

# TIME TO THRIVE

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

**FEBRUARY 13-15, 2015**  
**PORTLAND, OREGON**



HUMAN  
RIGHTS  
CAMPAIGN  
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PRESENTING SPONSOR:



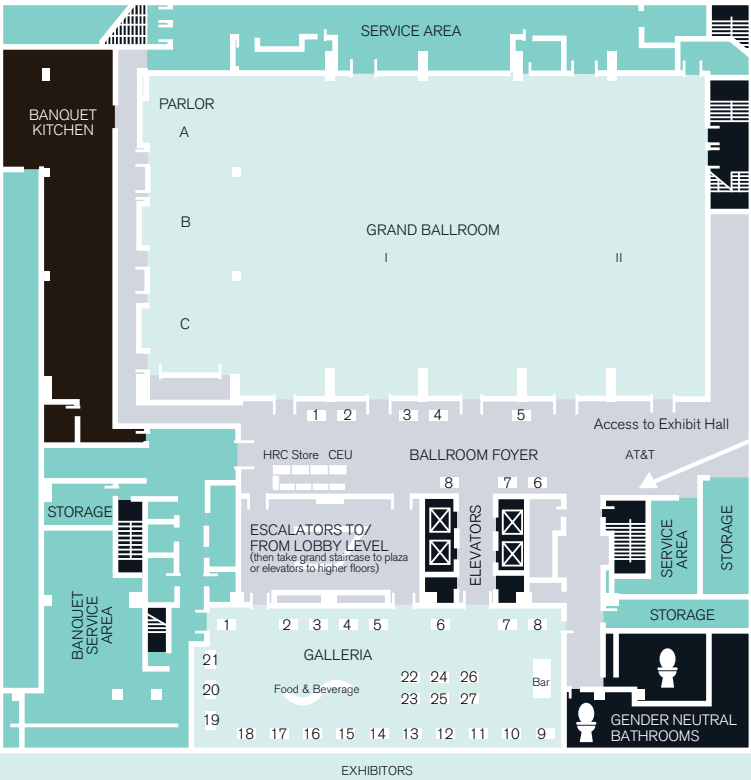
CO-PRESENTING TIME TO THRIVE:



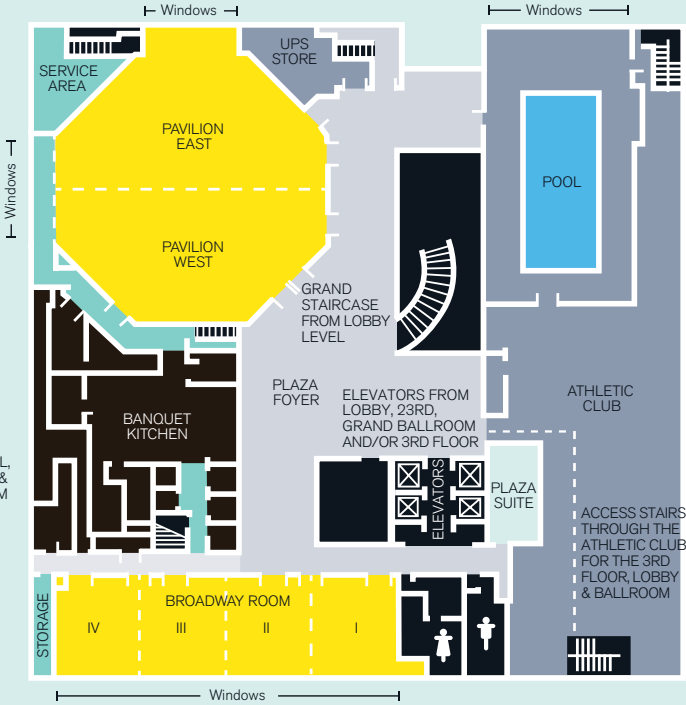
# Hilton Portland & Executive Tower Map

Please Note: Conference registration tables are located in the lobby level of the hotel.

BALLROOM LEVEL "B"



PLAZA LEVEL "PL"



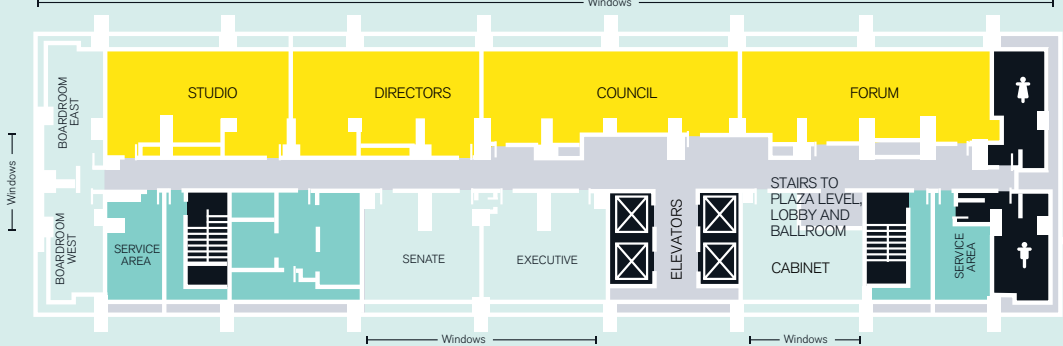
**BALLROOM FOYER IN BALLROOM LEVEL**

- 1 HRC
- 2 True Colors Fund
- 3 The Trevor Project
- 4 AIR
- 5 AT&T League
- 6 NEA
- 7 NEA
- 8 Act Against AIDS

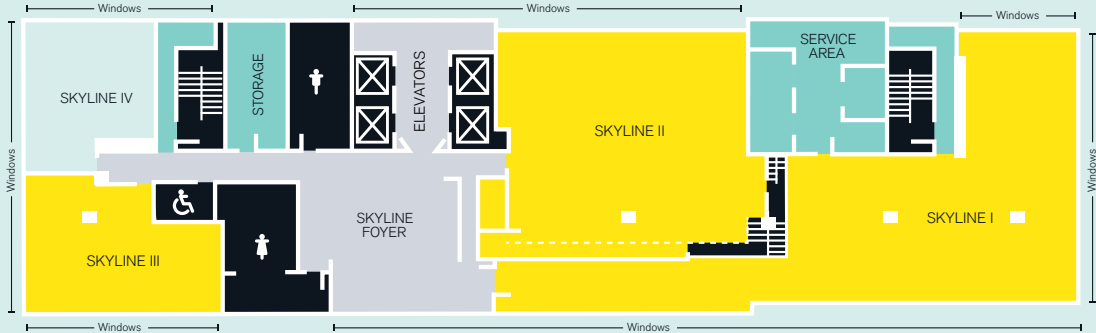
**GALLERIA IN BALLROOM LEVEL**

- |                        |                                   |
|------------------------|-----------------------------------|
| 1 Welcoming Schools    | 15 NASW                           |
| 2 Gender Spectrum      | 16 KIPP DC                        |
| 3 PFLAG                | 17 GSA Network                    |
| 4 Teaching Tolerance   | 18 Task Force                     |
| 5 Advocates For Youth  | 19 White Privilege Conference     |
| 6 GLAAD                | 20 Family Acceptance Project      |
| 7 Point Foundation     | 21 Adidas                         |
| 8 Youth Today          | 22 NCLR                           |
| 9 Devereux             | 23 Harbor Camps                   |
| 10 GLSEN               | 24 Greater Than AIDS              |
| 11 Basic Rights Oregon | 25 Lambda Legal                   |
| 12 Q Center            | 26 Penny Lane                     |
| 13 Oregon Safe Schools | 27 Hazelden Betty Ford Foundation |
| 14 APA                 |                                   |

3RD FLOOR CONFERENCE LEVEL "3"



23RD FLOOR SKYLINE LEVEL "23"



## KEY

- Elevators
- Meeting/Conference Rooms Used by Time to THRIVE
- Meeting/Conference Rooms Not for Use
- Service Area
- Amenities
- Foyer Space

# SCHEDULE AT A GLANCE

## Friday, February 13th

- 1:00 p.m. **Conference Registration Opens** (Location: Lobby level at the Hilton Portland)
- 2:30 – 4:15 p.m. **Pre-Conference for Beginners: Building Blocks of LGBTQ Cultural Competency**  
Additional Registration Fee Required (Location: Broadway, Plaza Level, Hilton Portland)
- 4:30 – 6:15 p.m. **Attendee Welcome Reception** (Location: Newmark Theatre's Rotunda Lobby, across the street from Hilton Portland, at 1111 SW Broadway, Portland, OR 97205)  
More details and map on page 14.
- 6:30 – 9:00 p.m. **Opening Plenary** (Location: Newmark Theatre, across the street from Hilton Portland, at 1111 SW Broadway, Portland, OR 97205) More details and map on page 14.
- 9:00 – 10:30 p.m. **Late Night Networking Social with Exhibitors** (Location: Hilton Portland's Ballroom Foyer)  
More details on page 17.

## Saturday, February 14th

- 7:00 a.m. – 5:00 p.m. **Conference Registration is Open** (Location: Lobby level at the Hilton Portland)
- 7:00 – 8:30 a.m. **Breakfast Buffet** (Location: Grand Ballroom Foyer, Hilton Portland)
- 8:30 – 9:45 a.m. **Saturday Plenary: Keynote Speakers** (Location: Grand Ballroom, Hilton Portland)
- 10:00 – 11:00 a.m. **Workshops A** (Location: Various workshop rooms, Hilton Portland)
- 11:15 a.m. – 12:15 p.m. **Workshops B** (Location: Various workshop rooms, Hilton Portland)
- 12:15 – 2:00 p.m. **Luncheon with Keynote Speakers and Panel Discussion** (Location: Grand Ballroom, Hilton Portland)
- 2:15 – 3:15 p.m. **Workshops C** (Location: Various workshop rooms, Hilton Portland)
- 3:15 – 3:45 p.m. **Networking Snack and Coffee Break with Exhibitors** (Location: Plaza Foyer at the Hilton Portland)
- 4:00 – 5:00 p.m. **Workshops D** (Location: Various workshop rooms, Hilton Portland)
- 6:00 – 8:00 p.m. **Hosted Reception Sponsored by Nike** (Location: Store located 3 blocks from Hilton Portland, 638 Southwest 5th Avenue, Portland, OR 97201) More details and map on page 30.

## Sunday, February 15th

- 7:00 a.m. – 12:30 p.m. **Conference Registration is Open** (Location: Lobby level at the Hilton Portland)
- 7:00 – 8:30 a.m. **Breakfast Buffet** (Location: Grand Ballroom Foyer, Hilton Portland)
- 8:30 – 9:30 a.m. **Workshops E** (Location: Various workshop rooms, Hilton Portland)
- 9:45 – 10:45 a.m. **Workshops F** (Location: Various workshop rooms, Hilton Portland)
- 11:00 a.m. – 12:30 p.m. **Closing Plenary: Keynote Speakers** (Location: Grand Ballroom, Hilton Portland)
- 12:30 p.m. **Conference Concludes for Adult Attendees, Lunch on Your Own** (Unless you plan to attend one of our optional debrief workshops. More information on page 38.)
- 12:45 – 3:00 p.m. **Conference Continues for Youth Attendees & Chaperones (Youth Application Required)**  
(Location: Galleries, Hilton Portland)

# WELCOME

Thank you for attending the Human Rights Campaign Foundation's 2nd annual Time to THRIVE conference, co-presented by the National Education Association and the American Counseling Association. We have three exciting and empowering days planned to help promote safety, inclusion and well-being for LGBTQ youth...Everywhere! This conference would not be possible without support from our partners and sponsors. I'd like to send an extra special thank you to AT&T for committing to be the Presenting Sponsor two years in a row. This weekend you will hear from several amazing speakers, special guests, expert presenters and exhibitors. Our goal in all of this is to give you answers and resources that help you do life-saving work in your communities. I know first-hand that being a change agent takes courage and intentionality. Registering for Time to THRIVE is just the first step in that process. From the bottom of my heart, I thank you for giving up your holiday weekend off to be here and for becoming that voice of change for LGBTQ youth.

— Dr. Vincent “Vinnie” Pompei, Conference Chair

## THE TIME TO THRIVE TEAM

### Vincent “Vinnie” Pompei, Ed.D., *Conference Chair*



Dr. Vincent “Vinnie” Pompei is the Director of the Youth Well-Being Project at the Human Rights Campaign Foundation. One of his primary roles at HRC is to chair Time to THRIVE, an annual national conference for educators and other youth-serving professionals to promote safety, inclusion and well-being for LGBTQ youth.

Before joining HRC, Dr. Pompei served as President for the California Association of School Counselors and spent over ten years as a middle school teacher and high school counselor. He was an LGBTQ cadre trainer for the National Education Association and authored the LGBTQ

section of the American School Counselor Association's National Model. In addition, he was a Chapter President for PFLAG and an Ambassador for The Trevor Project.

Dr. Pompei was named one of the Advocate Magazine's Top 40 Under 40 in 2012 and selected by the National Education Association as a Classroom Superhero. He holds two Masters Degrees in Education and a Doctorate in Educational Leadership.

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

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

Thank you to all HRC staff and volunteers who helped make Time to THRIVE a success! A special thank you to Sam Anderson, Matthew Aycock, Tricia Benson, Jay Brown, Mitch Curtis, Alison Delpercio, Johanna Eager, Jennifer Ferrer, Michelle Ferrer, MacArthur Flournoy, Tracy Flynn, Richard Gagliano, Candace Gingrich, Charlie Girard, Noel Gordon, Malia Green, Liz Halloran, Ellen Kahn, Anastasia Khoo, Jeff Krehely, Mollie Levin, Jordan Long, Sam Master, Maureen McCarty, Jennifer Pike, Lisbeth Melendez Rivera, Fred Sainz, James Servino, Ben Shallenberger, Jessie Sheffield, Beth Sherouse, Emily Simeral, Sarah Streyle and Kisha Webster.

## Conference Host Committee

### Carmen Ashley, MPH, CHES

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

### JoAnn Bartoletti

*Executive Director, National Association of Secondary School Principals*

### Masen Davis

*Executive Director, Transgender Law Center*

### Betty DeGeneres

*National LGBT Rights Activist & mother of Ellen DeGeneres*

### LZ Granderson

*ESPN Columnist and CNN Contributor*

### Dolores Huerta

*President, Dolores Huerta Foundation*

### Lynn Hunt, M.D.

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

### Earvin “EJ” Johnson III

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

### Kate Kendell, Esq.

*Executive Director, National Center for Lesbian Rights*

### Becky Pringle

*Vice President, National Education Association*

### Lacey Rosenbaum

*Director, Safe and Supportive Schools Project, American Psychological Association*

### Scott Sapperstein

*Executive Director of Public Affairs, AT&T*

### Linda Spears

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

### Richard Yep

*Chief Executive Officer, American Counseling Association*

# PRONOUNS AND YOU AT TIME TO THRIVE

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

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

**Gender Neutral Restrooms:** In addition to gender specific restrooms available in the lobby and on all other levels where conference activities are taking place, we have provided gender neutral restrooms on the ballroom level to ensure that conference participants of all genders have access to restroom facilities that are safe and comfortable.



**HRC U**  
**INTERNSHIP**  
**PROGRAM**

**APPLY**  
**NOW!**

**HRC.ORG/INTERN**



**#INTERN1640**

## CEUS AND COLLEGE CREDIT

### CEUs

Time to THRIVE has been approved to offer up to 14.5 continuing education clock hours by the National Board of Certified Counselors (NBCC) and the National Association of Social Workers (NASW) and its affiliate chapters in Oregon, Idaho and California. In addition, we have been approved to offer up to 12 continuing education clock hours by the Commission on Rehabilitation Counselor Certification (CRCC). Continuing education clock hours are based on the number of workshops an individual attends during the Time to THRIVE conference.

### College Credit

Those who attend the entire conference may earn one undergraduate or one graduate level credit from Portland State University. The cost for one credit will be \$80 paid directly to PSU and will require a written assignment.

For more information, visit the CEU and College Credit Information desk located in the Ballroom Foyer.

## FREE WIFI

We have purchased basic complimentary Wifi service for conference attendees in the Hilton event space. Please post photos and highlights of your conference experience to social media using **#TimeToThrive**.



Select Wireless Network: PSAV Meeting Room

Wireless Password: Thrive

# #TIMETOTHRIVE





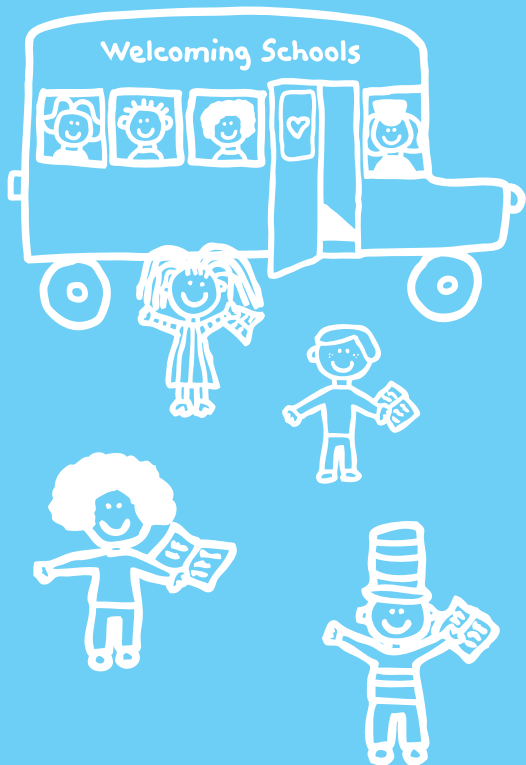
# welcoming schools



A PROJECT OF THE HUMAN RIGHTS CAMPAIGN FOUNDATION

As a comprehensive approach to improving elementary school climate, Welcoming Schools provides technical assistance, training and resources to:

- embrace family diversity
- create gender-inclusive environments
- prevent bias-based bullying and name-calling



Check out the newest professional development film from Welcoming Schools!  
*What Can We Do? Bias, Bullying, and Bystanders*



[www.welcomingschools.org/whatcanwedo](http://www.welcomingschools.org/whatcanwedo)



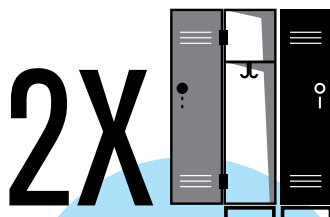
HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION

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

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

email: [welcomingschools@hrc.org](mailto:welcomingschools@hrc.org)

[www.facebook.com/welcomingschools](https://www.facebook.com/welcomingschools)



# 2X

**LGBT YOUTH ARE TWO TIMES AS LIKELY AS NON-LGBT YOUTH TO SAY THEY'VE BEEN VERBALLY HARASSED AND CALLED NAMES AT SCHOOL.**

HRC's Children, Youth and Families Program creates welcoming, affirming and supportive environments for LGBT children and youth, as well as LGBT families. Our Welcoming School project offers professional development and curriculum for schools to create learning environments that embrace family diversity, avoid gender stereotyping and end bullying; our Youth Well-Being Project promotes safety, inclusion and well-being for LGBT youth; and through All Children — All Families, we train child welfare professionals to improve policies and practices around LGBT adoptive and foster families, as well as LGBT youth.



# 76+

**COUNTRIES CRIMINALIZE LGBT PEOPLE.**

The Global Engagement Program works to leverage HRC's domestic LGBT work and passionate membership base to be a strong partner in the global equality movement. By calling out Americans for exporting hate, creating awareness of international LGBT issues and collaborating with dedicated advocates around the globe, HRC is working toward a world that achieves fundamental fairness and equality for all.

# 2/3



**OF HIGH SCHOOL YOUTH SAY THEY ARE NOT OUT TO THEIR CLASSMATES.**

Making the leap from living at home to living on your own is a challenge for anybody — and being LGBT can compound those challenges. HRC's Youth & Campus Engagement Program works to create empowered and self-actualized LGBT youth and young adults as they enter colleges, communities and the workplace. Through online and printed resources on coming out, a scholarship database and working with advocates at college campuses nationwide, the program has reached countless future LGBT leaders.

**THE HUMAN RIGHTS CAMPAIGN FOUNDATION IMPROVES THE LIVES OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER (LGBT) PEOPLE BY WORKING TO INCREASE UNDERSTANDING AND ENCOURAGE THE ADOPTION OF LGBT-INCLUSIVE POLICIES AND PRACTICES. THROUGH THE FOLLOWING PROGRAMS AND PROJECTS, WE ARE ENHANCING THE LIVED EXPERIENCES OF LGBT PEOPLE AND THEIR FAMILIES, AS WE CHANGE HEARTS AND MINDS ACROSS AMERICA AND AROUND THE GLOBE.**

# TRANS GENDER

**70% OF TRANSGENDER PATIENTS HAVE EXPERIENCED SERIOUS HEALTHCARE DISCRIMINATION, AS HAVE MORE THAN 55% OF LESBIAN, GAY AND BISEXUAL PATIENTS.**

The Healthcare Equality Index (HEI) is a survey that gives healthcare facilities training and other key resources to provide LGBT patient-centered care. An initiative of HRC's Health & Aging Program, the HEI recognizes and educates top-rated facilities and is part of a broader effort to ensure LGBT patients and their families are treated equally. Additional work by the program includes a significant focus on HIV/AIDS advocacy and ending the stigma surrounding HIV/AIDS.



**9 OUT OF 10 AMERICANS MISTAKENLY BELIEVE FEDERAL LAW ALREADY PROTECTS LGBT PEOPLE FROM WORKPLACE DISCRIMINATION.**

The Workplace Equality Program has transformed workplace policies in many of the country's major corporations, allowing LGBT employees to work free of discrimination. For more than a decade, the Corporate Equality Index has been rating corporations on their policies for LGBT staff & is the basis for HRC's annual consumer buying guide. Today, more than 300 major businesses, spanning nearly every industry and geography, earned a top score of 100%.



# 55%

**OF CATHOLICS AND PROTESTANTS SUPPORT MARRIAGE EQUALITY.**

People look to their faith as a source of guidance and inspiration — and LGBT people and our family and friends are no different. The HRC Religion and Faith Program is working to create a world where nobody is forced to choose between who they are or who they love and what they believe. Thanks in part to this work, more and more faith communities aren't simply engaging in dialogue around LGBT equality, they're leading the conversation. They do this work not in spite of their religious beliefs but because of them.



**HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION**

[WWW.HRC.ORG](http://WWW.HRC.ORG)



JEFF MERKLEY  
OREGON

## United States Senate

WASHINGTON, DC 20510

COMMITTEES:  
APPROPRIATIONS  
BANKING, HOUSING,  
AND URBAN AFFAIRS  
BUDGET  
ENVIRONMENT AND  
PUBLIC WORKS

January 20, 2015

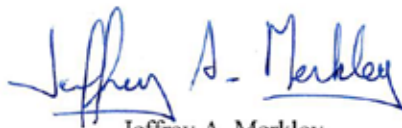
Dear Time to THRIVE Conference attendees,

Welcome to Portland, Oregon and the Human Rights Campaign's second annual Time to THRIVE conference. I'm pleased you have chosen to spend time in the beautiful Rose City and that you will be working on the real and persistent challenges that LGBT youth in America live with every day. Thank you to each and every one of you who are helping make our schools, communities and world a better place.

Recently, I announced that I will be working to introduce legislation in the Senate to create across-the-board protections for LGBT Americans to outlaw discrimination in employment, housing and public accommodations. In dozens of states across the country, LGBT Americans lack the basic nondiscrimination protections that so many of us take for granted. In North Carolina today, a gay man could be fired from his job just for being gay. In Michigan, a young couple could be denied the chance to buy their first home just because they're both women. In Pennsylvania, a transgender woman could be denied service and kicked out of a restaurant just for being who she is. And all of this would be perfectly legal. I believe it is time for a comprehensive federal nondiscrimination act that will guarantee equality to every LGBT American.

While I'm fighting for equality in the Senate, I hope you will continue to be fighting for our LGBT youth who need support and understanding in the face of very real challenges. Thank you again for your commitment to our kids and best of luck with your conference.

All my best,



Jeffrey A. Merkley  
United States Senator

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121 S.W. SALMON STREET  
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(503) 326-3386  
FAX (503) 326-2900

RON WYDEN  
OREGON



UNITED STATES SENATE  
WASHINGTON, D.C. 20510

February 13, 2015

Dear Friends,

I am so happy to welcome you all to my home town of Portland for this truly important event. Last year's *Time to Thrive* Conference brought leaders and activists together to celebrate and embrace LGBTQ youth, and I am honored that the Human Rights Campaign chose to hold the second annual conference in Portland. I am proud to have joined you in the fight for equal rights for LGBTQ individuals for decades, and am grateful for the work of nonprofits such as the HRC.

Every young person should know that they have a bright future ahead of them no matter what challenges they are currently facing. To LGBTQ youth, know that you have very powerful friends fighting for you and we will continue to work towards equality for all – equality indifferent to sexual orientation.

America does better when we all work together, and I commend the HRC's *Time to Thrive* Conference for its important work. I'm honored to welcome you all to Portland for this wonderful event!

Sincerely,

A handwritten signature in blue ink that reads "Ron Wyden".

Ron Wyden  
United States Senator



February 13, 2015

JOHN A. KITZHABER, MD  
Governor

Dear Friends:

Welcome to the Human Rights Campaign (HRC) Foundation's 2<sup>nd</sup> annual national conference "Time to THRIVE" in Portland, Oregon. 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.

Oregon made history this past year in securing marriage equality for all of our citizens. I was proud to be one of the first people to sign the Oregon United for Marriage petition to end Oregon's discriminatory ban on gay marriage.

As a state legislator, I voted in favor of a non-discrimination measure because I believe that protecting all Oregonians from discrimination is the right thing to do.

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 challenges LGBT youth endure. The impacts of family rejection, bullying, and concern for safety are devastating to LGBT youth. However, I believe that with a commitment to creating caring and equitable communities, **all** young people can thrive. 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 Portland.

Sincerely,

John A. Kitzhaber, M.D.  
Governor

JAK:sla



# HRC YOUTH AMBASSADORS

The Human Rights Campaign Foundation's Youth Well-Being Project would like to introduce this year's group of youth ambassadors. These amazing young people were invited to participate in the program because of their courage in sharing their own stories, and their demonstrated commitment to speaking out about issues facing all LGBTQ youth. As youth ambassadors, they will represent the HRC Foundation and help to raise awareness about its youth-focused programs to a wider audience, and 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.



## Jazz Jennings

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



## Christian Ross

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



## Jeydon Lored

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



## Giovanni Blair McKenzie

Giovanni Blair McKenzie grew up as a gay teenager in Kingston, Jamaica, where he experienced bullying about his gender expression. Fortunately, he was able to find his passion for service after becoming a member of Key Club International in 2008, the oldest and largest high school service organization worldwide. After moving to the United States, Giovanni became the first black and openly gay Governor of Key Club International's Pacific Northwest District in 2012. Today, at the age of 20, Giovanni is the founder & executive director of Queer Intersections Portland. His favorite sport is Voguing. He loves to travel and he religiously listens to Beyoncé and Florence & the Machine.



## Laila Al-Shamma

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





### **Val Weisler**

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



### **Joey Kemmerling**

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



### **Winter Page**

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



### **Constance McMillen**

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



### **Thomas Davis**

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



### **Tamara M. Williams**

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

# FRIDAY, FEBRUARY 13th

## Conference Registration Opens

1:00 p.m. | Lobby level at the Hilton Portland

## Optional Pre-Conference

2:30 – 4:15 p.m. | Start at the Beginning | Broadway I-IV, Hilton Portland

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

**Presenter: Nash Jones**, Bridge 13 Community Education Coordinator, Q Center



## Attendee Welcome Reception

4:30 – 6:15 p.m. | Newmark Theatre's Rotunda Lobby, across the street from Hilton Portland, at 1111 SW Broadway, Portland, OR 97205

After you get your conference badge, join us for a Welcome Reception with food and cash beverages at the Newmark Theatre's Rotunda Lobby, located across the street from the Hilton Portland. This is a great time to socialize, network and kick-off an exciting and empowering weekend! We encourage all attendees to **wear red or pink** as a sign of support for LGBTQ youth. (Conference badge required for entry).

## Opening Plenary

6:30 – 9:00 p.m. | Newmark Theatre, across the street from Hilton Portland, at 1111 SW Broadway, Portland, OR 97205

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



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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 it 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.

## Special Guests



**Betty DeGeneres**  
LGBTQ Activist  
and Mother of Ellen  
DeGeneres



**Rich Yep**  
Chief Executive Officer,  
American Counseling  
Association



**Judy Shepard**  
Co-founder,  
Matthew Shepard  
Foundation



**Jeff Parshley and  
Adam Bouska**  
Co-Creators,  
NO H8 Campaign



**Dolores Huerta**  
President, Dolores  
Huerta Foundation





Youth Speaker:  
**Jazz Jennings**

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



Parent Speaker:  
**Debi Jackson**

Debi Jackson is a 20-year veteran of creating advertising and marketing campaigns for Fortune 500 companies, international non-profits and professional sports teams. She and her husband have been married for 10 years and have two beautiful kids, one of whom happens to be transgender. She works full-time, homeschools her kids, and somehow finds time to be an advocate and public speaker about LGBT youth. She is a PFLAG chapter president and works with several other LGBT organizations. She shares her story to prove that conservative Southern families can be supportive of LGBT issues. Because of her transgender daughter, she has become a fierce political activist for LGBT rights and acceptance. She has also recently started a website for parents of transgender and gender non-conforming children: [trans-parenting.com](http://trans-parenting.com).



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



**Caitlin Ryan, PhD**  
*Executive Director, Family Acceptance Project*

Dr. Caitlin Ryan is a clinical social worker who has worked on LGBT health and mental health for nearly 40 years. She received her clinical training with children and adolescents at Smith College School for Social Work. Dr. Ryan was a national organizer in the early LGBT health movement in the 1970s; pioneered community-based AIDS services at the beginning of the epidemic; initiated the first major study to identify lesbian health needs in the early 1980s; and has worked to reduce risk and promote well-being for LGBT youth since the early 1990s. She started the Family Acceptance Project in 2002 as the first research, education, intervention and policy project to help diverse families to support their LGBT children to decrease family rejection and prevent health risks — including suicide, homelessness, substance abuse and HIV — and to promote family acceptance and well-being. Dr. Ryan and her team have developed the first research-based family support model, together with a wide range of research-based materials and assessment tools to help families and caregivers support their LGBT children. Her work has been acknowledged by many groups, including the American Psychiatric Association, the National Association of Social Workers, the American Psychological Association, Division 44 that gave her the Distinguished Scientific Contribution Award for groundbreaking research on LGBT youth and families, and many other groups. Called revolutionary and paradigm-changing, her work is building healthy futures for LGBT youth — in the context of their families, cultures and faith communities.





### Michael Sam

Michael Sam made history last year when the star college football player came out as gay ahead of the NFL draft, making him the first openly-LGBT player to be drafted to the NFL. As a college player, Sam was named a first-team All-American. Now a free agent, Sam continues to inspire LGBTQ youth around the world with his determination to live openly as a proud Black gay athlete. Sam's bravery earned him the Arthur Ashe Courage Award at the 2014 ESPY Awards. In 2014, he was named one of GQ Magazine's Men of the Year and was a finalist for Sports Illustrated's Sportsman of the Year. He recently became engaged to his boyfriend, Vito Cammisano.



### George Takei

George Takei is best known for his portrayal of Mr. Sulu in the acclaimed television and film series "Star Trek." He's an actor, social justice activist, social media mega-power, star of the upcoming Broadway musical "Allegiance," host of the AARP-produced YouTube series "Takei's Take" and subject of "To Be Takei," a documentary on his life and career. Takei's acting career has spanned five decades, with more than 40 feature films and hundreds of television guest-starring roles to his credit. Takei shared a Grammy nomination with Leonard Nimoy in 1987 in the "Best Spoken Word or Non-Musical Recording" category. Takei also received a star on Hollywood Boulevard's Walk of Fame in 1986. And in 1991, he left his signature and hand print, in cement, in front of Grauman's Chinese. His first book, his autobiography, "To the Stars," was published in 1994, and in 2012 and 2013 he published his second and third books, "Oh Myyy! There Goes The Internet," and its sequel, "Lions And Tigers And Bears: The Internet Strikes Back" — both about his forays on social media and the internet, making the Amazon e-book and paperback best-seller lists in 2012 and 2013. Takei and his husband, Brad Takei, were married at the Japanese American National Museum on Sept. 14, 2008.



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Entertainment Provided by:  
**Alex Newell**

In the last two years, Alex Newell has gone from regular high school student, to appearing on one of the most popular shows on television. After winning FOX's reality show "The Glee Project," Newell joined the cast of FOX's hit show "Glee," where he plays Wade "Unique" Adams, a character that quickly became a fan favorite. Born in Salem, Mass., Newell grew up singing gospel music in his church choir in the small town of Lynn. By high school, Newell had landed at a private Catholic academy with an impeccable arts program, where he realized he wanted to be a Broadway star. When not working, Newell loves to cook, shop and has a passion for interior design. He also is a self-proclaimed YouTube addict and a role model and inspiration for LGBT teens worldwide.



## Late Night Networking Social with Exhibitors

9:00 – 10:30 p.m. | Ballroom Foyer, Hilton Portland



After the Opening Plenary, join us for desserts, coffee/tea and to network and gather resources from our exhibitors. For an additional fee, conference attendees can pose for an official NOH8 Campaign photo taken by co-creators, Adam Bouska and Jeff Parshley.

Attendees will also be treated to a signing of "I AM JAZZ," a new children's book that tells the story of a

real-life transgender girl. Authors, Jazz Jennings, now 13, who has appeared on "20/20" with Barbara Walters and the Oprah Winfrey Network; and Jessica Herthel, Director of the Stonewall National Education Project will sell signed copies at an HRC discount of \$15.00. Proceeds will go to TransKids Purple Rainbow Foundation.

## SATURDAY, FEBRUARY 14TH Happy Valentine's Day!

### Conference Registration Opens

7:00 a.m. | Lobby Level, Hilton Portland



### Breakfast Buffet

7:00 – 8:30 a.m. | Ballroom Foyers, Hilton Portland

### Saturday Plenary: Keynote Speakers

8:30 – 9:45 a.m. | Ballroom, Hilton Portland

#### Welcome from Congresswoman Suzanne Bonamici



#### Ken McNeely

President, AT&T California, Presenting Sponsor



#### Johanna Eager

Director, Welcoming Schools, Human Rights Campaign Foundation



#### Dolores Huerta

President, Dolores Huerta Foundation



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#### Giovanni Blair McKenzie

Youth Speaker

Giovanni Blair McKenzie grew up as a gay teenager in Kingston, Jamaica, where he experienced bullying about his gender expression. Fortunately, he was able to find his passion for service after becoming a member of Key Club International in 2008, the oldest and largest high school service organization worldwide. After moving to the United States, Giovanni became the first black and openly gay Governor of Key Club International's Pacific Northwest District in 2012. Today, at the age of 20, Giovanni is the founder & executive director of Queer Intersections Portland. His favorite sport is Voguing. He loves to travel and he religiously listens to Beyoncé and Florence & the Machine.

# WORKSHOP TRACKS

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



## HIV/AIDS Awareness & Prevention:

"I am so happy that the Time to THRIVE conference includes a dedicated track of workshops on the topic of HIV prevention. It is extremely important for educators, counselors, social workers, and other people who work with youth to learn about HIV prevention, treatment and care, particularly among LGBTQ youth because these groups are too commonly ignored during adolescence. If you want to provide youth with the knowledge to go into the world and live healthy, prosperous lives, you have to be willing to discuss ALL aspects of health, regardless of how "taboo" some topics may seem. Otherwise, LGBTQ youth will never know how to effectively protect themselves from HIV and those living with HIV will face misunderstanding and rejection. The more youth learn about HIV — both in terms of prevention and treatment and care — the healthier LGBTQ youth will be."

— Thomas Davis, HRC Youth Ambassador



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



## Intersectionality

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

— Giovanni MacKenzie, HRC Youth Ambassador



## Transgender and Gender-Expansive Youth

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

— Jazz Jennings, HRC Youth Ambassador

## Workshops A: 10:00 – 11:00 a.m.



### Privilege, Power and Intersectionality 101

The Matrix Center for the Advancement of Social Equity and Inclusion  
Location: Forum

If our goal is to create culturally inclusive spaces, we may be limiting ourselves by focusing only on the identities and experiences of those who have been traditionally marginalized by those identities. A privilege framework, on the other hand, broadens the scope of potential allies. Using an intersectional lens, this self-reflective, interactive workshop challenges us to consider how our privileged identities might unintentionally be contributing to the exclusion of others. Strategies for creating culturally inclusive spaces will be provided.

**Presenter: Dr. Dena R. Samuels, Director, The Matrix Center for the Advancement of Social Equity and Inclusion**



### **Act Against AIDS: Harnessing the Power of Partnerships and Social Marketing Campaigns to Address HIV/AIDS Among LGBT Communities**

Centers for Disease Control and Prevention (CDC)

Location: Council

This interactive session will cover current HIV statistics, prevention options, an overview of the Act Against AIDS campaigns, and how youth leaders and youth-serving professionals can get involved in HIV prevention. Attendees will leave the workshop with an Act Against AIDS toolkit that includes information on all the campaigns and other resources to support HIV/AIDS discussions and activities.

**Presenter: Francisco Ruiz, M.S.,** *Lead Public Health Analyst, Division of HIV/AIDS Prevention, Centers for Disease Control and Prevention (CDC)*



### **Beyond Bathrooms: What You Can Do For Your Transgender Students**

TransYouth Family Allies

Location: Pavilion East

We will interactively explore the ways that transgender youth ages 3-18 can be supported at school and in social settings. Once the bathroom question is decided, what do you want to know? This workshop will be for your questions and concerns. The presenter has experience with schools across the country and all types of political environments. Learn what strategies are likely to be most successful for transgender students and those around them. Talking point handouts will be provided.

**Presenter: Kim Pearson,** *Director of Training/Co-founder, Trans Youth Family Allies*

### **Bringing LGBTQ Issues and Stories to Life in the Classroom**

Anti-Defamation League

Location: Skyline I

Research from Dr. Stephen Russell and colleagues finds that individual students, both LGBTQ and straight, feel safer at school when LGBTQ issues are included in the curriculum. This same research also found a positive impact on school climate. Join ADL's education staff to gain skills on implementing LGBTQ-inclusive and affirming curricular resources for all grade levels, including teaching LGBTQ history, affirming transgender students, and critically examining gender. This workshop focuses on sharing lesson plans and ideas for implementation to sustainably and positively affect school climate.

**Presenter: Dave Reynolds, MPH,** *Project Director, A WORLD OF DIFFERENCE® Institute, Anti-Defamation League*



### **Communities Coming Together to Prevent LGBTQ Youth Homelessness**

True Colors Fund and American Institutes for Research

Location: Pavilion West

Everyone has a role to play in ending LGBTQ youth homelessness! Whether you are an educator, a librarian, a parent, a social service provider, or a business owner, you can make a difference in the lives of LGBTQ youth who are experiencing or at risk of experiencing homelessness. In this interactive session, participants will learn about innovative community approaches to preventing and ending LGBTQ youth homelessness, including early lessons learned from the LGBTQ Youth Homelessness Prevention Initiative, led by the U.S. Department of Housing and Urban Development (HUD), with partners from the Federal Department of Education, Juvenile Justice and Delinquency Prevention, Health and Human Services, and private partner, the True Colors Fund.

**Presenters: Jama Shelton, PhD,** *Forty to None Project Director, True Colors Fund;*  
**Jeffrey Poirier, PhD,** *Principal Researcher, American Institutes for Research*





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### **What Can We Do? Bias, Bullying, and Bystanders Short Film**

Welcoming Schools, a project of the Human Rights Campaign Foundation

Location: Broadway I-II

View and examine the new professional development short film from the Welcoming Schools project of the Human Rights Campaign Foundation, which features elementary school teachers using Welcoming Schools lessons with children. The film depicts children's understanding of bias-based bullying related to sexual orientation, race, religion, and gender. During this workshop we will discuss the film's intersectional approach to addressing bias-based bullying and will share Welcoming Schools resources, including an online User's Guide and lesson plans to accompany the film.

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

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

National Center for Lesbian Rights

Location: Skyline II

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

**Presenters: Asaf Orr, Esq.,** *Staff Attorney, National Center for Lesbian Rights;*  
**Shannan Wilbur, Esq.,** *Youth Policy Director, National Center for Lesbian Rights*

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

Affirmative Foundations and Los Angeles LGBT Center

Location: Broadway III-IV

This interactive workshop focuses on interventions and best practices that increase resilience in students 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 students need you to be!

**Presenter: Cory Schneider, M.A.,** *Bullying Prevention & Intervention Specialist, Affirmative Foundations & Los Angeles LGBT Center*

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### **Safe Spaces: Inclusion of LGBTQ Youth – A Discussion on Best Practices**

YMCA of the USA

Location: Directors

This workshop will highlight efforts toward inclusion of LGBTQ youth in the YMCA — locally and nationally. Participants will have an opportunity to share best practices from their own organizations and learn what entities such as the Y are doing to ensure that all youth have an opportunity to learn, grow and thrive.

**Presenters: Chad Nico Hiu, M.S.,** *National Specialist on Diversity & Inclusion, YMCA of the USA;* **Jill Crisafulli, MSW,** *Executive Director, Metrocenter YMCA;* **Jenna Cooper, CNP,** *Workforce Partners Executive, Nonprofit Leadership Alliance*



## OUT for Safe Schools: Building Visible Allies Within School Districts

Los Angeles LGBT Center

Location: Studio

Project SPIN (Suicide Prevention Intervention Now) is an initiative by leaders of the Los Angeles Unified School District and the Los Angeles LGBT Center to support systemic change to create welcoming and supportive schools. In this workshop we will discuss the critical importance of a comprehensive approach by school systems that incorporates anti-bullying efforts as well as collaborative partnerships with parents, mental health providers, social service agencies, law enforcement and religious organizations.

**Presenter: Sara Train,** *Project SPIN Coordinator, Los Angeles LGBT Center*

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



### **"...And I'm Gay": The Multiple Identities of Rural LGBTQ Youth**

The Living Room

Location: Directors

A panel of LGBTQ youth from the rural areas near Portland discuss the importance of their multiple identities and the effects of others viewing them only as queer youth.

**Presenter: Jefferson Morgan,** *Program Coordinator, The Living Room*



### **Cis for Equality: Engaging and Activating Allies for Trans/GNC Youth**

PFLAG National

Location: Pavilion East

We will discuss some of the common challenges faced by trans/GNC youth, discuss the challenges that exist for people who are straight and LGB to becoming trans/GNC youth allies, learn some of the core competencies of trans allies, highlight youth-focused activities and behaviors that boost trans inclusion, and learn how to effectively express yourself as a trans ally. All participants will also receive free copies of the "Guide to Being a Trans Ally", released by PFLAG / Straight for Equality in October 2014.

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



### **Connect, Accept, Respond, Empower: Suicide Prevention for LGBTQ Youth**

The Trevor Project

Location: Skyline II

The Trevor Project's Connect, Accept, Respond, Empower (CARE) Training is an interactive workshop providing participants with an overview of suicide among lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ) youth and the different environmental stressors that can contribute to their heightened risk for suicide. Trevor CARE combines research, case studies, best practice recommendations and practical steps for reducing the risk of suicide and promoting resiliency in all young people regardless of their sexual orientation or gender identity/expression.

**Presenter: Wes Nemenz,** *Senior Education Manager, The Trevor Project*

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## Perspectives for a Diverse America, a FREE K-12 Anti-bias Literacy Curriculum

Teaching Tolerance, a project of the Southern Poverty Law Center

Location: Skyline I

Teaching Tolerance presents Perspectives for a Diverse America, a free resource for teachers to critically engage students with LGBTQ-inclusive texts. Perspectives for a Diverse America, a comprehensive, literacy-based K-12 curriculum, allows students to read meaningful texts, discuss, write about, and critique ideas from four unique anti-bias domains: identity, diversity, justice and action. The Perspectives anthology provides students with windows into others' realities as well as mirrors that reflect their experiences and underscore the interconnectedness of our personal, familial and community identities.

**Presenters: Sara Wicht, M.Ed.,** *Senior Manager, Teaching and Learning, Teach Tolerance;*  
**June C. Christian, PhD,** *Teaching & Learning Specialist, Teaching Tolerance*



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### Engaging Latin@s, an Exploration at the Intersections

A La Familia, a project of the Human Rights Campaign Foundation

Location: Broadway I-II

A La Familia is a dialogue guide for people who engage with Latina/o LGBT people. As such it provides the building blocks to increase participants' skill set beyond the banking education style. By exploring different ways in which we approach conflict, difference and growth at the intersections of faith, sexual orientation, gender identity, ethnicity, and family we increase the ability of teachers to provide support for both parents and children at this difficult cross roads.

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



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### We Can All Impact Change: Ten Standards and Strategies to Improve Outcomes for LGBT Youth

American Institutes for Research

Location: Pavilion West

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

**Presenter: Jeffrey Poirier, PhD,** *Principal Researcher, American Institutes for Research*

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### From the Street to the Streets: Fostering Resilience in Homeless Youth

National LGBTQ Task Force & True Colors Fund

Location: Broadway III-IV

LGBTQ homeless youth are strong, smart, and resilient. Our job as advocates and service providers is to foster those traits and encourage youth to become leaders of their own communities. Formerly homeless LGBTQ advocates come together with homeless youth service providers and youth currently experiencing homelessness to discuss how to best foster resilience in the 20-40% of homeless youth who identify as LGBTQ.

**Presenters: Meghan Maury, J.D.,** *National LGBTQ Task Force;*  
**Dr. Jama Shelton, PhD,** *Forty to None Project Director, True Colors Fund*

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## **You put that where? Effective Tools and Strategies for Sex Positive Education in Community-Based Organizations**

Safe Spaces Project  
Location: Council

Talking to queer youth about sex is awkward...if you make it. During this interactive session we will give a primer on sex positivity and inclusive sexual health education while holding space to think through and practice actively engaging youth in their own sexual health and wellness decisions. Participants will leave with a list of tools and resources for inclusive sexual health education as well as one self-generated tool.

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

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## **Race and Economic Justice is an LGBTQ Issue**

Gay-Straight Alliance Network  
Location: Forum

The purpose of this workshop is to explore how race and economic justice work is integral to the LGBTQ movement — particularly youth-led, adult-supported work. Participants will be able to explain multi-issue and cross-movement social justice work; identify strategies to incorporate race and economic justice work through youth-led LGBTQ activism; and illustrate ways to support youth as adult allies. Current GSA-led work around race and economic justice, immigration reform, and school discipline reform will be presented as examples of multi-issue, youth-led work.

**Presenter: Christopher White, PhD**, *Director, Safe and Supportive Schools Project, Gay-Straight Alliance Network*

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## **No One Left Behind: Reclaiming the Future of Bi, Pan, Fluid and Queer Youth**

BiNet USA  
Location: Studio

Attendees will become more familiar with bisexual communities and will improve their existing capacity to serve bisexual youth while empowering bi/pan/fluid/queer/non-monosexual youth with the power of their own history and culture. Attendees will leave with practical advice, handouts on bi history and culture, a common understanding of advocacy issues facing bisexual youth, and best practices for assisting bisexual youth in navigating the important public policy priorities affecting them (e.g. sexual/physical violence, health or mental health disparities).

**Presenter: Faith Cheltenham, M.S.**, *President, BiNet USA*

**REMINDER:**  
**DON'T FORGET TO COMPLETE**  
**CEU EVALUATION FORMS!**



## Luncheon Buffet with Speakers and Federal Panel

12:15 – 2:00 p.m. | Ballroom, Hilton Portland



Partner:

**Act Against AIDS, Francisco Ruiz, M.S.**

*Team Lead, Center for Disease Control and Prevention's Act Against AIDS Campaign*



Youth Speaker:

**Thomas Davis**

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

### Jeff Krehely Moderates Federal Panel

Hear from the civil rights leads at the U.S. Department of Education, the U.S. Department of Justice and the U.S. Department of Health and Human Services as they discuss various supports and resources available from federal agencies.



**Moderator:**

**JEFF**

**KREHELY**

HRC VP & Chief  
Foundation  
Officer



**CATHERINE  
LHAMON**

Assistant  
Secretary, Office  
of Civil Rights,  
U.S. Department  
of Education



**PAM  
KARLAN**

Deputy Assistant  
Attorney General,  
Civil Rights Division,  
U.S. Department  
of Justice



**JOCELYN  
SAMUELS**

Director, Office  
of Civil Rights,  
U.S. Department  
of Health and  
Human Services

## Workshops C: 2:15 – 3:15 p.m.



### Creating Gender-Inclusive Schools

Gender Spectrum

Location: Pavilion East

Using a strategic and sequential process for building staff, community and student understanding of gender's complexity, Gender Spectrum has developed a comprehensive program of professional development, curriculum and resources designed to create more gender-literate and accepting conditions in schools at all grade-levels. Participants will be

introduced to many of the tools and best practices for creating an accepting school culture, including training materials for school leaders and staff, examples of parent and community education, student curriculum, and various policy documents.

**Presenter: Morgan Darby, M.A., M.A.T.,** *Director of Professional Development and Partnerships, Gender Spectrum*

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### **Support, Not Smother: Being an Adult Ally to LGBTQ Youth**

Q Center

Location: Directors

Co-facilitated by an adult and a youth, this workshop will help adults explore how they can show up for young people they work with, whether in schools, as counselors, in community organizations and so on. Too often adults immediately take on teacher, mentor, or parent roles when interacting with youth. We will use interactive exercises such as one on one role playing, group processing, and visual documentation to challenge our ideas of adulthood and how to be in support, and how to ask and not tell. We will explore Hart's Ladder and related resources and how those ideas play out in reality, whatever your professional or personal relationship with LGBTQ youth.

**Presenter: Neola Young,** *Safe Schools & Training Institute Manager, Q Center*

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### **Federal Efforts in Bullying Prevention**

Substance Abuse Mental Health Services Agency (SAMHSA)

Location: Broadway III-IV

This workshop will provide an update on Federal activities shared in 2014 and include an interactive discussion with participants on new ways Federal agencies can help create safe spaces for LGBT youth. Efforts to be highlighted include a Bullying and Harassment Civil Rights Video, the KNOWBULLYING app, and the IOM Bullying workshop synthesis of the latest research in bullying prevention. Feedback and input will also be solicited from attendees to help us as we move into 2015 and beyond.

**Presenter: Elliot Kennedy, J.D.,** *Special Expert, LGBT Affairs, SAMHSA*

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### **Generation Why: Youth Voices on the Importance of Safe Schools for LGBTQ Students**

Merlo Station High School, Beaverton School District

Location: Skyline II

Students from Merlo Station High School's award-winning Gender & Sexuality Alliance (GSA) will share personal perspectives of why a safe educational space is vital to their academic success and overall well-being. Participants will have the chance to ask questions and gain a deeper understanding of a safe school's role in the lives of LGBTQ youth. Additionally, participants will be able to take away a resource guide of Merlo High School's safe school strategies, the Beaverton School District's equity research-based 10 High-Leverage Classroom Practices, and GLSEN's Jump Start Guide to GSAs.

**Presenters: Gretchen Mollers, M.Ed.,** *Teacher, Merlo Station High School;*  
**Megan Payne,** *Student, Merlo Station High School*



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### **It's Not So Simple: The Complicated Relationship Between Bullying, Psychosocial Wellness, Identity, and Suicide Attempts Among LGBTQ Youth**

The Trevor Project

Location: Pavilion West

This workshop will dispel myths and explore pathways of risk for suicidality among LGBTQ youth. Current research will be presented, along with concepts and tools to mitigate risk and enhance resiliency.

**Presenter: David Bond, MSW, LCSW,** *Vice President of Programs, The Trevor Project*

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## **Out In the System: LGBTQ Youth Support and Family Engagement in Child Welfare and Juvenile Justice**

Ruth Ellis Center

Location: Studio

Out in the System is a targeted advocacy campaign (funded by the Arcus Foundation) lead by LGBTQ youth of color to improve services to and outcomes for LGBTQ youth and their families in the child welfare and juvenile justice systems. Youth are equipped through our leadership and advocacy curriculum. Participation in research and education provides tools for positive change in promoting greater acceptance and support of LGBTQ youth among systems and families. Participants will gain practical tools and approaches to increase acceptance and support.

**Presenters: Jerry Peterson, M.A.,** *Executive Director, Ruth Ellis Center;*

**Emani Love,** *Drop-In Center Staff, Ruth Ellis Center*



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## **Overcoming Structural Barriers to Build Capacity: The National HIV/AIDS Strategy as a Practice Tool**

National Association of Social Workers

Location: Council

HIV affects all ages, with young people aged 13-24 accounting for one in every four new HIV infections in the United States. Social workers and allied health and mental health providers are a critical link to youth at risk for HIV/AIDS and other STI's. Using the policy framework of the National HIV/AIDS Strategy (NHAS), we will identify key psychosocial issues of living with HIV/AIDS, the impact of stigma and discrimination on LGBT youth, and share strategies to confront structural barriers that can limit the health and well-being of LGBT youth.

**Presenters: Evelyn Tomaszewski, MSW, ACSW,** *Project Director, National Association of Social Workers;*

**Dimas Moncada, Jr., LCSW,** *Senior Faculty, National Association of Social Workers*

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## **Advocating for Undocumented LGBTQ Youth**

Lambda Legal

Location: Forum

While it is difficult to calculate the exact number of lesbian, gay, bisexual, transgender, and questioning (LGBTQ) undocumented youth living in the United States today, service providers and professionals encounter these youth frequently. LGBTQ undocumented youth face particular challenges because of their dual identities and many are eligible for immigration relief because of discrimination, harassment, and violence based on their actual or perceived sexual orientation, gender identity, or expression. The complicated nature of immigration law, a patchwork system of legal representation, and lack of cultural competency amongst providers puts youth at risk for missing valuable opportunities to adjust their status. Participants will learn about the unique experiences of this population and strategies to ensure youth obtain available relief.

**Presenters: M. Currey Cook, Esq.,** *Director, Lambda Legal*

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## **Keeping Cyberspace Safe for LGBTQ Youth**

LGBT Technology

Location: Skyline I

LGBTQ youth use the Internet as a place to form their identities, explore the world, educate themselves and connect with others. As educators, parents, and the overall support group for our LGBTQ youth, it is important to be up-to-date on the latest tools, resources and tips to help our LGBTQ youth as they connect online. You will walk away from this session with information on the latest apps, websites, resources, tools and tips you can put to use tomorrow.

**Presenters: Chris Wood, MBA,** *Executive Director, LGBT Technology;*

**Emily Eckland,** *Director of Digital Strategy & Awareness Campaigns, LGBT Technology*





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## Forbidden Subjects: A Holistic Approach to Students' Lives

Human Rights Campaign Foundation

Location: Broadway I-II

We know that many LGBTQ people have been harmed by religion. When they come out to their parents or in church they often encounter messages on the extreme end like "You will go to hell" or "Homosexuality is an abomination." Even in affirming households, young people either explicitly or implicitly get the message that they can't be LGBT and religious. Yet many young people not only come from religiously observant households but also identify as religious and are struggling to find ways to reconcile their faith with their sexual orientation or gender identity. They need spaces where both their identities as LGBTQ people and people of faith can be affirmed. This session will explore how to have conversations about religion that still respect the diversity of belief and non-belief that exist among students. We will share some of the exciting new resources that are emerging about how to talk about religion, sexuality, and gender identity.

**Presenters:** **Rev. MacArthur H. Flournoy**, *Director for Faith Partnerships and Mobilization, Human Rights Campaign Foundation*; **Lisbeth Melendez Rivera**, *Director of Latino & Catholic Initiatives, Human Rights Campaign Foundation*



## Networking Snack and Coffee Break

3:15 – 3:45 p.m. | Ballroom Foyer, Hilton Portland

## Workshops D: 4:00 – 5:00 p.m.



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## HRC Research: What's It Like Growing Up in America If Your Gender Isn't Male or Female?

Children, Youth & Families Program, The Human Rights Campaign Foundation

Location: Pavilion East

The Human Rights Campaign Foundation, in collaboration with Gender Spectrum, has released its groundbreaking report "Supporting and Caring for Our Gender-Expansive Youth: Lessons from the Human Rights Campaign's Youth Survey". Learn about youth aged 13 through 17 – how they define and describe their gender, their personal well-being, family support, community connection, extent of being "out", and their hopes for the future. Learn about the genderqueer movement and what parents, caregivers, educators and other professionals can do as allies to gender-expansive youth.

**Presenters:** **Anne Nicoll, PhD**, *Research/Evaluation Consultant, Nicoll Consulting*; **Alison Delpercio**, *Associate Director, Children, Youth & Families Program, Human Rights Campaign Foundation*

## Linking the Roads: Working with Youth Who Experience Homelessness and Sexual Violence

National Sexual Violence Resource Center (NSVRC)

Location: Directors

This workshop will explore the intersections between LGBTQ youth homelessness and sexual violence and how to assist youth in thriving during their lived experiences and moments of crisis. Presenters will share research, information, and activities and tools for providing trauma-informed services and environments to assist LGBTQ youth who experience homelessness and sexual violence.

**Presenters:** **Eric Stiles, M.S.**, *Rural Projects Specialist, NSVRC*; **Taylor Teichman**, *Special Projects Assistant, NSVRC*



### **Intersectionality: Bringing Everyone to the Table**

PFLAG Portland Black Chapter

Location: Forum

Overlapping identities play a large role in the success and happiness of our youth both in and outside of school. During this panel discussion with youth activists and adult allies in the Queer and Trans Communities of Color we will share our experiences around the intricacies of homophobia, racism and transphobia and how we can actively deconstruct oppression in our everyday lives.

**Presenter: Leila Hofstein, Youth Coordinator, PFLAG Portland Black Chapter**

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### **How to be a Kick-Ass GSA Advisor!**

Gay-Straight Alliance Network

Location: Skyline I

Young people have the power to change schools and communities. Gay-Straight Alliances and similar youth-led clubs have proven to be highly effective for empowering youth and providing a forum for advocating to have their needs met. In this workshop, teachers, administrators, and other school staff will learn what it means to be an effective and supportive adult ally and how to support GSAs in their schools. Participants will learn how to create effective youth-adult partnerships, strategies for sustaining GSAs, and legal rights of LGBTQ students.

**Presenter: Christopher White, PhD, Director, Safe and Supportive Schools Project, Gay-Straight Alliance Network**



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### **Perspectives of Young Men Who Have Sex with Men about School-based HIV Prevention Services**

Centers for Disease Control and Prevention (CDC)

Location: Council

Presenters will share findings from a formative evaluation for the development of a school-centered HIV prevention program for adolescent young men who have sex with men (YMSM), 13-19 years old. They will present results of questionnaires and interviews with YMSM that describe their perceptions of the school environment, current use of HIV prevention services, desired services, and how they would like services to be provided. Presenters will discuss how school and community-based staff can improve school environments and HIV prevention services for YMSM.

**Presenters: Elana Morris, MPH, Health Scientist, CDC;**

**Catherine Rasberry, PhD, Health Scientist, CDC; Sharon Wong, MPH, Health Education Specialist, CDC;**

**Yescenia Wilkins, MPH, Health Education Specialist/Project Officer, CDC**



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### **Reach Out and Connect with Our GLBT Youth: What We Know Now That We Didn't Know Then**

American Counseling Association

Location: Studio

The purpose of this workshop is to examine best practices associated with working effectively and affirmatively with our GLBT youth. Recent legislative changes and the advancement of internet communities have created significant changes to the ways we can and need to connect and relate to our GLBT youth. To that end, the continued and devastating impact of homophobia, the fluidity of multiple and intersecting identities, and access to social media will be thoroughly explored.

**Presenter: Colleen Logan, PhD, Program Director for the M.S. in Marriage, Couple, and Family Counseling, the Career Counseling and Addictions Counseling programs, and the PhD in Counselor Education and Supervision, Walden University**

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## **Dangerous Therapy: Efforts to Protect Youth from “Conversion Therapy”**

Human Rights Campaign Foundation / National Center for Lesbian Rights (NCLR)

Location: Broadway I-II

This session will discuss the damaging and discredited practices known as “conversion therapy,” including the harms of such practices, the lack of legitimacy of such practices, and presentation from a survivor of conversion therapy. We will focus on legislative and legal efforts to protect youth from such practices as well as communication and messaging efforts to educate educators and parents about these harmful and discredited practices.

**Presenters:** **Alison Gill, JD**, *Senior Legislative Counsel, Human Rights Campaign Foundation*; **Geoff Kors**, *Senior Legislative & Policy Strategist, NCLR*; **Samantha Ames, Esq.**, *Born Perfect Campaign Coordinator and Staff Attorney, NCLR*; **Mathew Shurka**, *Survivor and Advocate*



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## **Safety, Bias and LGBTQ Issues: An Educator Training from the NEA**

National Education Association

Location: Pavilion West

There has been significant progress made for LGBTQ students and educators but many communities and schools still face significant challenges. This free training is designed to assist in reducing barriers and creating an educational environment where all students and educators thrive. From basic to advanced training, this program is adaptable to the specific needs of each school community and its unique circumstances. This session provides an overview of the training, actual implementation experiences and information on how schools can request training.

**Presenters:** **Toni Smith, M.Ed.**, *Retired Teacher, National Education Association*; **Carl Bullard**, *GLBT Anti-Bias Training Cadre, National Education Association*

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## **Focusing on Families & Faith: A Research-Based Framework to Help Ethnically & Religiously Diverse Families to Support & Accept their LGBT Children**

Family Acceptance Project, a project of San Francisco State University

Location: Skyline II

The Family Acceptance Project (FAP) has conducted in-depth research, multi-lingual messaging and family intervention work to develop a research-based approach to help religiously diverse families to support and accept their LGBT children. This includes educating conservative religious leaders on sexual orientation and gender identity and on how religious condemnation and support affect the health and well-being of LGBT youth. This session will discuss FAP's approach to help religious families to support their LGBT children, including the first faith-based “Best Practices” for suicide prevention for LGBT youth.

**Presenters:** **Rev. Marian Edmonds Allen**, *National Program Director, Family Acceptance Project*; **Caitlin Ryan, PhD**, *Director, Family Acceptance Project*

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## **What We Know, What You Can Do: Practical Lessons from the 2013 National School Climate Survey**

Gay Lesbian Straight Education Network (GLSEN)

Location: Broadway III-IV

This interactive workshop will share newly-released research findings about the experiences of LGBTQ youth in U.S. schools from GLSEN's 2013 National School Climate Survey. Participants will learn about and discuss the diverse educational experiences of LGBTQ youth, including in-school challenges and supports, changes in school climate over time, and cutting-edge topics such as the school-to-prison pipeline and housing/homelessness. Strategies for using this research, and GLSEN's Local School Climate Survey, a customizable research tool for organizing in local communities, will be discussed.

**Presenter:** **Emily Greytak, PhD**, *Director of Research, GLSEN*



### Hosted Reception Sponsored by Nike

6:00 – 8:00 p.m. | Nike Store, 3 Blocks from Hilton Portland  
638 Southwest 5th Avenue, Portland, OR 97201



Join us for a hosted reception with complimentary hors d'oeuvres, wine, beer and non-alcoholic beverages at Nike's 26,000 square-foot store located three blocks from the Hilton. Conference attendees will also be treated to a free Nike gift along with a special guest speaker to be announced soon. Conference Badge required for entry.



## SUNDAY, FEBRUARY 15TH

### Conference Registration Opens

7:00 a.m. | Lobby Level, Hilton Portland

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



### Breakfast Buffet

7:00 – 8:30 a.m. | Ballroom Foyer, Hilton Portland

### Hotel Checkout and Baggage Storage for Sunday, February 15th

Hilton Portland has a strict check out time of 12:00 p.m. You may ask the concierge to hold your luggage or you may store it along the perimeter of the Ballroom when you come downstairs for breakfast.

### Workshops E: 8:30 – 9:30 a.m.



### Improving the Quality of Life & Sexual Health of LGBT Youth With the Latest Advancements in HIV Treatment and Prevention

National Minority AIDS Council  
Location: Council

In 2008-2011, young gay men (13-24) had the highest percentage increase in HIV infections. Young gay men face significant treatment and prevention challenges and it is critical they are engaged by those with an understanding of the latest in HIV science — PEP, PrEP, TasP. Participants will be provided with peer-based educational videos for integration into teaching and counseling of young gay men to improve sexual health and wellness.

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



## Moving Beyond the Melting Pot: Working with Queer Youth of Color

Safe Spaces Project

Location: Forum

Have you or someone you work with ever said, “but we’ve done so much outreach to...” ? LGBTQ youth of color need more than outreach and are statistically at a higher risk of homelessness, harassment, and negative health outcomes than their white counterparts. So what’s race got to do with it? In this interactive session we will identify barriers LGBTQ youth of color face in getting their needs met, understand our role in this, and create site-specific strategies to creating safer spaces for these youth.

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

## Out in the Classroom, Out into the Community

American Federation of Teachers

Location: Directors

Reviewing last year’s workshop data correlating the openness of teachers and student suicide rates, we want to emphasize the importance of teachers coming out to support students in the school and the community. We will examine barriers and techniques to support teachers in their decision, look at strategies to enlist community support, and offer suggestions of activities you might consider in your community to raise awareness and create bridging partnerships with community organizations, including resources that can be obtained to foster this work.

**Presenters: Pat Crispino**, *Special Borough Representative/Co-Chair, AFT GLBT Caucus, American Federation of Teachers*; **Tod Marks**, *Teacher/Male Identified Co-Chair, AFT LGBT Caucus, New York City Board of Education*; **Connie Cordovilla**, *Human Rights & Community Relations, American Federation of Teachers*



## Engaging Families to Prevent Risk, Promote Well-Being and Build Healthy Futures for LGBT Youth

Family Acceptance Project, a project of San Francisco State University

Location: Skyline II

The Family Acceptance Project has developed the first evidence-based framework to prevent risk and promote well-being for LGBT youth in the context of their families, cultures and faith communities. This session will discuss FAP’s approach to help ethnically and religiously diverse families to support their LGBT children. Participants will learn about how family reactions affect their LGBT children, as well as research-based resources, strategies and interventions that are helping prevent risk and build healthy futures for LGBT youth by promoting family acceptance and support.

**Presenters: Caitlin Ryan, PhD**, *Director, Family Acceptance Project*;  
**Rev. Marian Edmonds Allen**, *National Program Director, Family Acceptance Project*



## The Trevor Project’s Lifeguard Workshop

The Trevor Project

Location: Pavilion West

The Lifeguard Workshop is a structured conversation for young people aged 13-24 regarding mental health, preventing suicide, and healthy ways to cope with stress and anxiety. The workshop is a facilitated conversation of how to recognize the warning signs of suicide and how to access help. Additionally, we will work to identify strategies to deal with stress and anxiety in a healthy way and how to identify support systems in a young person’s own environment.

**Presenter: Wes Nemenz**, *Senior Education Manager, The Trevor Project*



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### **Transgender Medicine in Youth: What a PCP Needs to Know**

Randall Children's Hospital, Legacy Health

Location: Pavilion East

This workshop will provide primary care providers and interested medical professionals an introduction of transgender medicine in youth. I will give an overview of signs and symptoms of gender dysphoria (GD), and briefly discuss diagnostic criteria for GD. Review of the literature in terms of necessity of treatment and outcomes will be provided. I will discuss the role of the PCP in transgender medicine, including referrals, resources and advice. Lastly, I will review pediatric endocrine treatment of GD youth covering pubertal suppression and cross hormone therapy.

**Presenter: Karin Selva, MD**, *Pediatric Endocrinologist, Medical Director of Transgender Clinic, Randall Children's Hospital, Legacy Health*

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### **The Role of School-Based Mental Healthcare Professionals in Establishing Safe and Supportive School Environments**

American Psychological Association

Location: Skyline I

This interactive workshop explores the role of school-based mental healthcare professionals in establishing safe and supportive school environments for gender and sexual orientation diverse adolescents. Recommendations from APA's new Resolution on Gender and Sexual Orientation Diversity in Children and Adolescents in Schools will be shared. Participants will develop a plan to implement one of the recommendations to address bullying and sexual harassment prevention, parent engagement in school, or student connectedness in their school setting. Participants will receive a copy of APA's new resolution.

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

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### **Wisconsin School Counselor Association (WSCA) Supporting Our LGBTQIA Community**

Wisconsin School Counselor Association / River Bluff Middle School

Location: Skyline III

Learn how the ASCA National Model can ethically guide your professional practice to support our LGBTQIA community. Attitude, Skills and Knowledge will be addressed in all three domains and in each level (PK-PS). Learn how to include Transgender language into policies, and walk away with a plethora of resources. School Counselors play an important role in providing safe spaces for ALL students!

**Presenter: Lisa Koenecke**, *Past President Wisconsin School Counselor Association, River Bluff Middle School*

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### **All Students Thriving: A Workshop on Implementing Safe, Supportive Learning Environments in Schools**

Office of Elementary and Secondary Education, U.S. Department of Education

Location: Broadway III-IV

All students, including LGBTQ students, deserve safe and supportive learning environments in which to achieve their academic and personal aspirations. In this workshop, officials from the US Department of Education (ED) will engage participants in understanding what educators and young people can do to support their schools in implementing safe and supportive learning environments. The workshop will cover guidance from ED on school discipline reform, including important information on students' civil rights, and free resources that schools can use to improve school climate and student achievement. The workshop will be interactive and provide opportunities for educators and students to inform federal officials on how best to support LGBTQ students in schools.

**Presenters: Amy Klosterman, JD**, *Office for Civil Rights, U.S. Department of Education;*  
**Joaquin Tamayo, MPA**, *Office of Elementary and Secondary Education, U.S. Department of Education*



## Integrate Social Emotional Skills in Your Instruction Through the Teaching Tolerance Anti-bias Framework

Teaching Tolerance, a project of the Southern Poverty Law Center

Location: Studio

This session will orient participants with the first-ever road map for anti-bias education. Organized into four domains: Identity, Diversity, Justice and Action, the framework represents a continuum of engagement in anti-bias, multicultural and social justice education. In moving anti-bias educators from prejudice reduction toward collection action, the framework supports the Time to THRIVE conference theme: Promoting safety, inclusion and well-being for LGBTQ youth...everywhere!

**Presenters:** **Sara Wicht, M.Ed.**, *Senior Manager, Teaching and Learning, Teaching Tolerance*;

**June C. Christian, PhD**, *Teaching & Learning Specialist, Teaching Tolerance*



### What Do You Say to, "That's so gay!" and Other Teachable Moments in Pre-K — Elementary School Education

Welcoming Schools, a project of the Human Rights Campaign Foundation

Location: Broadway I-II

How can she have two dads? Why does he play with dolls? My grandma says it's wrong for two women to get married. Do you wonder how you would answer these questions? This workshop will provide a framework developed by the HRC Foundation's Welcoming Schools Program to respond to children's questions about sexual orientation, gender, and gender identity. In Welcoming Schools' short film, "What Do You Know?" 6- to 12-Year-Olds Talk About Gays And Lesbians," will also be shown.

**Presenters:** **Tracy Flynn, M.Ed.**, *Educational Consultant, Welcoming Schools*

## Workshops F: 9:45 – 10:45 a.m.



### Litigation and Legislation Shaping the Counseling of LGBTQ Clients

American Counseling Association

Location: Studio

Court cases and legislative efforts are attempting to influence the counseling of LGBTQ individuals. This session by the American Counseling Association will review legal and statutory efforts that both promote and limit the ability of counselors to conduct reparative therapy and to discriminate against LGBTQ clients. Come hear which side is winning!

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



### Know Your Rights: From Schools to Community

Q Center

Location: Pavilion West

We will explore multiple laws, policies, and practices that affect (and protect) Oregon youth. We will also work through ways youth can learn to be advocates for a better Oregon or connect with amazing youth-led efforts

**Presenter:** **Neola Young**, *Safe Schools & Training Institute Manager, Q Center*



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### Learning from School Leaders

Welcoming Schools, a project of the Human Rights Campaign Foundation

Location: Broadway I-II

A panel including school principals and educators will share their experiences taking a full community approach to implementing Welcoming Schools, an LGBT inclusive program that helps schools embrace family diversity, create gender inclusive environments, and prevent bias based bullying. Learn about the role of leadership development, professional development, and family engagement.

**Presenters:** **Tracy Flynn, M.Ed.**, *Educational Consultant, Welcoming Schools*; **Joy Wallace**, *Co-chair of the Oregon Safe Schools and Communities Coalition Board, member of Equity Foundation board*; **Ellie Justice**, *Director, Helen Gordon Child Development Center, Portland State University*; **Alison Schnur**, *Lead Teacher, Helen Gordon Child Development Center, Portland State University*; **Nancy Strobel**, *Principal, Brouillet Elementary School*; **Brian Curtis**, *Assistant Principal, Brouillet Elementary School*; **Kimmie Fink**, *3rd Grade Teacher, District Diversity Committee representative*; **Julia Heffernan**, *Director of Master's Degree Teacher Licensure Programs, University of Oregon, Eugene*



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### Safe and Supported: Gender Transitions at School

Gender Spectrum

Location: Pavilion East

For many caregivers and educators, 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? Come learn about best practices for supporting students' authentic gender.

**Presenters:** **Joel Baum, M.S.**, *Senior Director, Professional Development and Family Services, Gender Spectrum*

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### Super Queers!: Expanding Opportunities for LGBTQ Youth Leadership

NYC LGBT Community Center

Location: Skyline I

What do we mean when we talk about LGBTQ Youth Leadership? In this workshop, our program will share lessons learned over 20 years of leadership programming with LGBTQ and allied youth. Through a variety of fun, interactive activities participants will gain an understanding of the spectrum of youth leadership and leave with specific strategies they can use to increase the power of LGBTQ youth in their communities.

**Presenter:** **Nicole Avallone**, *LCSW, Director of Youth Services, NYC LGBT Community Center*;  
**Dianeldis Disla**, *Youth Advisory Board Member, NYC LGBT Community Center*

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### Experiences and Needs of LGBTQ Youth and Young Men Who Have Sex With Men (YMSM) and YWSW Engaged in Survival Sex

Urban Institute

Location: Directors

The Urban Institute (UI) will present findings from their 36-month study on LGBTQ youth and YMSM and YWSW engaged in survival sex, which is scheduled to be released at the end of February. The workshop will deepen practical and theoretical understandings of how LGBTQ and YMSM/YWSW youth become involved in survival sex, the characteristics and service needs of the population, and how this population interacts with the juvenile justice system.

**Presenter:** **Meredith Dank, PhD**, *Senior Researcher, Urban Institute*;  
**Isela Banuelos**, *Research Assistant, Urban Institute*



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

Children, Youth & Families Program, Human Rights Campaign Foundation

Location: Broadway III-IV

A disproportionately high number of LGBTQ youth are in the child welfare system - nearly 20 percent of the youth in care, according to one study in Los Angeles. Too often these youth face substandard care and maltreatment while accessing care. HRC's All Children - All Families project engages agencies across the U.S. to improve practice with LGBTQ youth. This workshop will outline what every agency should do to support and serve these youth. Attendees will learn about the project's innovative resources and free technical assistance.

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



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### Working with Young People to Reduce Harm

Cascade AIDS Project

Location: Council

This interactive and attendee-driven session is for community activists, advocates, providers, and educators with a desire to work in solidarity with and support the health and safety of the young LGBTQ folks they work with. Harm reduction is a model that supports and encourages the self-determination of young folks to make decisions that are the most in alignment with what they think is right for them in that moment. This workshop will introduce and push participant understanding of the concept of harm reduction. Participants will learn about the potential risks associated with sex and drug use, the basics regarding the tools that can make these behaviors less risky, how to implement a harm reduction model individually (both personally and professionally), in group educational settings, and institutionally, and how to engage in conversations with young folks and other adults through a harm reduction lens. Attendees will leave with information that will support them in creating applicable messaging, information, and tools that they can bring back to their own advocacy work.

**Presenter: Kiera Hansen, MSW**, *Youth HIV Educator, Cascade AIDS Project*



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### Working with LGBTQ Youth of Color and Immigrants

Queer Intersections Portland

Location: Forum

Our workshop will be using storytelling as a mechanism for learning about intersectional identities and issues that LGBTQ youth of color and immigrants face. Attendees will have the opportunity to observe these challenges through our Intersectionality Star presentation, which creates engaging discussion, provides discovery, and utilizes a teach-in model that puts the participant at the center of learning. Working with LGBTQ youth is rewarding and enriching, but being a part of that experience requires understanding of the oppressions and dangers they live every day.

**Presenters: Jose Ernesto Madrid II**, *Executive Assistant, Queer Intersections Portland*;  
**Teresa Nguyen**, *Lead Advocacy and Education Organizer, Queer Intersections Portland*

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### First Do No Harm: Organized Medicine's Efforts to Improve LGBTQ Healthcare

American Academy of Pediatrics

Location: Skyline II

For LGBTQ youth, the negative consequences of bias and discrimination are well known: depression, suicidality, homelessness, substance abuse and other risky behaviors. These effects are compounded when the healthcare setting is insensitive. Organized medicine is starting to change. Come hear how the American Academy of Pediatrics is leading the way to help pediatricians understand the unique needs of LGBTQ children and adolescents and how other leading medical organizations are impacting physician education and advocacy. Receive an outline of best practices and policies already developed.

**Presenters: Lynn Hunt, MD, FAAP**, *Clinical Professor of Pediatrics, University of California, Irvine*; **Gregory Blaschke, MD, MPH**, *Oregon Health & Science University*; **Paula Amato, MD**, *Oregon Health & Science University*

## Closing Plenary

11:00 a.m. – 12:30 p.m. | Ballroom, Hilton Portland

**Ellen Kahn, M.S.S.**, *Director, HRC's Children, Youth and Families Program;*

**Deborah S. Levine, MSW, MAT**, *Director, Online Health Education, Planned Parenthood Federation of America*



Partner:

**True Colors Fund, Dr. Jama Shelton**

*Forty to None Project Director*



Youth Speaker:

**Daniella Carter**

Daniella Carter is a young activist who has risen from the ashes of tragedy to become a leader in the transgender community and among LGBTQ youth. She was recently featured in Laverne Cox Presents: The T Word, a documentary about transgender youth, where she shared her journey as a young transgender woman living in New York and overcoming tremendous adversity. Daniella has stood alongside New York House Assembly Members to present a resolution to Congress on healthcare inclusion, sat on panels with members of the New York City Council, and spoken about educational inequality and lack of support for minority students at Rutgers University. She also shares her story at local high schools through her involvement with the the LGBT youth organization "Live Out Loud." Daniella also speaks at national conferences across this country and assist with developing policies to address LGBTQ youth homelessness — restoring hope and faith in the youth of this movement.



**George Sheridan**

*Executive Committee, National Education Association*

## Conference Concludes for Adult Attendees (unless you attend the Optional Debriefs, see next page)

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

Join new friends and explore the wonderful restaurants, shops and museums in downtown Portland!

## Conference Continues for Youth Attendees and Chaperones

12:45 – 3:00 p.m. | Pavilion East & West, Plaza Level | Lunch provided for youth attendees and their chaperones

### Panel Discussion: Openly LGBTQ Individuals Thriving in Corporate America



#### Moderator:

#### Candace Gingrich

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



Entering the workforce is a rite of passage for many Americans, but one that unfortunately involves unique challenges for those who are LGBTQ. The challenge is because there is no federal law that prohibits workplace discrimination based on sexual orientation or gender identity/ expression (some states offer protections, but far too few). This means that the little statement at the bottom of a job posting which says — *This company is an Equal Employment Opportunity Employer* — does not necessarily protect an LGBTQ person from discrimination. And if you've had challenges in school because you identify as LGBTQ, the workplace may look like just another non-supportive climate. But with the progress that has been made in corporate America, higher education and elsewhere, the reality of finding an LGBTQ-supportive workplace and succeeding as an openly LGBTQ employee has dramatically increased.

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

#### Panelists:



**Scott Sapperstein**  
*Executive  
Director of Public  
Affairs, AT&T*



**TBD**



**Gavin Graham**  
*General Manager  
of Alaska Air, PDX*



**Gil Rich**  
*Learning  
Manager*



**Raymond Braun**  
*Marketing &  
LGBT Outreach  
for YouTube*



## Optional Debriefs: 1:30 – 3:00 p.m.

### **Oregon Attendees Debrief**

Q Center and Trans Active Gender Center

Location: Broadway I-II

#### *A Dialogue with Attendees from Oregon*

You've attended many informative and inspiring workshops, are feeling ready to go and change the world! But HOW? Join Jenn Burleton, Executive Director of TransActive Gender Center, and Neola Young, Safe Schools & Training Institute Manager at Q Center as we debrief your experiences at Time to THRIVE and explore the supports and resources right here in your backyard of Oregon. It will take many of us to change our communities for the better for and with LGBTQ youth. Let's make a plan together!

**Moderators:** **Neola Young**, *Safe Schools & Training Institute Manager, Q Center*;  
**Jenn Burleton**, *Executive Director of TransActive Gender Center*



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

National Education Association

Location: Broadway III-IV

This optional debrief workshop provides participants an opportunity to engage with leaders of the National Education Association (NEA). The NEA, the nation's largest public education employees union, represents over 3 million educators nationwide. This conversation will provide participants with an opportunity to identify ways of applying the skills and resources obtained at Time to THRIVE in the public school setting. In addition participants will provide input into the direction of NEA's LGBTQ advocacy and explore ways to support and partner on work with LGBTQ students.

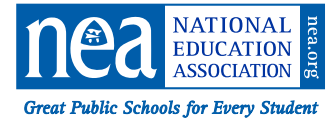
**Lead Moderators:** **Paul Sathrum**, *Senior Policy Analyst, National Education Association*;  
**Frank Burger**, *Teacher, Carmen-Ainsworth Community Schools*

## CO-PRESENTING TIME TO THRIVE

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

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

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



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

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



## CONFERENCE PARTNERS

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

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

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



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

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



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

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



“ The American Institutes for Research (AIR) is proud to be a partner of the second annual Time to THRIVE, which we consider important to AIR's mission to improve peoples' lives through research, evaluation, training, and technical assistance. We consider this event a great opportunity for thought leaders and practitioners to convene and focus on improving the lives of young people with diverse sexual orientations, gender identities, and gender expression.”

— **Jeffrey Poirier, Ph.D.**, *Principal Researcher, American Institutes for Research*



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

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



# THANK YOU TO OUR SPONSORS!

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## THANK YOU TO OUR WORKSHOP PRESENTERS!

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American Academy of Pediatrics  
American Counseling Association  
American Institutes for Research  
American Psychological Association  
Anti-Defamation League  
BiNet USA  
Cascade AIDS Project  
Centers for Disease Control and Prevention  
Family Acceptance Project  
Gay-Straight Alliance Network  
Gay, Lesbian & Straight Education Network  
Gender Spectrum  
Human Rights Campaign Foundation  
Lambda Legal  
LGBT Technology Partnership & Institute  
Los Angeles LGBT Center  
National Association of Social Workers  
National Center for Lesbian Rights  
National Education Association  
National LGBTQ Task Force  
National Minority AIDS Council

National Sexual Violence Resource Center  
New York LGBT Community Center  
PFLAG National  
PFLAG Portland Black Chapter  
Q Center  
Queer Intersections Portland  
Randall Children's Hospital  
Ruth Ellis Center  
Safe Spaces Project  
Substance Abuse and Mental Health  
Services Administration  
Teaching Tolerance  
The Living Room  
The Matrix Center for the Advancement  
of Social Equity and Inclusion  
The Trevor Project  
TransActive Gender Center  
TransYouth Family Allies  
True Colors Fund  
U.S. Department of Education  
Wisconsin School Counselor Association  
YMCA of the USA

## THANK YOU TO OUR EXHIBITORS!

Act Against AIDS  
Adidas  
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American Institutes for Research  
American Psychological Association  
AT&T  
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Basic Rights Oregon  
Camp Aranu'iq of Harbor Camps  
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Family Acceptance Project  
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GLAAD  
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GSA Network  
Hazelton Betty Ford Foundation  
HRC Foundation

HRC's Welcoming Schools  
KIPP DC  
Lambda Legal  
National Association of Social Workers  
National Center for Lesbian Rights  
National Education Association  
National LGBTQ Task Force  
Oregon Safe Schools & Communities  
Penny Lane Center  
PFLAG  
Point Foundation  
Q Center  
Teaching Tolerance  
The Trevor Project  
True Colors Fund  
White Privilege Conference  
Youth Today

## THANK YOU TO OUR CONFERENCE PARTNERS!



# TIME = TO THRIVE

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

**FEBRUARY 12-14, 2016**

LOCATION TBD

**SAVE THE DATE!** THE HUMAN RIGHTS CAMPAIGN FOUNDATION AND OUR CO-PRESENTING CONFERENCE

PARTNERS ARE EXCITED TO PRESENT

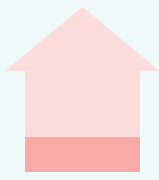
**TIME TO THRIVE, THE 3RD ANNUAL NATIONAL CONFERENCE**

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



Just a few of our special guests who attended the inaugural and 2nd annual conference.  
*From L to R: Ellen Page, Chelsea Clinton, Betty DeGeneres, George Takei, Michael Sam, EJ Johnson, Lance Bass, Dolores Huerta, Jazz Jennings and LZ Granderson.*

## FACTS YOU SHOULD KNOW ABOUT LGBTQ YOUTH



Families  
Not Accepting

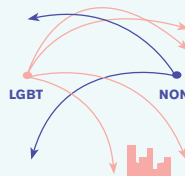
### HOME:

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

2X

### SCHOOL:

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



### COMMUNITY:

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

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

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

REGISTRATION OPENS SUMMER 2015 AT  
**[WWW.TIMETOTHRIVE.ORG](http://WWW.TIMETOTHRIVE.ORG)**



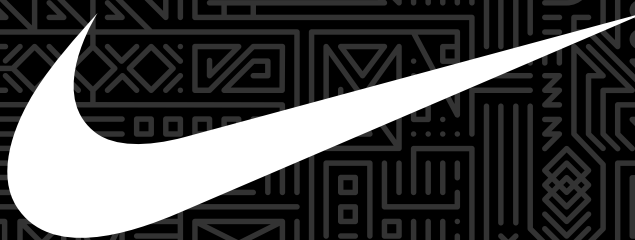
HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION



CO-PRESENTED BY:



**#BETRUE**



# Start Talking. Stop HIV.

A campaign encouraging gay and bisexual men to talk openly about HIV.



Protect yourself and your partner. Talk about **testing**, your **status**, **condoms**, and new options like **medicines** that prevent and treat HIV. Get the facts and tips on how to start the conversation at [cdc.gov/ActAgainstAIDS/StartTalking](https://www.cdc.gov/ActAgainstAIDS/StartTalking)



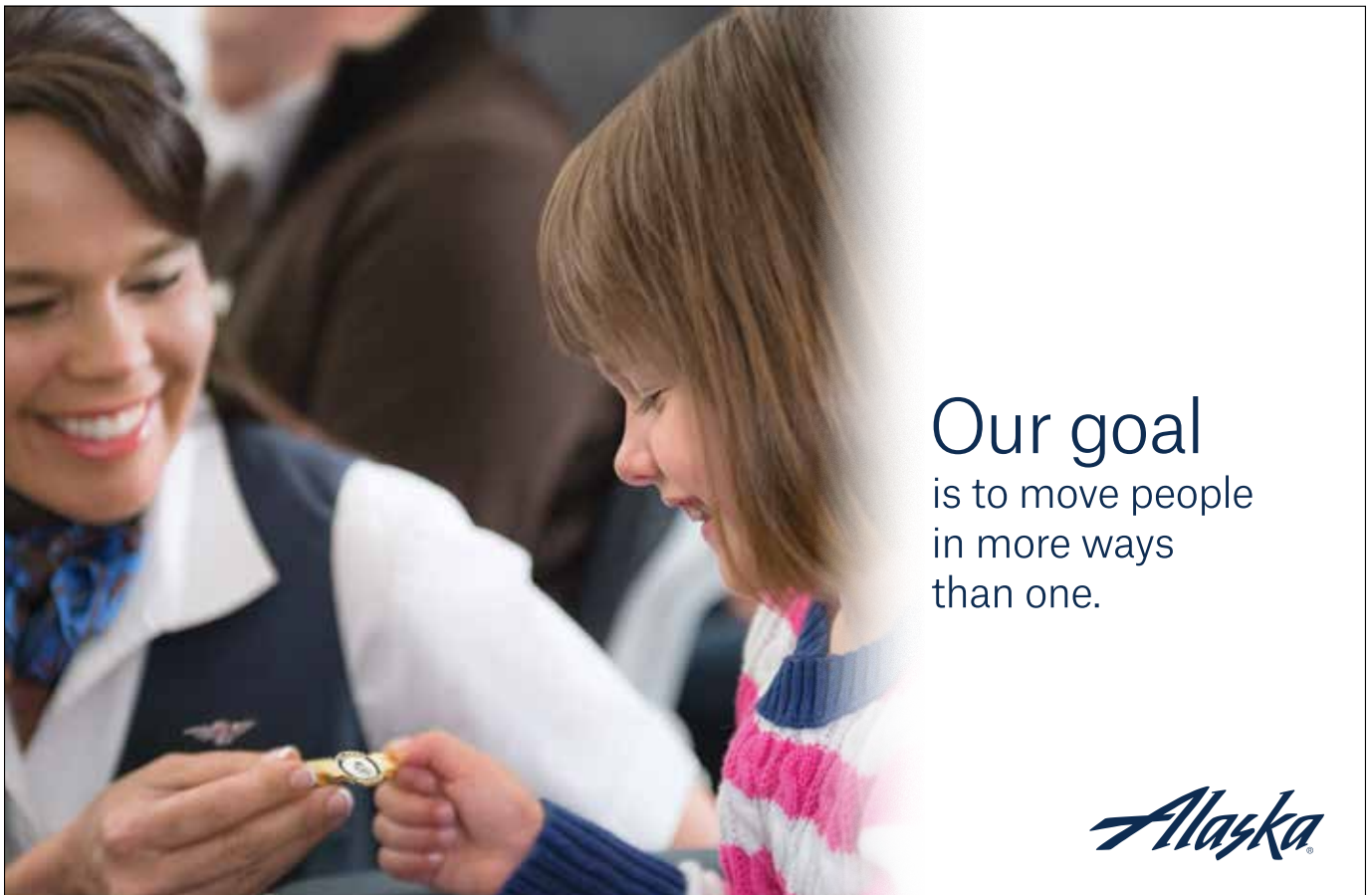
Follow us online at:



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



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# THE CALIFORNIA TEACHERS ASSOCIATION

is proud to support the

## Human Rights Campaign Foundation

at their 2nd Annual Conference

# TIME TO THRIVE

FEBRUARY 13-15, 2015 | PORTLAND, OR



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



## 2015 NATIONAL CONFERENCE

### ADVANCING EXCELLENCE

THROUGH *Innovation  
& Collaboration*



SAVE  
THE  
DATE

April 27–29, 2015

Crystal Gateway Marriott  
Arlington, VA

[www.cwla.org/2015NationalConference](http://www.cwla.org/2015NationalConference)



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# WE HELP STUDENTS THRIVE

The Oregon Education Association is proud to sponsor HRC's *Time to Thrive* Conference. Together, we're building the safe schools and communities all students deserve



**ASK  
FOR HELP**  
#AskForHelp

NOW I FEEL LIKE  
I CAN GET  
THROUGH THIS

IF YOU'RE THINKING ABOUT SUICIDE OR NEED SUPPORT,  
CALL THE TREVOR LIFELINE **866.488.7386**

THE **TREVOR** PROJECT  
TheTrevorProject.org



# 40 OF THE FORTY

## NOMINATE A YOUNG PERSON TODAY!

Do you know an inspiring young person who has experienced homelessness or housing instability? Do they identify as LGBTQ?

We want to hear their story.

In our ongoing effort to honor the voices of the 40% of homeless youth who identify as LGBTQ, the True Colors Fund will be releasing its second annual 40 of the Forty list!

VISIT [WWW.TRUECOLORSFUND.ORG/NOMINATE](http://WWW.TRUECOLORSFUND.ORG/NOMINATE)



## The American Institutes for Research (AIR): Promoting Well-Being and Reducing Risk for LGBTQ Youth and Their Families

*Here are just a few examples of how AIR develops and delivers new resources for the field:*

- Impactful LGBTQ cultural competency trainings
- Technical assistance for an LGBTQ youth homelessness prevention initiative
- LGBTQ youth topic page of [findyouthinfo.gov](http://findyouthinfo.gov)
- A Guide for Understanding, Supporting, and Affirming LGBTQI2-S Children, Youth, and Families
- 10 Standards of Care: Improving Services for LGBT Young People – An interactive video
- Improving Emotional & Behavioral Outcomes for LGBT Youth: A Guide for Professionals

AT AIR, WE ARE DEEPLY COMMITTED TO DIVERSITY AND INCLUSION IN THE WORKPLACE AND IN THE COMMUNITIES WHERE WE WORK.

AIR is one of the world's largest behavioral and social science research and evaluation organizations. Our work, including training and technical assistance, spans the systems that serve young people and families such as behavioral health, child welfare, education, health, homelessness, and juvenile justice. AIR uses research and evidence-based methods to foster well-being for LGBTQ youth and their families by developing the capacity of the systems that serve them.

To learn about our career opportunities and diversity approach, visit [www.air.org](http://www.air.org). For information about our LGBTQ work and resources, contact Jeffrey Poirier, Ph.D., Principal Researcher, at [jpoirier@air.org](mailto:jpoirier@air.org).



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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

AFT, AFL-CIO



*A Union of Professionals*


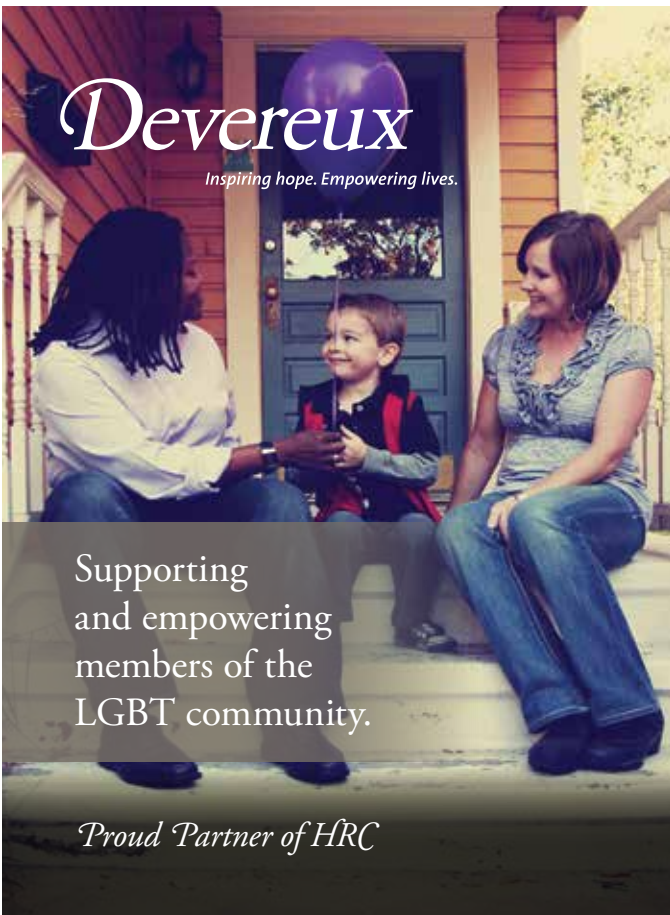
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Supporting and empowering members of the LGBT community.

*Proud Partner of HRC*




# See the SUPERHERO IN EVERY CHILD

**gender spectrum**


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

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- [genderspectrum.tumblr.com](https://genderspectrum.tumblr.com)
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# YOUTH today

February 2015 - YouthToday.org - Time To Thrive Conf



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



Subscribe online using the promotion code **TTT0215** to obtain the discounted subscription rate offered *exclusively* to all **2015 Time To Thrive Conference Attendees**.

Visit [YouthToday.org](http://YouthToday.org) for more information.

# I'M AGAINST BULLYING



glaad  presents

**#spiritday**  
10.15.2015

take a stand against bullying.  
pledge to go purple at [glaad.org/spiritday](http://glaad.org/spiritday)

## SAVE THE DATE



Join us at the Hilton Chicago

**The National Conference  
on LGBT Equality**  
*Creating Change* 

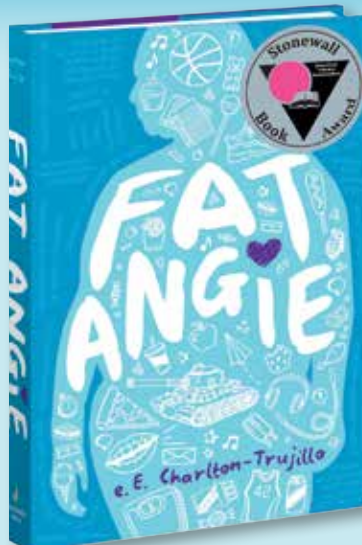
**January 20-24, 2016**  
[creatingchange.org](http://creatingchange.org)

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

The 3 million members of the National Education Association are deeply committed to creating safe, supportive and inclusive learning environments for LGBTQ students. That's why NEA is proud to be a co-presenting partner of the Human Rights Campaign Foundation's Annual "Time to Thrive" Conference.

The Bully Free: It Starts with Me Campaign provides resources to educators to ensure all students succeed in school and in life. Visit our web site to take the Bully Free Pledge and receive a free poster, button and window cling and join thousands of educator allies for LGBTQ students.

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





Think You Know What a Counselor Looks Like?

Actual ACA members

*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.*



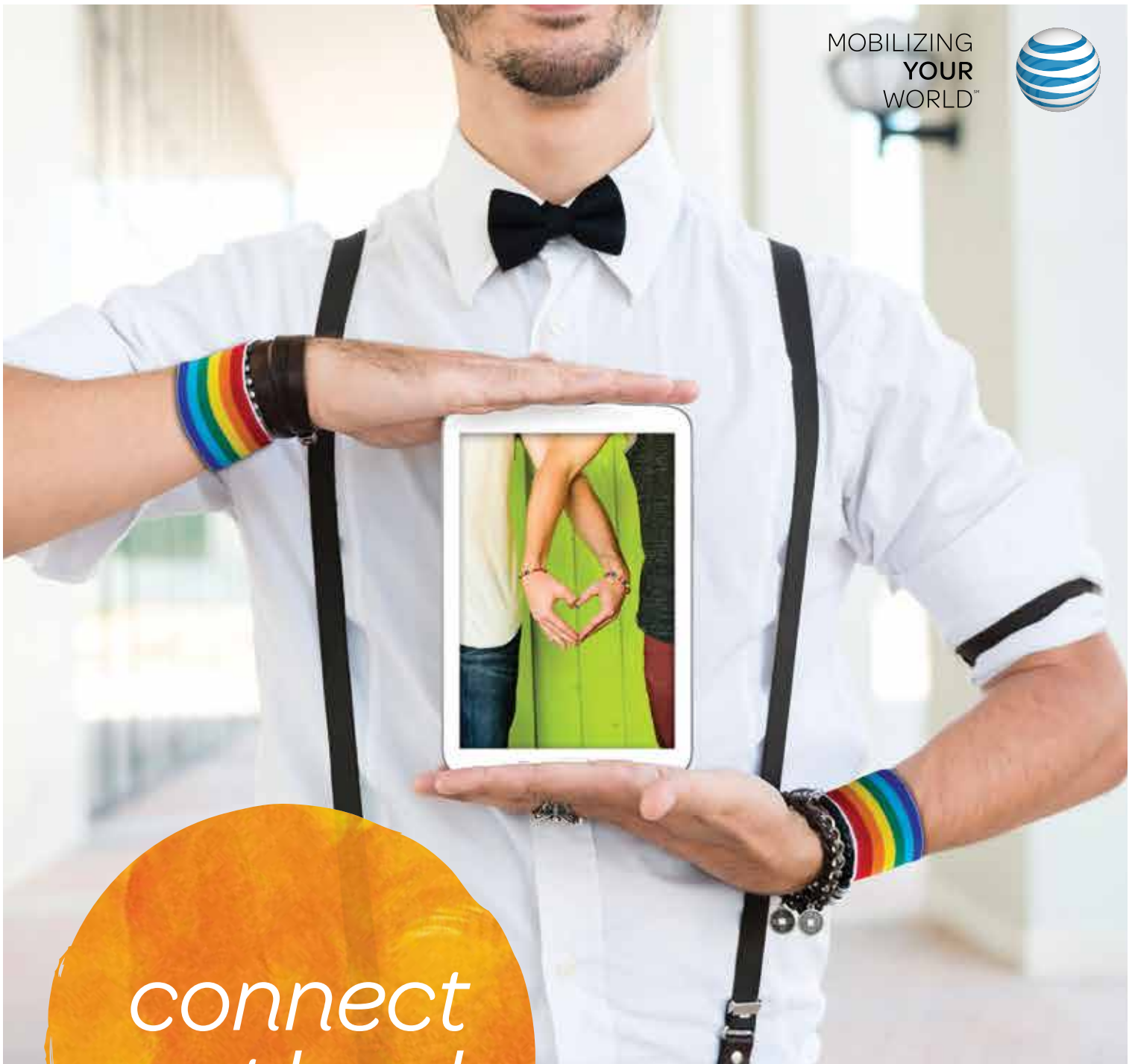
AMERICAN COUNSELING  
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## NOTES

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YOUR  
WORLD™



*connect  
out loud*

At AT&T, we're proud to celebrate the power of our network and to help connect people with their dreams.

Congratulations to the HRC Foundation, NEA and ACA on their 2nd annual Time to THRIVE Conference, promoting safety, inclusion and well-being for LGBTQ youth...Everywhere!

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