, AT&T*

#### **Linda Spears**

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

#### **Randi Weingarten**

*President, American Federation of Teachers*

#### **Richard Yep**

*Executive Director, American Counseling Association*

United States Senate  
WASHINGTON, DC 20510-7012

February 14, 2014

Time to THRIVE  
3645 Las Vegas Blvd South  
Las Vegas, NV 89109

Dear Friends:

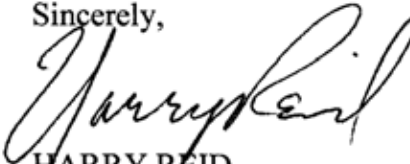
Welcome to the Human Rights Campaign (HRC) Foundation's inaugural national conference "Time to THRIVE" at Bally's Hotel & Casino in Las Vegas. The safety, inclusion and well-being of LGBT youth are of national importance, and I applaud the National Education Association and the American Counseling Association for co-presenting this event.

As many of you know, I ensured the enactment of the Matthew Shepard & James Byrd Jr. Hate Crimes Prevention Act, championed the successful effort to repeal Don't Ask Don't Tell, have always supported adequate funding to combat HIV and AIDS, and recently spearheaded the passage of the Employment Non-Discrimination Act. The LGBT community is making steady progress, and I remain committed to doing all that I can as senior Senator for Nevada and Senate Majority Leader to ensure dignity and equality for all members of our LGBT community.

Laws may not be able to change the hearts and minds of all people, but laws can foster a consciousness for our society to continue thinking more critically and objectively, especially about the harm LGBT youth endure. The impacts of family rejection, bullying, and concern for safety are devastating to LGBT youth. As you attend the seminars, participate in workshops, and hear from many speakers, including Chelsea Clinton, Dolores Huerta, Chad Griffin, and Judy Shepard, I hope you leave "Time to THRIVE" more empowered and with a renewed sense of purpose on behalf of all LGBT youth.

I wish all of you a wonderful conference and thank you for coming to Las Vegas.



Sincerely,  
  
HARRY REID  
United States Senator

# SCHEDULE AT A GLANCE

## Friday, February 14th

2:00 p.m.	<b>Conference Registration Opens</b> (Hallway Near Bally's Event Center)
3:00 – 5:00 p.m.	<b>Optional Pre-Conference</b> (Pre-Conference Registration Required)
5:00 – 6:30 p.m.	<b>Attendee Welcome Reception with Food and Cash Beverages</b> (Bally's Event Center)
6:35 – 8:45 p.m.	<b>Opening Plenary</b> (Bally's Event Center)
8:45 – 10:30 p.m.	<b>Networking Social at Indigo Lounge</b> (Inside Bally's)

## Saturday, February 15th

7:00 a.m.	<b>Conference Registration Opens</b> (Hallway Near Bally's Event Center)
7:00 – 8:30 a.m.	<b>Breakfast Buffet</b> (Bally's Event Center)
8:30 – 9:45 a.m.	<b>Saturday Plenary</b> (Bally's Event Center)
10:00 a.m. – 11:00 a.m.	Workshops A (Various Rooms)
11:15 a.m. – 12:15 p.m.	Workshops B (Various Rooms)
12:15 – 2:00 p.m.	<b>Luncheon with Keynote Speakers and Youth Panel</b> (Bally's Event Center)
2:15 – 3:15 p.m.	Workshops C (Various Rooms)
3:15 – 3:45 p.m.	<b>Networking Snack and Coffee Break</b> (Bally's Event Center)
4:00 – 5:00 p.m.	Workshops D (Various Rooms)
5:00 – 7:00 p.m.	Dinner on your own
7:00 – 9:00 p.m.	<b>Film Screening</b> "Families Are Forever" (Bally's Event Center)

## Sunday, February 16th

7:00 a.m.	<b>Conference Registration Opens</b> (Hallway Near Bally's Event Center)
7:00 – 8:30 a.m.	<b>Breakfast Buffet with Panel Discussion with Federal Agencies</b> (Bally's Event Center) Panel begins promptly at 7:15am
8:30 – 9:30 a.m.	Workshops E (Various Rooms)
9:45 – 10:45 a.m.	Workshops F (Various Rooms)
11:00 a.m. – 12:30 p.m.	<b>Closing Plenary with Chelsea Clinton</b> (Bally's Event Center)
12:30 p.m.	<b>Conference Concludes</b> for Adult Attendees (Lunch on your own)
12:45 – 3:00 p.m.	Conference Continues for <b>Youth Attendees and Chaperones</b> (Bally's Event Center) (Lunch provided for youth and designated chaperones only)

## Conference Registration Opens

2:00 p.m. | Hallway Near Bally's Event Center

## Optional Pre-Conference

3:00 – 5:00 p.m. | Pre-Conference Registration Required

## Attendee Welcome Reception

5:00 – 6:30 p.m. | Bally's Event Center

*Join us for a Welcome Reception with food, cash beverages and resources from dozens of exhibitors. This is a great time to socialize, network and kick-off an exciting and empowering weekend! Wear red or pink as a sign of love and support for LGBTQ youth.*

## Opening Plenary

6:35 – 8:45 p.m. | Bally's Event Center

*Join us for our Opening Plenary with guest speakers, an advocate awards ceremony and entertainment.*



Master of Ceremonies:  
**Constance McMillen**

Constance McMillen has always been an activist. Having come out early in her high school career she aspired to become a psychologist and help LGBT youth and underserved communities. In a landmark case that acquired national media attention, Constance challenged her high school administration's prejudicial reasoning when they denied her request to attend her 2010 senior prom with her girlfriend. With support from the ACLU, Constance prevailed in her discrimination case against Itawamba County School District. She has appeared on television shows such as Ellen, and Drop Dead Diva and was named one of Glamour Magazine's 2010 Women of the Year. Constance has made her life's mission to share her experience, and to encourage LGBTQ youth to stay strong and not be afraid to be who they are.



**Betty DeGeneres**  
*National LGBT rights activist & mother of Ellen DeGeneres*



**Dolores Huerta**  
*President, Dolores Huerta Foundation*



**Earvin "EJ" Johnson III**  
*son of Magic and Cookie Johnson*



**Princess Moss**  
*Executive Committee, National Education Association*



**Richard Yep**  
*Executive Director & CEO, American Counseling Association*



**Chad Griffin**  
*President, Human Rights Campaign*



**Judy Shepard**  
*co-founder of Matthew Shepard Foundation*



Youth Speaker:

**Laila Al-Shamma**

*High School Student, San Diego, California*

Laila Al-Shamma is a senior at La Costa Canyon High School in San Diego, California. She is passionate about academics, choral singing, marching band, feminism and activism. Most personally meaningful and gratifying is her involvement with her school's GSA. She was successful in getting her GSA to expand and even encouraged school-wide campaigns that have created a safer and more inclusive school climate. Just last year, Laila's activism received national recognition as she was honored with GLSEN's 2013 Student Advocate of the Year. After graduation, she hopes to study music and humanities and will continue her activism throughout her college and adult years. Laila envisions a world where all people are treated equally and where acceptance and love are abundant.



Youth Speaker:

**Jeydon Lored**

Jeydon Lored is an 18-year-old boy who was born and raised in Texas. Jeydon identifies as transgender and has always known he was a boy. He has been accepted, supported and loved by his family and friends, especially his mom and big brothers. In 2013, as Jeydon prepared to take his senior pictures, administrators intervened to prevent him from wearing a tuxedo like all the other boys in his class. Despite the fact that his yearbook advisor, principal, school superintendent and even the school board joined together to block him from wearing a tux, he and his family refused to accept this unfair decision. His big brother Kyan reached out to the Human Rights Campaign. Over the next couple of months, Jeydon and his family, with the support of HRC and later the Southern Poverty Law Center, worked together to tell Jeydon's story and insist that he be treated with fairness and dignity. After weeks of hard work, meetings, press interviews, school board testimony and the threat of a federal lawsuit, the school board and superintendent relented and Jeydon was allowed to appear, looking more dapper than ever, in his tuxedo. Jeydon has the deep support of his mother and brothers. He and his family have gone on to speak out for the rights of other trans and gender non-conforming kids and to call on others to join the fight and support them.

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



**Robin McHaelen**

*Executive Director, True Colors Inc.*

Robin P. McHaelen, MSW, is a true pioneer in the world of LGBTQ youth advocacy. Robin is the founder and current Executive Director of True Colors, Inc., in Connecticut. Since its inception in 1993, True Colors has educated more than 35,000 participants; provided resources and trainings to hundreds of school and agency programs; contributed to the formation and/or continuation of the more than 200 existing Gay/Straight Alliances; and helped to create a safer, more inclusive environment for LGBT youth in school, at home, and in the community at large. Their annual conference draws thousands of youth-serving professionals and LGBTQ youth advocates from across the country.

A gifted writer, she is the co-author of A Sexuality and Gender Diversity Training Program: Increasing the Competency of Mental Health Professionals, as well as Recommended Practices to Promote the Safety and Well-Being of Lesbian, Gay, Bisexual, Transgender and Questioning (LGBTQ) Youth and Youth at Risk or Living with HIV in Child Welfare Settings. She is the author of several other articles on providing services to LGBTQ youth.

Robin is nationally recognized as one of the nation's leading experts and finest trainers on LGBTQ youth concerns. In 2009 she was chosen by the National Association of Social Workers and Lambda Legal Education and Defense Fund to create and present a master "train the trainer" program to 40 trainers around the country. The list of Robin's awards and accomplishments is very long, including recognition from the Gay, Lesbian Straight Education Network (GLSEN) and the National Association of Multicultural Education (NAME).



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



### Magic and Cookie Johnson (presented by EJ Johnson)

Magic and Cookie Johnson are the proud parents of EJ and Elisa. When EJ publicly came out last year, both immediately voiced their unconditional love and support in multiple television and magazine interviews.

Magic accomplished virtually everything a player could dream of during his 13-year NBA career, all of which was spent with the Los Angeles Lakers. He was a member of five championship teams, won the Most Valuable Player Award and the Finals MVP Award three times. He now serves as Chairman and Founder of the Magic Johnson Foundation where his unwavering commitment to transform urban America by promoting HIV/AIDS awareness and prevention, digital literacy, and college access.

Best known for her work as an advocate for HIV/AIDS & women's health, Cookie Johnson has stepped out of her "retirement" from being a busy full-time wife and mother, to devote herself to instilling confidence in modern women of various shapes and sizes through her premium denim line, CJ by Cookie Johnson. Both live in Los Angeles, California while EJ and Elisa attend college in New York.

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



### Lance Bass

Lance Bass is a singer-actor-producer-writer-entrepreneur-philanthropist, best known as a member of the successful group \*NSYNC. Lance produced the powerful documentary titled *Mississippi I Am* inspired by the story of Constance McMillen, who sued her Mississippi high school for the right to take her girlfriend to the prom. Most recently, he executive-produced the documentary film, *Kidnapped for Christ*, which premiered at Slandance and received the Audience Award for Documentary Feature. This January, Lance also released his first new song in 12 years, "Walking On Air." He has starred in *Hairspray* on Broadway, published his memoir "Out of Sync" and danced his way to the finals of Season seven of ABC's *Dancing with the Stars*. Lance is a vocal and passionate advocate for LGBTQ youth and continues to inspire positive change.



Entertainment Provided by:

### Frenchie Davis

Frenchie Davis started her musical journey performing in plays throughout her school years, eventually deciding to audition for the second season of the groundbreaking FOX show "American Idol." She then moved on to join the Broadway cast of the hit show "Rent" and played the role of Effie White in "Dream Girls," and even became a Grammy nominated artist for her involvement in the revival of "Ain't Misbehavin'." Frenchie also appeared on the first season of NBC's hit show "The Voice" and joined forces with Christina Aguilera and become one of the Top Finalists. Her cover of "When Love Takes Over" landed at #3 on the iTunes Dance Chart.

### Networking Social for Conference Attendees

8:45 – 10:30 p.m. | Indigo Lounge



Join us for a beverage to socialize and network at Indigo Lounge, Bally's newest hotspot located on the first level of the hotel.

## SATURDAY, FEBRUARY 15TH

### Conference Registration Opens

7:00 a.m. | Hallway Near Bally's Event Center

### Breakfast Buffet

7:00 – 8:30 a.m. | Bally's Event Center



## Saturday Plenary: Keynote Speakers

8:30 – 9:45 a.m. | Bally's Event Center

Speakers:



### **Kim Westheimer**

*Director of Welcoming Schools, Human Rights Campaign Foundation*

### **Kisha Webster**

*Director of Education and Community Engagement for Welcoming Schools, Human Rights Campaign Foundation*



### **Abbe Land**

*Executive Director, The Trevor Project*



### **Joey Kemmerling**

*Youth Speaker*

Joey Kemmerling is an openly gay 19-year-old sophomore at Arcadia University majoring in Political Science with a Pre Law minor. He came out at the age of 13, and after facing adversity and discrimination he fought back. He has been featured in CNN, NBC, CBS, BBC, and People Magazine to name a few. He is also a former GLSEN National Media Ambassador. Recently he worked with USA Network and the NFL to raise awareness of bullying in the educational system. Together with his mother, Dr. Joyce Mundy, he believes that further awareness of LGBT bullying can lead to a more inclusive culture within K-12 education.



### **Phill Wilson**

*President & CEO, The Black AIDS Institute*

Phill Wilson is President and CEO of the Black AIDS Institute, the only national HIV/AIDS think tank focused exclusively on Black people. With a long history of advocacy work, Phill is a well-known and respected national leader and HIV/AIDS expert. For five years, Phill was Chair of the Ryan White Planning Council and instrumentally involved in the crafting of the Ryan White Care Act. He was also a member of the HRSA Advisory Council, the Board of Directors for AIDS Action, co-chair of the Los Angeles County HIV Health Commission and Director of Policy and Planning at AIDS Project Los Angeles. More recently, Phill was an opening-day plenary speaker at the XIX International AIDS Conference in Washington, D.C. In addition to active involvement with other local and national community-based and AIDS service organizations, he is currently a member of the Presidential Advisory Council on HIV/AIDS (PACHA).

## Workshops A: 10:00 – 11:00 a.m.



HUMAN  
RIGHTS  
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### **Successfully Encouraging Conversations about Gender Identity & Sexual Orientation with Diverse (Race, Age, Religion, & Socio-Economic) Audiences**

*Welcoming Schools, Human Rights Campaign Foundation*

*Location: Skyview 5*

It can be challenging to begin conversations about gender identity and sexual orientation. As educators we must recognize that successful conversations require us to know WHO we are; WHAT we bring to our work: our lenses, our beliefs, our experiences; and HOW we can engage diverse audiences to begin to truly understand “to get it”. Strategies and skills will be offered to shape successful conversations. This will be a workshop that requires self-reflection, sharing, an open heart and an open mind.

**Presenter: Kisha Webster**, *Director of Education and Community Engagement for Welcoming Schools, Human Rights Campaign Foundation*

## Rigor and Relevance: An Anti-Bias Framework and Academic Standards

Teaching Tolerance

Location: Skyview 4

The Teaching Tolerance ABF is the first-ever roadmap for anti-bias education at every grade level and is organized into four domains: identity, diversity, justice and action, which represents a continuum of engagement in multicultural and social justice education and includes a set of anchor standards, corresponding grade-level outcomes and school-based scenarios to show what anti-bias attitudes and behavior may look like in the classroom.

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

## The Power of Youth Voices: Becoming an Adult Ally

GSA Network

Location: Palace 3

Crosswalk the Teaching Tolerance Anti-Bias Framework with the ASCA national standards for personal/social development and learn how the standards merge with the academic rigor called for by the Common Core.

**Presenter: Christopher White**, *Director, Safe and Healthy LGBT Youth Project, GSA Network*



### Asking About Sexual Orientation and Gender Identity: Why & How

True Colors Fund

Location: Skyview 6

In order to better serve LGBTQ youth in our programs, schools and communities we need to first be able to identify who they are. Asking youth about sexual orientation and gender identity in an affirming way can communicate openness, respect and acceptance. This interactive workshop will include information about why we need to ask these questions, identification of barriers to asking and concrete action tools to assist in the development and implementation of affirming and appropriate questions across an array of systems and programs.

**Presenter: Jama Shelton**, *Director, Forty to None Project, True Colors Fund*

**Co-Presenter: Andre Wade**, *Supervisor, Community Partnerships and Engagement, Clark County Department of Family Services*



### Safe Spaces Include Safer Sex: How To Have Honest and Unbiased Safer Sex/Sexual Health Conversations with LGBTQ Youth

Safe Spaces Project

Location: Palace 6-7

Often times when we hear safe sex for LGBTQ youth, it really means HIV prevention for young gay men, which effectively leaves out the LBT and Q. "Safe Spaces include Safer Sex" is a hands-on workshop for providers who work with LGBTQ youth to begin thinking about the needs of the entire community. This workshop, informed by both sex positive and harm reduction models, will challenge providers to think about safer sex as bigger than a prevention issue – but as wellness and space issues.

**Presenter: Shay(den) Gonzalez**, *Director of Program Development, Safe Spaces Project*



### We Have a Transgender Student Coming to School. Now What?

Trans Youth Family Allies

Location: Skyview 3

This workshop will provide a basic outline of comprehensive school training for a successful at-school transition. Included will be basic terms, frequently asked questions, media guidelines and tips for dealing with verbal harassment. This will be an interactive and discussion-rich presentation.

**Presenter: Kim Pearson**, *Training Director, Trans Youth Family Allies*

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## Policy Protections in Child Welfare: If Utah Can Do It, So Can Your State

Utah Pride Center

Location: Palace 1-2

This workshop will feature a case study of the Keeping Kids Safe Campaign's focus on policy creation to increase the safety of LGBTQ children and youth in foster care. The campaign achieved a monumental victory last November when the Department of Children and Family Services implemented a Best Practices staff policy for LGBTQ youth service provision. Not only does this represent the first statewide policy for LGBTQ individuals in the state of Utah but also is the most comprehensive LGBTQ-focused policy in child welfare in the country.

**Presenter: Yvonne Paul**, *Director of Advocacy and Education, Utah Pride Center*

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## Standards of Care to Promote Safety, Inclusion and Well-Being for LGBTQ Youth

American Institutes for Research

Location: Skyview 2

Professionals in youth-serving settings should be equipped to provide culturally competent care to youth who are LGBTQ. This session will review 10 standards and related strategies for creating safe, inclusive environments and providing appropriate care to LGBTQ youth. These standards come from a recent publication, "Improving Emotional and Behavioral Outcomes for LGBT Youth: A Guide for Professionals", which the presenter co-edited. They are rooted in research and recommended practices and can improve LGBT youth experiences and their well-being. Participants will receive a related planning tool.

**Presenter: Jeffrey Poirier**, *Senior Researcher, Lead of LGBT Youth Initiatives, American Institutes for Research*

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## Los Muchach@s Queer y La Familia

Lambda Legal

Location: Palace 4-5

The goal of the workshop is to train and work with service providers to help them provide greater support for LGBTQ immigrant youth around issues of LGBT rights, coming out and family acceptance. We hope to give providers a better understanding of the complex identities and needs of LGBTQ immigrant youth and other LGBTQ youth of color. If time allows, we will explore policies and practices that are LGBTQ- and immigrant-inclusive as we recognize intersectionality and become empowered by the resiliency of our communities.

**Presenter: Marco Castro-Bojorquez**, *Community Educator for the Western Region, Lambda Legal*

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## Workshops B: 11:15 a.m. – 12:15 p.m.



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION

### Bias, Bullying and Bystanders: A Short Film and Discussion

Welcoming Schools, Human Rights Campaign Foundation

Location: Skyview 5

A new short professional development film, "What Can We Do? Bias, Bullying and Bystanders," produced by the HRC Foundation's Welcoming Schools program, depicts classroom teachers using lesson plans with elementary school students. This film will be a catalyst for participants to practice approaches to address bullying and bias with students, educators and parents. These approaches will integrate conversations about sexual orientation, gender identity, race, religion and physical/learning abilities, and examine the role of students and adults as allies and bystanders.

**Presenter: Kisha Webster**, *Director of Education and Community Engagement for Welcoming Schools, Human Rights Campaign Foundation*



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### **Innovative Strategies for Addressing LGBTQ Youth Homelessness**

True Colors Fund

Location: Skyview 6

The Forty to None Project is the first and only national organization focused solely on the issue of LGBTQ youth homelessness. We have developed a multi-pronged approach to preventing and ending LGBTQ youth homelessness, which calls for both proactive and reactive strategies, as well as innovative approaches. This workshop will highlight some of the innovative approaches being utilized to address LGBTQ youth homelessness in communities around the country. Participants will develop their own innovative strategies for implementation back home.

**Presenter: Jama Shelton**, *Director, Forty to None Project, True Colors Fund*

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### **Unheard Voices: Integrating LGBT History, People and Events into Middle and High School Curricula**

Anti-Defamation League

Location: Skyview 2

In response to the lack of representation of lesbian, gay, bisexual and transgender (LGBT) people in school curricula and disproportionate incidents of bullying and violence against LGBT youth, ADL, GLSEN and StoryCorps have collaborated to create Unheard Voices, an online oral history and curriculum project that will help educators to integrate LGBT history, people and issues into their instructional programs. This interactive session will introduce workshop participants to elements of Unheard Voices and will include an overview of anti-bias education principles for the classroom.

**Presenter: Beth Yohe**, *Director of Training, Anti-Defamation League*

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### **Harm of Reparative Therapy and Efforts to Enact Bans**

National Center for Lesbian Rights and The Trevor Project

Location: Skyview 4

This workshop will present the harms that result from reparative “therapy” and include a presentation from survivors of such practices. There will be discussions of the legislative and legal efforts to enact bans of such practices, communication and messaging efforts to educate educators and parents about the harms, and how to help young LGBT individuals who are subjected to such practices.

**Presenter: Geoffrey Kors**, *Senior Legislative and Policy Analyst, National Center for Lesbian Rights*

**Co-Presenters: Alison Gill**, *Government Affairs Director, The Trevor Project*; **Chris Stohl**, *Senior Staff Attorney, National Center for Lesbian Rights*; **Erik Olvera**, *Director of Communications, National Center for Lesbian Rights*



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### **National HIV/AIDS Strategy: Building the Professional Social Work Response Through Treatment and Advocacy**

National Association of Social Workers

Location: Palace 6-7

Using the National HIV/AIDS Strategy (NHAS) as a framework, this session is intended to expand the knowledge and capacity of social workers and allied mental health providers to address the mental health and psychosocial issues confronting people living with HIV and AIDS. The presentation will review HIV/AIDS risk assessment and prevention interventions, the treatment cascade and social work practice implications, structural and cultural context of HIV/AIDS, as well as related psychosocial concerns of persons living with and/or affected by HIV/AIDS.

**Presenter: Dimas Moncada, Jr.**, *LCSW, Representative from the National Association of Social Workers*



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## **Full Service Support: The Child and Adolescent Gender Center**

Gender Spectrum

Location: Skyview 3

As families seek assistance in supporting their transgender or gender expansive child, they are frequently confronted by various professionals working in isolation. Even worse, they often find themselves needing to educate the very individuals from whom they are seeking help. Imagine instead, an integrated set of medical, legal, mental health and educational services all coordinated around the needs of a single child. The Child and Adolescent Gender Center (CAGC), located in the San Francisco Bay area is just such a place. Come learn about this unique collaboration of professionals and the ways in which it is meeting the needs of family and youth, including its origins and service delivery model.

**Presenter: Joel Baum**, *Director, Education and Training, Gender Spectrum*

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## **Creating Safe Environments to Prevent Bullying: RFK Project SEATBELT and the Safe School Certification Program**

Robert F. Kennedy for Justice and Human Rights

Location: Palace 4-5

There is no one-size-fits-all solution for bullying. Instead, schools, parents and communities must work together to find the solutions that are going to work for them. This is the mission of Project SEATBELT (Safe Environments Achieved Through Bullying prevention, Engagement, Leadership, & Teaching respect). This presentation will provide tools for parents, educators and community members to prevent bullying, including a research-based framework developed by the Iowa Pride Network designed to help schools build the foundation on which bullying prevention efforts will be effective.

**Presenter: Deborah Temkin**, *Bullying Prevention Director, Robert F. Kennedy Center for Justice and Human Rights*

**Co-Presenter: Ryan Roemerman**, *Director, Iowa Pride Network*

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## **Thinking Upstream: Building Coalitions to Reduce Health Inequities Among LGBTQ Youth**

Center for Strengthening Youth Prevention Paradigms at Children's Hospital Los Angeles

Location: Palace 3

LGBTQ youth confront many structural barriers to healthy and successful lives, such as transphobia, poverty, racism and inadequate health care. With fewer resources, advocates have greater incentives to work together in partnerships addressing the root causes of health inequities impacting LGBTQ youth. The presenters will share essential components communities need in order to successfully form sustainable and effective coalitions focused on improving the systems that affect LGBTQ youth. Presenters will also share best practices from two successful coalitions working to reduce barriers LGBTQ youth face.

**Presenter: Daniel Solis**, *Training Specialist, Center for Strengthening Youth Prevention Paradigms at Children's Hospital Los Angeles*

**Co-Presenter: Mia Humphreys**, *MSW*; **Milton Smith**, *MA*; **Miguel Martinez**, *MSW, MPH*

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## **Improving the Legal Lives of LGBTQ Youth**

American Bar Association Commission on Youth at Risk

Location: Palace 1-2

Though LGBTQ youth have a right to safety, permanency and well-being, they are disproportionately represented in foster care, homeless and juvenile justice populations. In this session, participants will understand how to put the legal rights of LGBT youth into practice. Participants will learn how to assess implicit bias against children and young people based on sexual orientation, gender identity and gender expression, and understand the policies and legal concepts that support and require changes in practice.

**Presenter: Garry Bevel**, *Director, American Bar Association Commission on Youth at Risk*



## Luncheon with Speakers and Youth Panel

12:15 – 2:00 p.m. | Bally's Event Center



### Speaker:

**Gregory Lewis**

*Executive Director, True Colors Fund*

## Standing in the Intersection: A Panel Conversation with LGBT Youth

LGBT youth tend to be disproportionately impacted by a range of social, economic and public health issues. This is especially true of transgender youth, LGBT youth of color and homeless LGBT young people. While LGBT youth face myriad challenges, they are often voiceless and invisible within national, regional and local LGBTQ advocacy networks and organizations. Youth will share a bit about their lived experiences and discuss a range of topics including, but not limited to, the intersections of sexual identity, gender expression, racial identity, economics and age.



### Moderator:

**LZ Granderson**

*ESPN Columnist and CNN Contributor*

"Boxes are for shoes" is the mantra that award-winning columnist and TV pundit LZ Granderson lives by. African-American, openly-gay, Christian and a father, the diversity of LZ's work – from sports, education and race to politics, parenting and dating – has made him one of the most popular online columnists for both CNN and ESPN. LZ started off as a poor, skinny kid from Detroit – and at one point was involved in criminal activity – but he always believed where a person started didn't have to dictate where a person finished. A journalist for nearly 20 years, Mr. Granderson also worked for *The Atlanta Journal-Constitution*, *The South Bend Tribune* and *The Grand Rapids Press*. In addition to his weekly online columns, Granderson is a regular TV commentator for CNN and ESPN.

### Youth Panelists:

**Tamara Williams**

*Youth advocate*

**Evie Arroyo**

*Youth advocate*

**Angel Z. Jones**

*Youth advocate*

**Kemar McIntosh**

*Youth advocate*

## Workshops C: 2:15 – 3:15 p.m.



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### A La Familia

A La Familia Project, Human Rights Campaign Foundation

Location: Skyview 5

"A la Familia" brings together Latin@ LGBT people and their families to converse about the role of faith in family acceptance. We address barriers to family acceptance based on faith and foresee "A la Familia" as a tool to bring members of the faith community to support LGBT familia. When people are equipped with the right tools in responding to opposition and are using the good book as a tool of unity rather than division, we begin creating the architectural work for a just society.

**Presenter: Lisbeth Melendez Rivera**, *National Coordinator, A La Familia Project, Human Rights Campaign Foundation*





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## **Connect, Accept, Respond, Empower: Innovative Strategies and Resources for Supporting LGBTQ Youth**

The Trevor Project

Location: Skyview 6



This interactive workshop will provide an overview of suicide among lesbian, gay, bisexual, transgender and questioning (LGBTQ) youth and the different environmental stressors that contribute to their heightened risk for suicide. After reviewing current research, there will be an emphasis on best practices and practical steps that school counselors, teachers, administrators and others working with youth can take to keep LGBTQ youth safe and promote resiliency. Participants will learn about innovative tools and resources for creating safe and affirming spaces for all youth.

**Presenter: Nathan Belyeu**, *Senior Education Manager, The Trevor Project*

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## **Effective Strategies to Build Partnerships Within Schools**

Project SPIN: L.A. Gay & Lesbian Center

Location: Palace 3

Project SPIN (Suicide Prevention Intervention Now) began in 2010, in collaboration between the Los Angeles Unified School District (LAUSD), the L.A. Gay & Lesbian Center and 20 + organizations working in schools. Project SPIN believes in a comprehensive approach to address LGBTQ youth risk factors for suicide, to create affirming school environments, and to reduce homophobia/transphobia in schools. Project SPIN is a model for the larger vision that seeks to address these issues in a comprehensive manner with an end goal of systemic change.

**Presenter: Sara Train**, *Coordinator, L.A. Gay & Lesbian Center*

**Co-Presenter: Alan Acosta**, *Director of Strategic Initiatives, L.A. Gay & Lesbian Center*



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## **Strategies for Empowering Black Gay Youth for HIV Prevention**

Georgia Equality

Location: Palace 6-7

Young black gay men are disproportionately impacted by HIV. The general consensus is that this is not due to more risky sexual behaviors, but rather structural factors like economic distress, housing instability, stigma and poor access to healthcare and HIV testing. This workshop seeks to unpack the complex web of factors and forces that contributes to the disproportionate impact HIV has on young black gay men, and provide participants with best practices and strategies to empower young black gay men around HIV/AIDS prevention.

**Presenter: Charles Stephens**, *Consultant, Georgia Equality*



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## **Successful Gender Transitions in School**

Gender Spectrum

Location: Skyview 3

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

**Presenter: Joel Baum**, *Director, Education and Training, Gender Spectrum*

## Stories of Rural Youth Matter

Matthew Shepard Foundation and Outright Vermont

Location: Skyview 3

Much of the focus on working with queer youth is situated in urban areas. Some of the most innovative and transformative work is happening in rural areas. This workshop will engage participants in a dialogue around the specific challenges of doing this work in rural communities, provide a story telling program you can take back to your community that can be used with or without access to the internet, and offer real strategies for effectively engaging youth when “you can’t even get there from here.”

**Presenter: Robert House**, *Programs and Outreach Manager, Matthew Shepard Foundation*

**Co-Presenter: Melissa Murray**, *Executive Director, Outright Vermont*

## Interventions Supporting the Psychological Well-Being and Health of LGBT Youth

American Psychological Association

Location: Skyview 4

This interactive workshop will share psychological and health risk factors of LGBT students. The ways stigma affects the health and well-being of sexual minority youth will be explained. The workshop will share evidence-based interventions that school personnel can use to reduce stigma, psychological stress, health risk behaviors and negative health.

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



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### Supporting & Serving LGBTQ Youth in Out-of-Home Care

All Children – All Families Project, Human Rights Campaign Foundation

Location: Palace 1-2

All Children – All Families, a project of the HRC Foundation, engages hundreds of child welfare agencies across the U.S. to improve practice with LGBTQ youth in out-of-home care. This workshop will outline the 10 key “Benchmarks in LGBT Cultural Competency” that every agency should have in place to ensure they are truly supporting and serving LGBTQ youth in care. Attendees will also learn about the project’s many innovative resources, including an online agency self-assessment tool, comprehensive staff training and free technical assistance.

**Presenter: Alison Delpercio**, *Associate Director, Children, Youth & Families Project, Human Rights Campaign Foundation*

**Co-Presenters: Andre Wade**, *Supervisor of Community Partnerships and Engagement, Clark County Department of Family Services*; **Linda S. Spears**, *Vice President, Policy and Public Affairs, Child Welfare League of America*



### Ward v. Wilbanks & Keeton v. Anderson-Wiley: Can Professional Counselors Use Religious Beliefs as the Basis for Refusing to See LGBTQ Clients?

American Counseling Association

Location: Palace 1-2

Ward v. Wilbanks and Keeton v. Anderson-Wiley et al. are recent and seminal court cases that have significant implications regarding whether professional counselors may refuse to counsel LGBTQ clients because of the counselor’s religious convictions. The cases will be presented by the two counselors who provided expert testimony on behalf of the counseling profession for the Ward lawsuit. Legal and ethical guidelines related to the legal decisions will be discussed and audience reaction will be encouraged.

**Presenter: David Kaplan**, *Chief Professional Officer, American Counseling Association*

**Co-Presenter: Mary A. Hermann**, *Associate Professor and Chair, Virginia Commonwealth University*



**Networking Snack and Coffee Break**  
3:15 – 3:45 p.m. | Bally's Event Center

## Workshops D: 4:00 – 5:00 p.m.



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### Faith and Family

Religion and Faith Program, Human Rights Campaign Foundation  
Location: Skyview 5

We have learned through extensive research that the messages a young person receives in the family are the most significant to ensuring that a young person successfully transitions to adulthood. We know anecdotally that faith communities have an enormous influence in the kinds of messages parents and LGBT kids get in the home about being LGBT. We have, therefore, worked with Amy Simon and Robert Perez who previously created an influential faith-based tool, "My Mind was Changed" to determine the best messengers and messages for families. Because race and ethnicity play a critical role in the way faith communities are perceived this project has engaged first in exploring Latino/a Catholic communities and African American Protestant communities and will conclude with Evangelical White southern communities.

**Presenter: Sharon Groves**, *Director, Religion and Faith Program, Human Rights Campaign Foundation*

**Presenter: Robert Perez**, *Senior Vice President, Spitfire Strategies*



THE TREVOR PROJECT

### Enhancing Resiliency Among LGBT Youth

The Trevor Project  
Location: Skyview 6

LGBTQ youth are often identified as a population of higher risk. We often ask, though, 'What makes some of these youth so vulnerable while others are so resilient?' This workshop will facilitate understanding of the connection between a youth's sense of mastery and social relatedness along with emotional reactivity as constructs for either resiliency or vulnerability. Expanding knowledge of these concepts can help with early identification of LGBTQ youth who may be at higher risk for entering crisis, prompting preventative work and early intervention.

**Presenter: David Bond**, *Program Director, The Trevor Project*

### Creating an LGBT-Inclusive School Climate

Teaching Tolerance  
Location: Palace 3

Use "Teaching Tolerance's Best Practices: Creating an LGBT-inclusive School Climate" to create a safe school that is truly welcoming to all students. Crosswalk current building and/or district policy with the best practices guide to form policies and procedures that are inclusive of all students. Participants will analyze various policies from school dress code, administrative forms and language, and prom and other special school events. Participants will receive a print copy of the Best Practices guide and "This School Welcomes You" posters.

**Presenter: Sara Wicht**, *Senior Manager, Teaching and Learning, Teaching Tolerance, Southern Poverty Law Center*

### Know the Law – Improve Your Advocacy

Lambda Legal, American Civil Liberties Union  
Location: Skyview 2

Do you have the right to come out at school? Do you have the right to form a gay-straight alliance at your school? May you take a same-sex date to the prom? As more and more youth at earlier ages recognize and accept their sexual

orientation or gender identity, their presence in schools has grown. Yet harassment of LGBTQ students remains a common problem across the country. Lambda Legal and the ACLU's leadership over the years has had a profound influence on this area of law, advocacy and education, and helped make public schools safe and bias-free for LGBT students. Join us in a review of some of these laws and initiatives as we unite to fight transphobia and homophobia in schools.

**Presenter: Joey Hernandez**, *LGBTQ Student Rights Advocate, American Civil Liberties Union*

**Co-Presenter: Marco Castro-Bojorquez**, *Community Educator, Lambda Legal*



### **School-Based HIV/STD Prevention for LGBTQ Adolescents – National Strategies and Perspectives**

Centers for Disease Control and Prevention

Location: Palace 6-7

This workshop will provide information on national strategies to address HIV/STD prevention for LGBTQ students in middle and high schools. Participants will review current data on HIV/STD among various LGBTQ sub-populations. Participants will also identify current, nationally-directed activities for state and local school districts to assist in reducing disparities in HIV infections and other STD experienced by this population of adolescents. As part of the discussion during this workshop, participants are encouraged to share their own successes and challenges in implementing school-based HIV/STD prevention activities for LGBTQ adolescents.

**Presenter: Carmen Ashley**, *MPH, MCHES, Capacity Building Team Lead, Division of Adolescent and School Health, Centers for Disease Control and Prevention*



### **Working with Parents of Trans\* and Gender-Nonconforming Children**

PFLAG

Location: Skyview 3

PFLAG chapters are seeing more parents of youth who are trans\* and gender nonconforming and know first hand what these families and their children need to feel safe and affirmed. All adults surrounding youth who are trans\* or gender nonconforming need to become more highly versed and comfortable and need to expand their personal and professional understanding of gender and sexuality. The session will allow individuals to become more educated about these youth and their families through the sharing of information and stories.

**Presenter: Cesar Hernandez**, *Field & Policy Manager, Western Region, PFLAG National*

**Co-Presenter: Jean Hodges**, *Chair, PFLAG National Regional Directors Council and Parent, PFLAG Chapter, Boulder, Colorado*

### **Community-Based Approaches to Youth Development**

CenterLink

Location: Skyview 4

A panel of LGBT youth center executive directors from across the country will talk about the strategies they use as community centers to encourage youth development and operate successfully within their given communities.

**Presenter: Jake Tolan**, *YouthLink Coordinator, CenterLink: The Community of LGBT Centers*

**Co-Presenters: Melissa Murray**, *Executive Director, Outright Vermont*; **Rodney Tucker**, *Executive Director, Time Out Youth Center in Charlotte, NC*; **Jerry Peterson**, *Executive Director, Ruth Ellis Center in Detroit, MI*



## Skill Building for Counselors and School-Based Mental Health Professionals

American Counseling Association

Location: Palace 4-5

This workshop offers school counselors and school-based mental health professionals, as well as the educators who train them, basic skills and advocacy tools to better serve LGBTQ youth in schools. Attention will be paid to the complexity of student identities, as well as best practices for treatment, creating safe school environments, and promoting social justice. Case studies will be presented to intentionally illustrate how these principles can be utilized in participants' school environments. Resources to use in schools will be provided.

**Presenter:** Joy Whitman, Associate Professor, DePaul University

**Co-Presenters:** Kristopher Goodrich, Assistant Professor, University of New Mexico;

Melissa Ockerman, Associate Professor, DePaul University

## Teen Dating Violence Experiences of LGBT Youth

Urban Institute

Location: Palace 1-2

In an Urban Institute/National Institute of Justice study on teen cyber dating abuse, the authors examined dating violence among lesbian, gay and bisexual youth as compared to heterosexual youth, as well as help-seeking behavior and risk factors. Results indicated that lesbian, gay and bisexual youth are at higher risk for all types of dating violence victimization, compared to heterosexual youth; and transgender and female youth are at highest risk compared to males. This workshop will discuss the findings and implications for policy and practice.

**Presenter:** Erwin DeLeon, Research Associate, Urban Institute

**Co-Presenter:** Janine Zweig, Senior Fellow, Urban Institute

## Dinner on Your Own

### Film Screening of "Families Are Forever"

7:00 – 9:00 p.m. | Bally's Event Center



"Families Are Forever" – Opening Hearts and Minds to Build Healthy Futures for LGBT Youth

After dinner, join us for an unforgettable and inspiring evening with Tom and Wendy Montgomery – a devout Mormon family featured in the Family Acceptance Project's (FAP) award-winning documentary film – "Families Are Forever" – who went door-to-door to support Prop 8 and then learned that their 13-year-old son was gay. See the film and hear from the film's executive producer and Director of the Family Acceptance Project, Dr. Caitlin Ryan, about FAP's groundbreaking family-based approach to prevent suicide, substance abuse, HIV and homelessness and build healthy futures for LGBT youth. And hear from Marian Edmonds Allen, Director of Utah's OUTreach Resource Centers who uses FAP's compelling materials and family support approach to save lives and build supportive environments for LGBT youth in rural and conservative communities. Called "riveting" by the *Salt Lake Tribune*, "Families Are Forever" will move you, motivate you and challenge you to understand the critical role of family for LGBT youth.

# SUNDAY, FEBRUARY 16TH

## Conference Registration Opens

7:00 a.m. | Hallway Near Bally's Event Center

**Youth Attendance:** Several youth from the local Gay and Straight Alliance Clubs will be joining us for the last day of the conference to attend youth-focused workshops and plenaries.

## Breakfast Buffet with Panel Discussion

7:00 – 8:30 a.m. (Panel begins promptly at 7:15 a.m.) | Bally's Event Center



### Moderator:

**Gautam Raghavan**

*White House LGBT Liaison*

Over breakfast on Sunday, February 16th, join Gautam Raghavan, White House LGBT Liaison, as he moderates a panel of representatives from the U.S. Departments of Education, Health and Human Services, and Agriculture to discuss guidance, resources and other assistance available from the U.S. Government to help prevent and address bullying and empower young people.

### Panelists:

**Brian Altman**

*Legislative Director, The Substance Abuse and Mental Health Services Administration (SAMHSA)*

**Ashlee Davis**

*Special Assistant to the Assistant Secretary for Civil Rights, U.S. Department of Agriculture (USDA)*

**Erin Reiney**

*Director, Injury & Violence Prevention Programs, Division of Child, Adolescent and Family Health, Health Resources and Services Administration (HRSA), an Agency of the U.S. Department of Health and Human Services*

**Michael Yudin**

*Acting Assistant Secretary for the Office of Special Education and Rehabilitative Services, U.S. Department of Education (DOE)*

## Hotel Checkout and Baggage Storage for Sunday, February 16th

Bally's Las Vegas and Hotel has a strict checkout time of 12:00 p.m. (Noon). HRC is happy to store your luggage in a roped off area along the far wall of the Bally's Event Center. These items will be monitored by a conference staff person. Please bring your luggage to us starting at 7:00 a.m. on Sunday, February 16th. All luggage must be reclaimed no later than 3:00 p.m. on Sunday, February 16th. Any luggage not claimed by 3:00 p.m. will be given to Bally's Hotel Lost and Found.





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### **HRC Foundation Research: Growing Up LGBT in America**

Children, Youth & Families Program, Human Rights Campaign Foundation

Location: Skyview 5

Highlights from the findings of The Human Rights Campaign's report "Growing Up LGBT in America," will be presented representing more than 10,000 LGBT identified youth ages 13 – 17. These findings describe the lives of teenage LGBT youth including their gender identity, sexual orientation, extent of being "out" as well as their self-reported perceptions of family support, personal well-being, community connections and future ambitions.

**Presenter: Anne Nicoll**, *Consultant, Human Rights Campaign Foundation*

**Co-Presenter: Ellen Kahn**, *Director, Children, Youth & Families Program, Human Rights Campaign Foundation*

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### **Campus Pride Index: Finding an LGBT-friendly College**

Campus Pride

Location: Las Vegas 2

A third of LGBT students consider leaving or dropping out of college as a result of the negative campus climate. The Campus Pride Index, a national benchmarking tool, provides a valuable resource for prospective students looking for a LGBT-friendly college. The Index measures campuses on a five-star scale from policy inclusion to academics to student life. This workshop highlights 400+ colleges already on the index and discusses how students, teachers, guidance counselors and parents/families can use the Index to find LGBT-friendly campuses.

**Presenter: Rebby Kern**, *Media, Communications and Program Manager, Campus Pride*

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### **Out of the Closet and Into the Classroom: Tough Choices**

American Federation of Teachers

Location: Las Vegas 1

This workshop will explore the factors surrounding the decision of educators and school personnel to reveal their sexual orientation and gender identity in the classroom and school workplace. Methods of support and issues around the decision and its consequences will be discussed.

**Presenter: Connie Cordovilla**, *Associate Director, Human Rights and Community Relations Department, AFT*

**Co-Presenters: Pat Crispino**, *Co-Chair, GLBTQ Caucus, AFT*; **Emily Kopilow**, *Associate, Educational Issues, AFT*



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### **Focus on Oregon: LGBTQ Inclusive Sexuality Education in the Classroom and Beyond**

Oregon Department of Education

Location: Skyview 6

Over the last 10 years Oregon has made significant changes in our approach to youth sexual health. In 2009 Oregon's Legislature and State Board of Education passed into law the most progressive comprehensive sexuality education (CSE) laws in the nation. In 2012-13 these law were strengthened with state-wide standards and benchmarks to be more LGBTQ inclusive regarding sexual orientation and gender. This session will provide information on how Oregon made these changes, successes, challenges and will provide resources for making similar changes in your state.

**Presenter: Shelagh Johnson**, *Youth-serving Organizations Consultant*

**Co-Presenter: Brad Victor**, *Sexuality Education Specialist, Oregon Department of Education*

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## A Place to Thrive: What Many LGBT Youth Need Most

Faith in America

Location: Skyview 4

LGBT youth in environments in which stigma and hostility are present because of religion-based anti-gay attitudes/actions face unique challenges in terms of socialization opportunities with other LGBT youth and LGBT-affirming allies. Without transportation and with parents who may not approve of such socialization, the younger LGBT adolescents are left isolated as they deal with emotional and psychological trauma. Advocacy organizations can help meet these challenges by utilizing social media and group meeting concepts to create and promote places in which these youth can thrive. A model will be shared with conference attendees.

**Presenter: Brent Childers**, *Executive Director, Faith in America*



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## Everything You've Always Wanted to Know But Had No One to Ask: Starting a Youth/Teen Transgender Clinic

Cincinnati Children's Hospital

Location: Skyview 3

Cincinnati Children's Hospital Medical Center's commitment to providing an extraordinary pediatric healthcare experience to all includes sexual minority children and youth. The Center's commitment is exemplified through the newly created Transgender Clinic. Program presenters will share how the clinic, less than one year old, was conceptualized including the strategic plan, key partnerships (i.e. working with school officials, educating parents, etc.), and clinical/administrative protocol and roadblocks. A case study will highlight the clinic's strengths and areas of opportunity.

**Presenter: Dr. Charla Weiss**, *Consultant, Office of Diversity and Cultural Competency, Cincinnati Children's Hospital Medical Center*

**Co-Presenter: Dr. Lee Ann Conard**, *RPh, DO, MPH, Assistant Professor, Division of Adolescent Medicine, Cincinnati Children's Hospital Medical Center*



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## Working with PFLAG: The Family Voice in Your Local Community Supporting Educators, Administrators and LGBTQ Youth to Make School Better for Everyone

PFLAG

Location: Skyview 2

This workshop will introduce PFLAG to conference participants. As the largest family and ally organization with more than 350 chapters in all fifty states, PFLAG works with school districts, teachers and administrators all over the country to promote a school environment that is respectful for all children. PFLAG volunteers are constituents of schools. They are the parents next to other parents at PTA meetings, sports games and other school events who understand their community and the unique challenges to promote safety and inclusion.

**Presenter: Jody Huckaby**, *Executive Director, PFLAG National*

**Co-Presenter: Cesar Hernandez**, *Field & Policy Manager, Western Region, PFLAG National*



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## The Trevor Lifeguard Workshop for Youth

The Trevor Project

Location: Bally's Event Center

The Trevor Project Lifeguard Workshop is an opportunity for middle school, high school and college age youth to discuss mental health, suicide and ways to deal with stress and anxiety in a safe environment. Workshop participants will learn about the services The Trevor Project provides, and how to get help for themselves or a friend.

**Presenter: Nathan Belyeu**, *Senior Education Manager, The Trevor Project*



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### **What Do You Say to, “That’s so Gay!” and Other Teachable Moments in PreK-Elementary School Education**

Welcoming Schools, Human Rights Campaign Foundation

Location: Skyview 5

How can she have two dads? Why does he play with dolls? My grandma says it’s wrong for two women to get married? She’s a girl – how come she says she’s a boy? Do you wonder how you would answer these questions or have you fumbled responding to questions like these? This workshop will provide a framework developed by the HRC Foundation’s Welcoming Schools Program to respond to questions children may have about sexual orientation, gender and gender identity. Welcoming School’s short film, “What Do You Know? 6 to 12 year olds talk about gays and lesbians” will also be shown in this session.

**Presenter: Kim Westheimer**, *Director, Welcoming Schools, Human Rights Campaign*

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### **Online Safety for LGBTQ Youth and Best Practices to Deal with Cyberbullying**

LGBT Technology Partnership

Location: Las Vegas 2

With LGBTQ youth using online as a place to explore, educate and connect with others, it is important that educators know and are able to share the latest tools, resources and tips with you. This jam packed session will provide educators with knowledge and tools they can apply each day.

**Presenter: Christopher Wood**, *Executive Director, LGBT Technology Partnership, National Cyber Security Alliance*

**Co-Presenters: Joe Moran**, *Communications and Technology Director, True Colors Fund*; **Andrea Brands**; **Dr. Justin Patchin**, *Associate Professor of Criminal Justice, University of Wisconsin-Eau Claire*; **Emily Eckland**, *Director of Digital Strategy and Awareness Campaigns, LGBT*

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### **Interventions for LGBTQ Bullied Youth**

Affirmative Foundations

Location: Skyview 4

This interactive workshop focuses on interventions and best practices that increase resilience in youth who experience bullying. An overview of Gay-Affirmative psychology is presented, along with specific Jungian, Narrative and Cognitive-Behavioral practices that educators, counselors and LGBTQ advocates can employ. Participants will learn and practice step-by-step interventions that awaken resilience and strengthen self-esteem in students who experience bullying. Become the LGBTQ ally your LGBTQ-identified and gender non-conforming youth need you to be!

**Presenter: Corey Schneider**, *LGBT Affirmative Marriage & Family Therapist/Bullying Prevention & Intervention Specialist, Affirmative Foundations*



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### **Working Together to Help LGBTQ Students Thrive: A Dialogue with the NEA**

National Education Association

Location: Skyview 6

The session provides participants with the opportunity to engage with leaders from the National Education Association (NEA). The NEA is the nation largest public education employees union representing over 3 million educators nationwide. This conversation will provide participants with an opportunity to identify ways of applying the skills and resources they obtained at the Time to THRIVE conference in the public school setting. Participants will also be able to provide input into the direction of NEA’s LGBTQ advocacy and explore ways to support and partner on our work with LGBTQ students.

**Presenter: Paul Sathrum**, *Senior Policy Analyst, NEA*

**Co-Presenter: Princess Moss**, *NEA Executive Committee*; **Frank Burger**, *Chair, NEA Committee on Sexual Orientation and Gender Identification and Co-Chair NEA GLBT Caucus*



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**Families: The Missing Link in Preventing Suicide, Homelessness, HIV & Other Health Risks & Building Healthy Futures for LGBT Youth**

Family Acceptance Project

Location: Skyview 2

Groundbreaking research on LGBT youth and families from the Family Acceptance Project has shown the critical role of family support in addressing both risk and well-being for LGBT young people, including suicide, STDs, self-esteem and well-being. This session will discuss this compelling new evidence-based family approach to help ethnically and religiously diverse families to support their LGBT children in the context of culture and faith traditions. Participants will learn about research-based resources, strategies and interventions that are positively changing the lives of LGBT youth and families.

**Presenter: Caitlin Ryan**, *Director, Family Acceptance Project*



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**Transgender Youth & The Media**

Transgender Law Center

Location: Skyview 3

In recent months, transgender young people have been thrust into the spotlight like never before. From homecoming queens to characters on “Glee,” we’re at a tipping point for trans\* youth visibility. Come learn how to work with youth to elevate their stories in a way that empowers them and builds support for their cause. In this workshop you will hear about the best practices we’ve learned about how youth-serving professionals can advocate for change, inclusion and the well-being for transgender students.

**Presenter: Mark Snyder**, *Communications Manager, Transgender Law Center*

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**Looking Beyond the Rainbow: Engaging & Supporting LGBTQ Students of Color**

University of Michigan, Ann Arbor

Location: Las Vegas 3

Diversity programming focused on LGBTQ youth rarely considers marginalization beyond the rainbow. This workshop will shed light on the intersections of race, gender and sexual orientation by exploring lessons learned from rXs, an intragroup dialogue program serving LGBTQ students of color. By the end of the session, participants will have a better understanding of the unique challenges facing LGBTQ youth of color, as well as what immediate steps can be taken to support them – both individually and institutionally.

**Presenter: Jaimee Marsh**, *Program Manager, University of Michigan*

**Co-Presenters: Veronica Rabelo**, *Doctoral Student in Psychology and Women’s Studies, University of Michigan*;

**Kevin Goodman**, *Doctoral Student in Psychology and Women’s Studies, University of Michigan*; **Noel Gordon**, *Foundation Coordinator, Human Rights Campaign*

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**The Police and You: Working Together to Protect Our LGBTQ Youth**

New York Police Department

Location: Las Vegas 1

This workshop will discuss the complex and often fraught relationship between members of the LGBT community and law enforcement. Hear from a former NYPD police detective – who is openly gay and served as the LGBT community liaison – on how to navigate the law enforcement structure on a federal, state and local level. This workshop will also highlight the importance of reporting crimes (particularly bias related crimes and domestic violence), violence in regard

to bullying and harassment, and the advantages of building a LGBT-friendly relationship with the police, navigating the law enforcement structure on a federal, state and local level.

**Presenter: Thomas Verni**, *Citywide LGBTQ Community Liaison and Detective, New York Police Department*



### How to Have an Awesome GSA

GSA Network

Location: Bally's Event Center

Want to make your GSA the coolest club in school, but don't know where to start? This workshop will help you to establish the purpose of your own school's awesome GSA, prepare and run fabulous meetings, and create action plans for making your GSA a success! In this fun and highly interactive session, participants will learn strategies for running, and sustaining your GSA. You will learn about different types of GSA clubs, how to run each type, about campaigns, and you will leave with a variety of resources.

**Presenter: Amanda Harris**, *Program Manager, Safe & Healthy LGBT Youth Project, CSA Network*

## Closing Plenary with Chelsea Clinton

11:00 a.m. – 12:30 p.m. | Bally's Event Center



### Jack Andraka

*High school student and inventor of a paper sensor that detects cancer*

Jack Andraka is a high school student in Maryland who at age 15 created a novel paper sensor that detects pancreatic, ovarian and lung cancer in five minutes. He conducted his research at Johns Hopkins University and is the winner of the Gordon E. Moore award at Intel International Science and Engineering Fair and the Smithsonian American Ingenuity Award. Jack also received the International Giuseppe Sciaccia Award, which is given to young adults whom the Vatican considers to be positive role models. President Obama also named him a Champion of Change for his work to break down scientific journal paywalls. He is the youngest speaker at the Royal Society of Medicine and has been featured on "60 Minutes," "World News Tonight with Diane Sawyer," "The Colbert Report," "NPR Marketplace," "Popular Science," BBC and Al Jazeera. Jack is currently working with a team of teens (Gen Z) on the Qualcomm Foundation Tricorder X Prize and speaks about open access, STEM education and universal Internet availability.



### Chelsea Clinton

*Vice Chair, Clinton Foundation*

Chelsea Clinton, Vice Chair of the Clinton Foundation, works with her parents, President Bill Clinton and Secretary Hillary Rodham Clinton, to drive the vision and work of the Clinton Foundation. Over the past 12 years, the Foundation has built partnerships with great purpose among governments, businesses, NGOs and individuals everywhere to strengthen health systems in developing countries, fight climate change, expand economic opportunity in Africa, Latin America and the United States, and help Americans live healthier lives. Additionally, Clinton Global Initiative members have made more than 2,300 Commitments to Action to improve more than 400 million lives in more than 180 countries.

Chelsea focuses especially on the Foundation's health programs, including the Clinton Health Access Initiative, which strengthens health care and access to lifesaving services in the developing world; the Alliance for a Healthier Generation, which fights childhood obesity in the United States; and the Clinton Health Matters Initiative, which addresses preventable disease in the United States. She also established – and continues to lead – the Clinton Foundation Day of Action program, which identifies and organizes meaningful service opportunities for Foundation staff, friends and partners and for the wider Foundation community. As one of the strongest champions of the Clinton Global Initiative University, Chelsea works to empower the next generation of change makers to

take action on some of the world's most urgent challenges. And through the Clinton Foundation Millennium Network, Chelsea plays an integral role in inspiring young leaders and philanthropists to get involved in the work of the Foundation.

In addition to her Foundation work, Chelsea is a special correspondent for "NBC News." She previously worked at McKinsey & Company and Avenue Capital.

Chelsea also serves on the boards of the Clinton Health Access Initiative, the School of American Ballet, Common Sense Media and the Weill Cornell Medical College. She is the Co-Chair of the Board of Directors of the Of Many Institute at NYU. Chelsea holds a B.A. from Stanford, a MPhil from Oxford and a MPH from Columbia's Mailman School of Public Health, and is currently pursuing a doctorate at Oxford.

She and her husband, Marc, live in New York City.

## Conference Concludes for Adult Attendees

12:30 p.m.

## Lunch on Your Own

## Conference Continues for Youth Attendees and Chaperones

12:45 – 3:00 p.m. | Bally's Event Center | Lunch provided for youth attendees and their chaperones

### Panel Discussion: Openly LGBTQ Individuals Thriving in Corporate America (Youth Only)



#### Moderator:

#### Candace Gingrich

*Associate Director, Youth & Campus Engagement, Human Rights Campaign Foundation*

Entering the workforce is a rite of passage for many Americans, one that involves unique challenges for LGBTQ Americans because there is no federal law that prohibits workplace discrimination based on sexual orientation or gender identity and expression. This means the little statement at the bottom of a job posting. If you are a young person who has had challenges in school based on being LGBTQ, the workplace may seem like just another non-supportive climate. But with the progress that has been made in corporate America and elsewhere, the reality of finding an LGBTQ-supportive workplace and succeeding as an openly LGBTQ employee has dramatically increased.

A panel discussion featuring LGBTQ people who have been successful in the workplace will offer an opportunity to learn that it can, and most often does, get better after graduation. Hear from panelists how they navigated searching and applying for jobs, their experiences in the workplace and the strategies utilized to advance their careers. Part of the conversation will focus on the Human Rights Campaign Foundation's "GenEQ Guide to Entering the Workforce," which was created to help LGBTQ young people make the transition to the workplace. The discussion will also cover how purposeful planning can help you navigate the decisions you'll make during the job search.

#### Panelists:



**Ken McNeely**  
*President, AT&T  
California*



**Thom Reilly**  
*Executive Director,  
Caesars  
Foundation*



**Wendell Blaylock**  
*Senior Regional  
Human Resources  
Executive, Wells  
Fargo*



**Pat Spearman**  
*Nevada State  
Senator*





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Teaching Tolerance  
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## SPONSORED CONFERENCE ATTENDEES

Binion Family Foundation  
Dimitri James  
Geri Rochino and Amy Bethancourt

David Vogel and Larry Fulton  
Thomas Jakway

## THANK YOU TO OUR WORKSHOP PRESENTERS!

A La Familia Project, Human Rights Campaign Foundation	Lambda Legal
Affirmative Foundations	LGBT Technology Partnership
All Children, All Families Project, Human Rights Campaign Foundation	Matthew Shepard Foundation
American Bar Association Commission on Youth at Risk	National Association of Social Workers
American Civil Liberties Union	National Center for Lesbian Rights
American Counseling Association	National Education Association
American Federation of Teachers	New York Police Department
American Institutes for Research	Oregon Department of Education
American Psychological Association	Outright Vermont
Anti-Defamation League	PFLAG
Campus Pride	Project SPIN: L.A. Gay & Lesbian Center
Centers for Disease Control and Prevention	Religion and Faith Project, Human Rights Campaign Foundation
Center for Strengthening Youth Prevention Paradigms at Children's Hospital Los Angeles	Robert F. Kennedy for Justice and Human Rights
CenterLink	Safe Spaces Project
Children, Youth & Families Program, Human Rights Campaign Foundation	Spitfire Strategies
Cincinnati Children's Hospital	Teaching Tolerance
Clark County Department of Family Services	Trans Youth Family Allies
Faith in America	Transgender Law Center
Family Acceptance Project	The Trevor Project
GSA Network	True Colors Fund
Gender Spectrum	University of Michigan, Ann Arbor
Georgia Equality	Urban Institute
Iowa Pride Network	Utah Pride Center
	Welcoming Schools, Human Rights Campaign Foundation

## THANK YOU TO OUR EXHIBITORS!

Youth Today	Matthew Shepard Foundation
Campus Pride	Hetrick-Martin Institute
Safe Spaces Project	PFLAG
True Colors Fund	AIDS United
National Education Association	Family Acceptance Project
GSA Network	National Association of Social Workers
Pizza Klatch	GLSEN
American Federation of Teachers	National Center. for Lesbian Rights
The Trevor Project	Gender Spectrum
American Counseling Association	Dolores Huerta Foundation
AT&T	Advocates for Youth
ACLU	Faith in America
Human Rights Campaign Foundation	Transgender Law Center
American Psychological Association	

## THANK YOU TO OUR CONFERENCE PARTNERS!

AIDS United	The Trevor Project
Child Welfare League of America	True Colors Fund
Hetrick-Martin Institute	



AMERICAN COUNSELING  
ASSOCIATION

[counseling.org](http://counseling.org)

*ACA is committed to empowering LGBTQ youth. And as the world's largest association representing professional counselors in various practice settings, we stand ready to serve more than 55,000 members with the resources they need to make a difference. From webinars, publications, and journals to Conference education sessions and legislative action alerts, ACA is where counseling professionals turn for powerful, credible content and support.*





**When we  
work together,  
LGBTQ students  
succeed.**

The National Education Association and its more than 3 million educators nationwide are committed to creating safe, supportive learning environments for LGBTQ students. That's why NEA is proud to Co-Present the Human Rights Campaign Foundation's inaugural "Time to Thrive" Conference. Through the Bully Free: It Starts with Me Campaign educators are helping to ensure all students receive the support needed to succeed in school and in life. Visit our web site to take the Bully Free Pledge and learn more.

**[nea.org/bullyfree](http://nea.org/bullyfree)**



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“

California's new AB 1266 law gives important guidance to schools so that all students, including **transgender students like me**, can do well and be happy.

Stand with me. Learn more at:  
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”





Caesars Entertainment is proud to host HRC's inaugural national conference, Time to THRIVE! and to receive a seventh consecutive 100% CEI rating for Best Places to Work.



**HIV/AIDS is still an LGBTQ issue.**



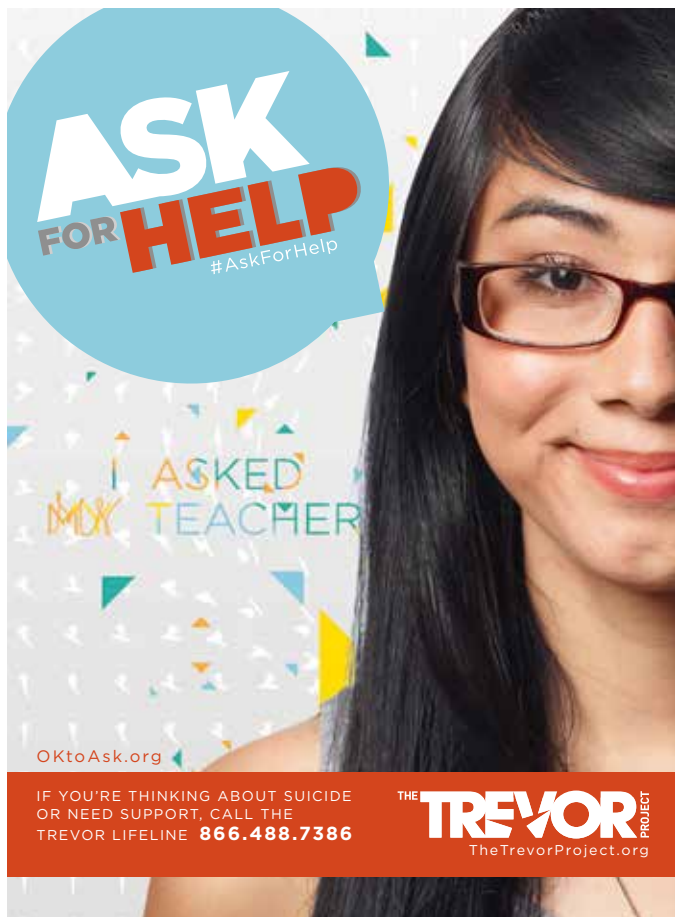
**AIDS United is working to make it a non-issue.**



Be a part of our movement. Know your status, seek treatment if positive, use the tools in the prevention toolbox, and speak out against HIV-related stigma.

[www.aidsunited.org](http://www.aidsunited.org)





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FOR HELP**  
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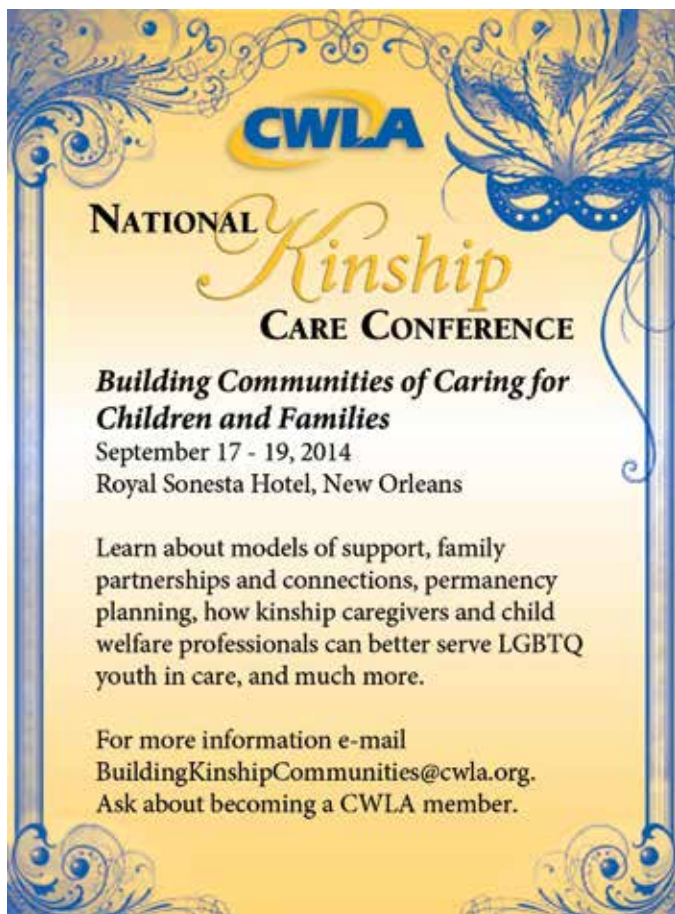
## The Palette Fund



The Palette Fund honors the legacy of Rand Harlan Skolnick through collaborative grant making and programs that value human rights and education. The foundation focuses on the LGBT Community, Nutrition & Wellness and Patient Navigation. Rand committed his heart and soul to his philanthropic work throughout his life, and The Palette Fund seeks to continue and grow his pioneering vision.

[www.ThePaletteFund.org](http://www.ThePaletteFund.org)  
[info@ThePaletteFund.org](mailto:info@ThePaletteFund.org)

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**CWLA**


### NATIONAL Kinship CARE CONFERENCE

*Building Communities of Caring for Children and Families*  
September 17 - 19, 2014  
Royal Sonesta Hotel, New Orleans

Learn about models of support, family partnerships and connections, permanency planning, how kinship caregivers and child welfare professionals can better serve LGBTQ youth in care, and much more.

For more information e-mail  
[BuildingKinshipCommunities@cwla.org](mailto:BuildingKinshipCommunities@cwla.org).  
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Learn more at [www.FortyToNone.org/Network](http://www.FortyToNone.org/Network)

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# YOUTH today

FEBRUARY 2014 WWW.YOUTHTODAY.ORG TIME TO THRIVE



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

This issue of Youth Today is focused on the hardship - and help - awaiting trans teens. To receive a **FREE** copy of the latest issue, contact Spencer Cullom by email at [scullom@youthtoday.org](mailto:scullom@youthtoday.org) or call 678.797.2975

**For more of the Latest News in Gender Issues and more, visit us at [YouthToday.org](http://YouthToday.org)**



Subscribe online using the promotion code **T2T214** to obtain the discounted subscription rate offered **exclusively** to all **TIME TO THRIVE** attendees



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Talk to us in the exhibit hall about our training, coaching and resources to make your organization more welcoming and supportive.

Your partner in helping LGBTQ youth thrive

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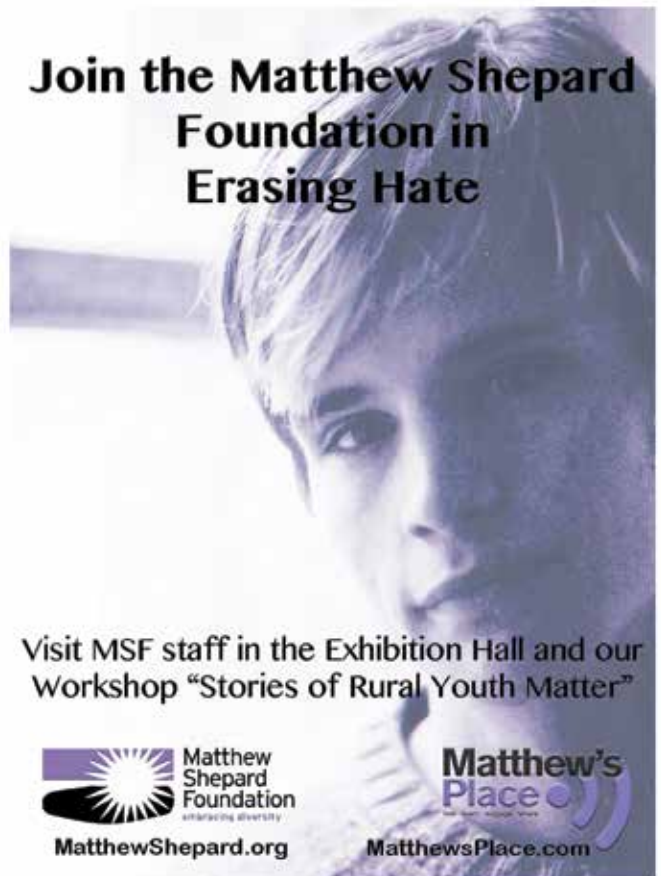
[facebook.com/SafeSpacesProject](https://facebook.com/SafeSpacesProject)

**gender spectrum**

Gender Spectrum provides education, training and support to help create a gender sensitive and inclusive environment for all children and teens.

- [genderspectrum.org](http://genderspectrum.org)
- [facebook.com/genderspectrum](https://facebook.com/genderspectrum)
- [twitter.com/genderspectrum](https://twitter.com/genderspectrum)
- [genderspectrum.tumblr.com](https://genderspectrum.tumblr.com)
- [youtube.com/genderspectrum](https://youtube.com/genderspectrum)

**Join the Matthew Shepard Foundation in Erasing Hate**



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amazing diversity  
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**Matthew's Place**  
the heart of the rainbow  
[MatthewsPlace.com](http://MatthewsPlace.com)



## Helping All Youth Thrive

The American Federation of Teachers is honored to stand with the **Human Rights Campaign** to secure safety, inclusion and well-being for LGBTQ youth in their homes, schools and communities—wherever they live.

On behalf of our 1.5 million members, we salute the **HRC** as it presents the first annual **Time to THRIVE** conference.

The AFT is working to reclaim the promise of public education to help all children succeed—regardless of their sexual orientation, gender identity or expression. We support neighborhood public schools that are safe, welcoming places where all students can learn and be free from bullying and harassment.



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**CFT honors** the Human Rights Campaign Foundation for building awareness of LGBTQ issues among young people and calling adults to action to ensure the overall well-being of LGBTQ youth in our schools and in our communities.

California Federation  
of Teachers

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FEBRUARY 14-16, 2014  
LAS VEGAS, NEVADA



CTA/NEA represents more than 325,000 educators in  
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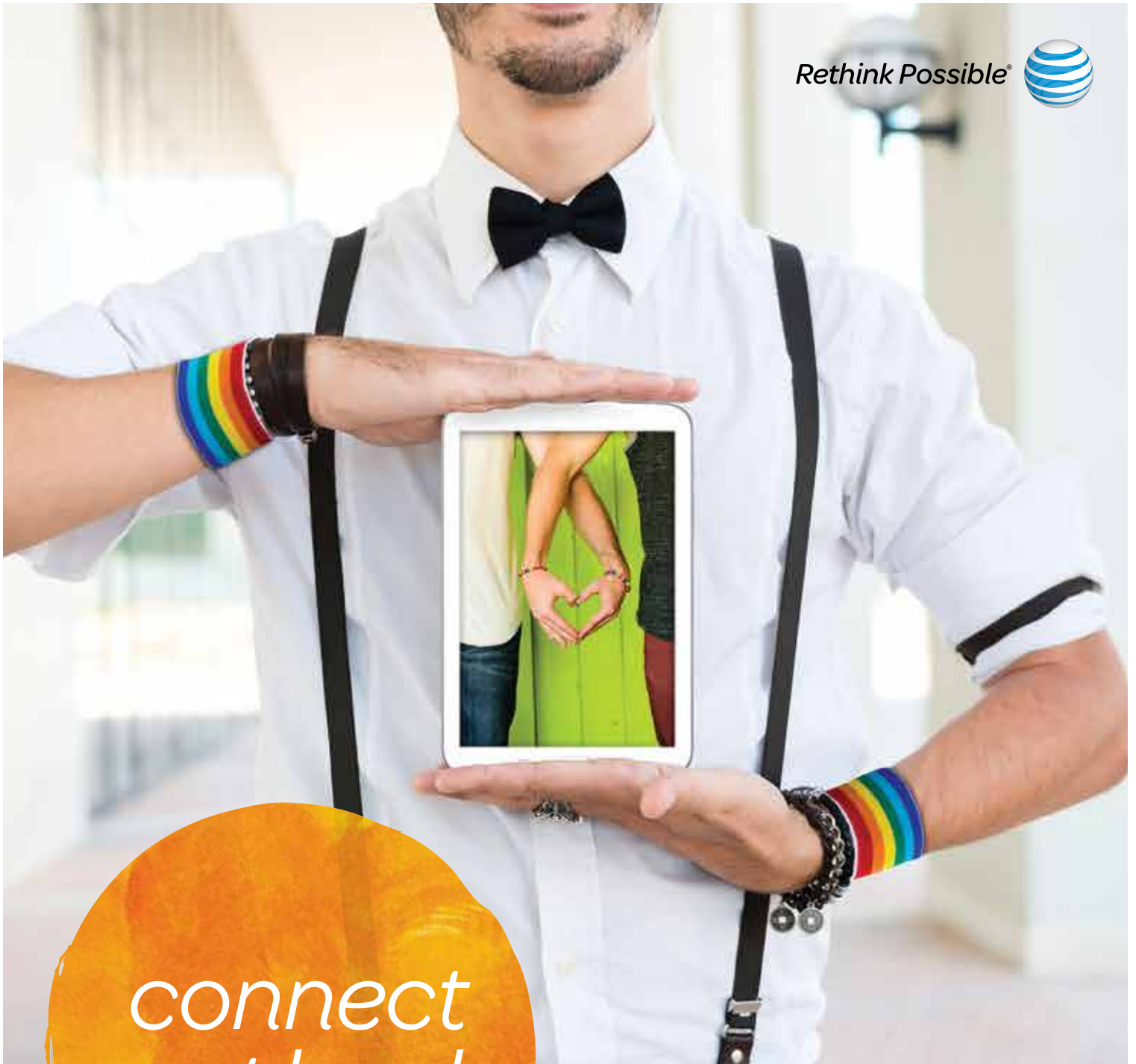


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