

# The National Conference on LGBT Equality

*Creating Change*



The largest annual gathering of activists,  
organizers and leaders in the LGBT movement

## *Welcome!*

### #CC15



February 4–8, 2015  
Denver, Colorado

# be you.

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# SCHEDULE AT A GLANCE

## Wednesday, February 4, 2015

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9:00AM – 6:00PM **Day Long Racial Justice Institute**

### Registration

Tuesday, February 3  
6:00PM – 10:00PM  
Wednesday, February 4  
8:00AM – 10:00PM  
Thursday, February 5  
8:00AM – 10:00PM  
Friday, February 6  
8:00AM – 8:00PM  
Saturday, February 7  
8:00AM – 6:00PM  
Sunday, February 8  
8:00AM – 12:00 NOON

### Social Media Lounge

Thursday, February 5  
8:00AM – 10:00PM  
Friday, February 6  
8:00AM – 8:00PM  
Saturday, February 7  
8:00AM – 6:00PM  
Sunday, February 8  
8:00AM – 12:00 NOON

### Exhibit Area

Thursday, February 5  
to Sunday, February 8

### Child Care

Thursday, February 5,  
Friday, February 6 and  
Saturday, February 7  
8:00AM – 6:30PM  
Sunday, February 8  
8:00AM – 3:00PM

## Thursday, February 5, 2015

see page

9:00AM – 6:00PM **Day Long Institutes**  
6:00PM – 7:30PM David Bohnett CyberCenter Reception  
6:30PM 12 Step/Recovery Meeting  
7:00PM First Timer's Orientation  
7:00PM Welcome To Denver Reception • Exhibit Area  
8:00PM **Opening Plenary Session: Ferguson On Our Minds with Rinku Sen and Rashad Robinson; The Honorable Michael B. Hancock, Mayor of Denver**  
Post Plenary The Opening Cruise

## Friday, February 6, 2015

see page

9:00AM – 12:15PM **Academy Trainings 1**  
9:00AM – 10:30AM **Workshop Session 1**  
10:45AM – 12:15PM **Workshop Session 2**  
12:15PM – 1:30PM Lunch on your own  
12:30PM Muslim Friday Prayer Salat-ul-Jumah  
1:30PM – 2:45PM **Plenary with Rea Carey: State of the Movement**  
3:00PM – 6:15PM **Academy Trainings 2**  
3:00PM – 4:30PM **Workshop Session 3**  
4:45PM – 6:15PM **Workshop Session 4**  
6:30PM – 7:30PM Caucuses and Networking Sessions  
7:30PM Shabbat Service and Celebration  
7:30PM 12 Step/Recovery Meeting  
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10:00PM Glitter, Glamour and Illusion: A benefit drag show

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12:15PM – 1:00PM Break  
1:00PM Pizza and soft drinks service prior to Plenary Session  
1:30PM – 2:45PM **Plenary: Mobilize for Reproductive Justice!**  
3:00PM – 6:15PM **Academy Trainings 4**  
3:00PM – 4:30PM **Workshop Session 7**  
4:45PM – 6:15PM **Workshop Session 8**  
6:30PM – 7:30PM Caucuses and Networking Sessions  
7:30PM 12 Step/Recovery Meeting  
8:00PM MasQUEERade Ball for Youth  
9:00PM Does This Apocalypse Make Me Look Fat?  
A Comedy about Broken Bodies by Peterson Toscano  
9:00PM 50+ and Allies Dance, All Welcome!

## Sunday, February 8, 2015

see page

9:30AM Queer Creation: An Interfaith Gathering  
9:30AM – 11:00AM **Workshop Session 9**  
11:30AM – 1:00PM **Brunch and Closing Plenary with Cleo Parker Robinson Dance**  
2:00PM Feedback Session with Conference Managers





Greetings and welcome to the biggest LGBTQ family reunion in the world — and to my very own home town of Denver!

If this is your first time at Creating Change, welcome and get ready for 360 degrees of issues, education, and inspiration. And for those folks who have been before, thanks for coming back for much more of the life-changing experience that is Creating Change.

One thing that's different about this year is that our name has evolved to better reflect what we've always been — the nation's oldest, inclusive LGBTQ organization. The organization that is unapologetically out and proud, and is relentless in its efforts to create a world where you can bring your whole self without any barriers — hence our new tagline “Be You.”

Our decades of struggle as a movement is beginning to create real change. Millions of people are beginning to feel that they can be themselves for the first time in their lives — without the fear of persecution, discrimination and violence.

But, despite leaps forward, we still face a myriad of barriers affecting every aspect of our lives. And we still live in a country where young black men can be shot dead in the streets by police officers who are not held accountable for their actions, a world where transgender women of color are being violently attacked and murdered, and a nation where the Supreme Court apparently believes that racism and racial injustice doesn't exist anymore.

We need to tear down the barriers to lived freedom, equality and justice for all — and that's why we are here.

Finally, deep gratitude to our Host Committee Co-Chairs Krista Whipple, Leslie Herod, Rachel Chaparro and Sydney Andrews (Jeff Kerzman) for their outstanding work to make Creating Change 2015 happen. And to you, our conference attendees: Thank you for being here and being you.

In solidarity,

Rea Carey  
Executive Director

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## Host Committee

### Co-Chairs

**Sydney Andrews**  
**Rachel Chaparro**  
**Leslie Herod**  
**Krista Whipple**

|                   |                          |
|-------------------|--------------------------|
| Lexi Aguilar      | Jennifer Lowe            |
| Anthony Aragon    | Denise Maes              |
| John Angermyer    | Antonio Martinez         |
| Danielle Balder   | Audrey McNeil            |
| Austin Banks      | Ed Miller                |
| Brittany Bartges  | Reynaldo Mireles         |
| Cory Barrett      | Jeremiah Mora            |
| Garrison Bennet   | Audrey Munder            |
| Ambrosia Berg     | Virginia Murphy          |
| Ryan Bittinger    | Bob Murray               |
| Judith Blair      | Karen Nakandakare        |
| Karen Boelts      | Melissa Nawrocki         |
| Alex Bonen        | Branden Nawrocki Roberts |
| Jody Bouffard     | Katy Neusteter           |
| Eleven Broothuis  | Cody Oldham              |
| Jamie Burke       | Marnee Padilla           |
| Courtney Carag    | Ren Davis Phoenix        |
| Savy Chan         | Will Pinkow              |
| Beth Chronister   | Savannah Powell          |
| Lysa Marie Cox    | Dean Prina               |
| Rafi Daugherty    | Antonio Purce De Ogenio  |
| Jim Dissent       | Vasanth Rajaseka         |
| Joseph Do         | Laura Ralston            |
| Renzo Figlio      | Jimmie Ramos             |
| Barbara Flood     | Matthew Rathbun          |
| Lawrence French   | Jason Rathsack           |
| Bob Gaiser        | Rich Reed                |
| Rob Gerser        | Tea Schook               |
| Karen Goodgie     | Sable Schultz            |
| Courtney Gray     | Lynnette Schweimler      |
| Nancy Grimes      | Frances Scott            |
| Nick Hamplin      | Christina Scott          |
| Jayme Harris      | Betsy Stephens           |
| John Hary         | Jackie Summers           |
| Holly Hatch       | Amy Tapie                |
| Rene Hickman      | Laura Thor               |
| Wendy Howell      | Andrea Tucker            |
| Jeffery Hoyle     | Alice Turak              |
| Paige Jackson     | Jules Tybor              |
| Buffy Jamison     | Hailey Upchurch          |
| Lynn Johnson      | Monica VanBuskirk        |
| Danielle Jordan   | Jeremy VanHooser         |
| Jake Miles Joseph | Jesse Vaughan            |
| Abbi Kaplan       | Jared Vazquez            |
| John Kelly        | Robyn Vie Carpenter      |
| Michael Kipp      | Brisco                   |
| Ryan King         | Thomas Walker            |
| Robin Knietch     | Erin Walraton            |
| Gerhard Kummerow  | Jared Willey             |
| Christi Layne     | Steven Willich           |
| John Lazo         | Kallie Winners           |
| Janet Lewallen    | Robin Wood               |
| Kevin Lindahl     | Jeff Woods               |

# A SPECIAL THANK YOU!

Thanks and many appreciations for your help in making  
The 27th National Conference on LGBT Equality:  
Creating Change a great success!

|   |   |
|---|---|
| AARP  | Lesbians Who Tech, Leanne Pittsford,<br>Shannon Turner and Courtney Wallace |
| African American Working Group                        | LULAC   |
| AIDS United, Michael Kaplan and<br>Liam Cabal         | Vanessa Macoy   |
| Sydney Andrews  | National Alliance on Mental Illness   |
| API Working Group                                     | National Black Justice Coalition  |
| Anthony Aragon  | National Center for Transgender<br>Equality                                 |
| Atlanta Audio Visual and Stefan<br>Avalon             | National Coalition of Anti-Violence<br>Projects                             |
| <i>Bay Area Reporter</i>                              | National Gay and Lesbian Chamber of<br>Commerce                             |
| Abby Beasley  | National Latina Institute for<br>Reproductive Health                        |
| Bishops and Elders Council                            | National SEED Project   |
| David Bohnett Foundation                              | Netroots Nation   |
| Bolder Giving   | <i>Next Magazine</i>  |
| Campus Pride, Shane Windmeyer                         | NTEN  |
| E. Rhodes and Leona B. Carpenter<br>Foundation        | Office Depot  |
| CenterLink, Terry Stone                               | One Colorado  |
| CH2M Hill   | Out & Equal   |
| Rachel Chaparro                                       | <i>OutFront Colorado</i>  |
| Chipotle  | Marnee Padilla  |
| Chadwick Cipiti                                       | Peace Corps   |
| The City of Denver, Mayor<br>Michael Hancock          | PepsiCo.  |
| ColorofChange, Rashad Robinson                        | Planned Parenthood Federation of<br>America                                 |
| Comcast & NBC Universal                               | Prochilo Health, Inc., Bill Mannion<br>Production Solutions                 |
| Communications Workers of America<br>(CWA)            | Chris Pollum  |
| Consortium of Colorado Universities                   | Queer Muslim Working Group  |
| Consortium of Higher Education                        | Race Forward, Rinku Sen   |
| LGBT Resource Professionals                           | Cleo Parker Robinson Dance  |
| CrowdCompass  | RootsCamp   |
| <i>Dallas Voice</i>                                   | SAGE, Michael Adams and<br>Serena Worthington                               |
| Francisco de León @ FADesign                          | <i>San Diego Gay and Lesbian News</i>                                       |
| Denver Health   | Sawaya Law Firm   |
| Doyle Printing, Tom Doyle and<br>Christine Shelton    | Allen Schuh and the Anderson Prize<br>Foundation                            |
| EMD Serono  | Rachael Shannon   |
| Funders for LGBTQ Issues, Ben Fran-<br>cisco Maulbeck | Matthew Shepard Foundation  |
| Elegant Event Sitters, Tish Davis                     | Sheraton Denver Downtown Staff and<br>Steven Alderson                       |
| Tamara Galinsky                                       | Showtime  |
| Gay Ad Network  | Site Services, Judi Lara, Julie Augustine<br>and Laurie Mirman              |
| General Mills & Larabar                               | Southerners on New Ground   |
| GLAAD   | Southwest Airlines  |
| Gilead Sciences                                       | <i>Swerv Magazine</i>   |
| Gill Foundation                                       | Roberto Tijerina  |
| GLBT Community Center of Colorado                     | Transgender Law Center  |
| Ilene Goldstein                                       | Transgender Working Group   |
| Grey Goose Vodka                                      | Trevor Project  |
| Lisa Geduldig   | Unite for Reproductive and Gender<br>Equity (URGE)                          |
| Jaime Grant   | Urban Peak  |
| Grindr  | Vanderbilt Divinity School  |
| Groundswell Fund                                      | VISIT Denver, ReBecca Dillahunty, CMP                                       |
| Evelyn & Walter Haas Jr. Fund,<br>Matt Foreman        | Jessica VonDyke   |
| Hamburger Mary's                                      | Dave Wait   |
| Leslie Herod  | <i>Washington Blade</i>   |
| Hilton Worldwide                                      | Welcoming Church Program Leaders  |
| Hispanic Black Gay Coalition                          | Wells Fargo   |
| HMA Community Strategies                              | WET   |
| Institute for Welcoming Resources                     | Krista Whipple  |
| JPMorgan Chase  | Woodhull Alliance   |
| Kaiser Permanente                                     |   |
| Lambda Legal  |   |
| Leather Leadership Award Winners<br>Group             |   |

## **Hello Creating Change Family!**

As your 2015 Creating Change Conference Host Committee Co-Chairs, we are delighted to welcome you to the Mile High City! We worked tirelessly with dedicated community leaders, organizations and businesses to roll out a beautiful Rainbow Carpet to ensure every attendee has a meaningful Creating Change experience.

Every moment is your moment – a time for you to connect with other likeminded leaders, learn new ways to advance the LGBTQ movement and, of course, have fun. The time for full equality and justice for our community is now and you are critical to our collective success.

Since Stonewall, we have learned our power is in our numbers and our strength is in our resolve. From ending workplace discrimination in a majority of states and over 150 municipalities to fighting for LGBTQ immigrants' right to the America promise and staying steadfast in securing marriage equality, we are making bold progress.

In Colorado, we have made significant gains for the LGBTQ community over the past few years. Civil Union legislation passed in 2013, followed by court rulings in October, 2014 that opened legal marriage to same sex couples; Denver elected its firstly openly gay City Council member; the Colorado Legislature elected the first openly gay Speaker of the House; Kaiser Permanente removed the transgender health exclusion for Colorado plans; and a court ruling allowed a transgendered six-year-old girl to use the girls' bathroom at school.

These hard fought victories could not have been won without you. And together, we will continue to strive for justice for LGBTQ workers, immigrants, couples, transgender sisters and brothers, youth and anyone facing discrimination based on sexual orientation and gender expression.

Thank you for taking another step forward to advancing the LGBTQ movement by joining us for the 2015 Creating Change Conference. We look forward to the next five days of celebrating our successes, making new friends and continuing the march to full equality. Enjoy Creating Change and enjoy Denver!

Sydney Andrews

Rachel Chaparro

Leslie Herod

Krista Whipple



**The 2015 National Conference on  
LGBT Equality: Creating Change  
is dedicated to the memory of  
Dr. Henry Messer.**

Henry was a long-time leader, activist, volunteer and donor in Michigan. He helped to found the Michigan Organization for Human Rights, later to become the Triangle Foundation and now known as Equality Michigan. Henry loved the Creating Change conference, attending many of them over the last 27 years and making it possible through his generosity and prolific fundraising for scores of young activists from Michigan to attend as well.

He is survived by his partner of 63 years Carl House, and many LGBT family and friends whose rights he fought for everyday.



*Michael B. Hancock*  
Mayor



*City and County of Denver*

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February 4, 2015

Creating Change Conference  
Sheraton Denver Downtown  
1550 Court Place  
Denver, CO 80202



Greetings:

It is my pleasure to welcome you to the "Mile High City" for the 27<sup>th</sup> Creating Change Conference.

We are excited that you are here, as Denver is a city where diversity and inclusivity are celebrated. This year's conference is an opportunity to continue the great work that you are doing to ensure the LGTB community has a voice in the conversation. We only need to read the newspaper headlines to realize there is still work to be done before all people are able to live with dignity and respect.

While you are here we invite you to explore the many amenities the city has to offer. Denver's downtown is one of the nation's most walkable and boasts a variety of attractions, including the nation's second largest performing arts complex, three art museums, three sports stadiums, a U.S. Mint, more than 300 restaurants and the largest city park system in the country.

Best wishes for an enjoyable and informative conference.

Respectfully,

A handwritten signature in black ink, appearing to read "M. Hancock", with a long horizontal line extending to the right.

Michael B. Hancock  
Mayor

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We see ourselves as a community – people with diverse perspectives, coming together for a common interest.

That's why we're proud to support the National LGBTQ Task Force and the 2015 National Conference on LGBT Equality to invite, inspire, and propel a multitude of perspectives.

When everyone has a seat at the table, we are all the better for it.

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AND TECHNOLOGY



January 9, 2015

Greetings! I am so pleased to welcome you to the 27th National Conference on LGBT Equality, Creating Change.

This conference, similar to the conference hosted in Denver in 2009, goes to the heart of a critical issue impacting our country and a high priority of mine. During the five days of the conference, the nearly 3,500 community activists, students, faith leaders, business and government officials attending from across the country will have the opportunity to connect, network, and gain new strategies for moving our country closer to full equality.

It is fitting that we welcome you back to Colorado since it has historically played an important role in the LGBT movement. As the Vice Chair of the Equality Caucus, I've supported important legislation such as the Employment Non Discrimination Act, Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, as well as marriage equality. Each and every one of us within the LGBTQA community plays an important role in creating a country that is inclusive and reflects the diversity of our country.

I want to thank Host Committee Co-Chairs Sydney Andrews, Rachael Chaparro, Leslie Herod, Krista Whipple, and the hundreds of volunteers from throughout the Rocky Mountain Region. On behalf of the citizens of the 1<sup>st</sup> Congressional District of Colorado, I wish you all a productive conference.

Sincerely,

Diana DeGette  
Member of Congress

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OR ON THE ROCKS.



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## CREATING SAFER SPACE

Creating Change is committed to creating a safer and positive space for the LGBTQ community and our allies. We want everyone here to learn a lot, meet fabulous new people from all over the country, and feel good about talking and connecting with each other as we build a stronger movement.

To that end, we want to remind everyone of guiding principles that are essential to maintaining respectful and safer space for each other.

There are two fundamental principles to the Creating Change Conference: human rights and solidarity. Sexual harassment and other forms of violence strike at the heart of both. Harassment, violence and bigotry create feelings of fear, uneasiness, humiliation and discomfort. They are expressions of perceived power and superiority by the harasser over another person. Sometimes, even when our actions are not intentionally hurtful, what we say and do can hurt others or make them feel uncomfortable.

Sexual harassment is a form of sexual violence. Sexual harassment is any unwanted attention of a sexual nature. Examples may include:

- Remarks about appearance or personal life
- Unwanted flirtations or advances
- Offensive written or visual depictions like graffiti or degrading pictures
- Touching someone without their permission (grabbing, hugging, petting, biting)
- Unwanted sexual demands, pressure, propositions, or requests for sexual activities
- Graphic comments about an individual's body or dress
- Verbal abuse, including sexual insults and name calling
- Rewards for granting sexual favors or the withholding of rewards for refusing to grant sexual favors

Creating Change is proud to host a beautiful and diverse LGBTQ and allied community where vibrant diversity in sexual orientation, gender identity and gender expression is welcome. It is all of our responsibility to ensure that each member of our LGBTQ and ally family feels welcome and affirmed.

In addition to movement building, many Creating Change attendees create and build social relationships while at the Conference. We want to remind you that, if you are thinking about hooking up, consent is essential. Please be sure that all involved have similar expectations. And please play safe!

Thank you for your help in ensuring that Creating Change is an environment where all participants feel safe, comfortable and celebrated as members of the Creating Change family. If you feel harassed or threatened, please ask to speak with the Conference Director who can be contacted in the registration area on Plaza Level of the Sheraton Denver Downtown.

## A Guide to Bisexual/Pansexual/Fluid Etiquette

In 1990, "The Bisexual Manifesto" was published in Bay Area Bisexual Network's national magazine, *Anything That Moves*. It reads in part:

"Bisexuality is a whole, fluid identity. Do not assume that bisexuality is binary or duogamous in nature: that we have "two" sides or that we must be involved simultaneously with both genders to be fulfilled human beings. In fact, don't assume that there are only two genders. Do not mistake our fluidity for confusion, irresponsibility, or an inability to commit. Do not equate promiscuity, infidelity, or unsafe sexual behavior with bisexuality. Those are human traits that cross all sexual orientations. Nothing should be assumed about anyone's sexuality, including your own."

In 1991, black bisexual theorist and poet June Jordan called the bisexual movement a "mandate for revolutionary Americans planning to make it into the twenty-first century on the basis of the heart, on the basis of an honest human body, consecrated to every struggle for justice, every struggle for equality, every struggle for freedom."

The bisexual movement has a history that is erased as often as our identity is. We have political theorists and cultural workers like Jordan and others who have asserted our unique perspective within the context of social justice and have placed our sexual orientation at the center of our political analysis.

Another significant aspect of the bi community is how people choose different personal identity labels to identify themselves within the bisexual spectrum, including these commonly used terms: pansexual, fluid, queer, multisexual, non-monosexual, omnisexual, and polysexual. In fact, there are some who prefer no labels. Personal identity labels can vary depending on the region, generation, and/or cultural background and can also be

# CREATING SAFER SPACE FOR EVERYONE!

used to indicate a particular approach to critical theories on race, gender and sexuality. The term bisexual can be used both as a political identity and a label for the entire community aka “The B in LGBT.”

## Do's and Don'ts For Supporting Bisexual Communities

Being openly supportive of the bisexual community helps create a space where we can all be our full selves during the conference. To that end here are some pointers on being an ally to the B in LGBT:

- Use inclusive language, instead of “gay rights” or “gay marriage” try “equal rights” and “marriage equality.”
- Question the negativity associated with bisexual stereotypes.
- Recognize that bisexuality is often invisibilized/delegitimized, so bi/pan/fluid people usually have to come out over and over, sometimes to the same people.
- Respect people's privacy and boundaries. Take a moment before asking questions and look into the assumptions behind them.
- Recognize that bisexual people often face similar discrimination and obstacles as gays and lesbians with regard to job security, healthcare, marriage, immigration, custody, visitation and adoption of children.
- Question your assumption of “bisexual privilege” and realize that research has shown bisexuals report much higher rates of stigma surrounding their sexuality than gay and lesbian counterparts.
- Recognize that research shows that bisexual people have the highest level of sexual assault of all sexual orientations, a higher level of poverty, and higher mental and physical health disparities than their gay, lesbian and heterosexual counterparts.
- Keep in mind that bisexual transgender individuals can experience intersections between biphobia and transphobia and also report higher levels of violence, poverty and poorer health in their lifetimes.
- Recognize the way that specific relationships function is entirely independent of sexual orientation.
- Do not insist that a gender nonconforming/trans

person or their partners must discard their bisexual identity label and use another label.

- Do not accuse someone of being transphobic or noninclusive of transgender and gender nonconforming people for using the label bisexual. This harms and erases trans/gender nonconforming bisexuals.
- Recognize the way that specific relationships function is entirely independent of sexual orientation. Be positive about all relationships – monogamous, polyamorous, or anything else.
- Accept you might never fully understand someone else's sexuality, and that it's okay not to.

Thank you for respecting all the ways we can love each other! Enjoy the conference!

*This document was originally compiled for Creating Change 2010 and has been revised by Elyn Ruthstrom of the Bisexual Resource Center and Faith Cheltenham of BiNet USA. Special thanks to Aud Traher for additional insights.*

## Transgender/Gender Nonconforming Etiquette and Inclusion

*Adapted from the 2002 Portland Creating Change Host Committee*

To ensure that the transgender and gender nonconforming (transgender, transsexual, genderqueer and more) members of our community and movement feel included by all who attend Creating Change, please read and act upon the following.

Pay attention to a person's purposeful gender expression but remember that a person's external appearance may not match their internal gender identity. You cannot know the gender or sex of someone by their physical body, voice, or mannerisms. We consider it polite to ask: “What pronoun do you prefer?” or “How do you identify?” before using pronouns or gendered words for anyone. When you are unsure of a person's gender identity and you don't have an opportunity to ask someone what words they prefer, try using that person's name or gender-neutral phrases like “the person in the red shirt,” instead of “that woman or man.” If you have met a person before, and their gender expression is now different, be open to the fact that they may now be identifying as a different gender and feel good about asking politely about their identity.

One way of acknowledging transgender people's needs is to designate restrooms gender neutral, which we have done here at Creating Change with educational signs. In



## CREATING SAFER SPACE

# We've got you covered

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bathrooms, many transgender people face harassment that can lead to anything from deep discomfort to arrest or death. Regardless of what bathroom you are in, please let everyone pee in peace. Each of us can decide for ourselves in which bathroom we belong.

Please listen to transgender people's needs and stories when they are volunteered; yet please respect people's privacy and boundaries and do not ask questions that you wouldn't ask of anyone else. Do not make assumptions about other people's gender identity or expression. Do respect and call people what they ask you to call them.

If you make a mistake about someone's pronoun simply make a correction and move on. Do not justify the misstep, over-apologize or beat yourself up.

Educate yourself through books, web sites, and transgender-themed workshops. Then please join the many hard-working allies who are working to respond appropriately to transphobic situations. Respectful allies, who learn from and with transgender people and then educate others, are important for successful transgender liberation.

Thank you for your help and have a great conference!

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To us, you're not 1A or 17B. You're a person with a name, like Steve.

Here, we think everyone deserves to feel special, no matter where you sit or how much you fly.

And with all the places we're going next, we'll always put you first, because our love of People is still our most powerful fuel.

Some say we do things differently.

We say, why would we do things any other way?

Without a heart, it's just a machine.

**Southwest**



## Changing laws changed their lives

The recent Supreme Court ruling on the Defense of Marriage Act led Jane and Diane to take a serious look at their investment planning needs. The rapidly changing legal landscape meant it was crucial that they worked with someone who was knowledgeable, so they turned to Wells Fargo Advisors. Our Financial Advisors who have the Accredited Domestic Partnership Advisor<sup>SM</sup> (ADPA<sup>®</sup>) designation are well-versed on the current set of challenges, so Jane and Diane walked away with a solid plan and confidence in the future.

Let's talk about your long-term investment planning needs. Because when people talk, great things happen. To find one of our ADPA-certified Financial Advisors in your area, visit [wellsfargoadvisors.com/adpa](http://wellsfargoadvisors.com/adpa) today.

Together we'll go far





## Creating Accessibility

The National Gay and Lesbian Task Force and the Creating Change 2015 Host Committee strive to make Creating Change 2015 welcoming and accessible for attendees with disabilities. In the spirit of learning how our communities can be inclusive of and accessible to all people, we have put together these guidelines for creating a community where people with disabilities are valued and respected.

Words like “cripple,” “defect,” “spastic,” “lame,” “retard,” “psychotic,” “paranoid” and “crazy” have been used to bully and oppress disabled people for many decades. Don’t use these words casually. You may hear disabled people calling each other *crip* or *gimp*. This is “insider” language, akin to LGBT people calling each other *queer*. It’s not appropriate language for non-disabled people to use.

Understand that the lives of disabled people are neither inspirational nor pitiful by virtue of our disabilities. Rather our disabilities are ordinary and familiar parts of who we are.

Ask and wait for an answer before you try to help someone. What you assume is helpful may not be.

When you encounter someone using a service/assistance or guide dog, do not pet, offer food to, or interact with the animal in any way. Do not comment on the dog’s presence i.e. “and who do we have here?” They are working hard; you are supporting the independence and autonomy they provide by not distracting them.

In order to be understood by as many people as possible, speak at a moderate volume and pace. Practice active listening by asking and responding to questions and giving both verbal and non-verbal cues that you are still engaged in the conversation.

When you are speaking to someone using an interpreter, address the person you are speaking with, not the interpreter.

Many people here have disabilities that affect the ways that they learn, understand, and/or communicate. You can show respect for people by practicing patience with those who learn and/or communicate at a different pace or in a different way than you do. Don’t make assumptions based on atypical speech patterns, body language, or eye contact. If you are having difficulty communicating with someone, try a different form of communication, like writing or demonstration instead of talking.

Flashing lights can trigger seizures or other conditions. Avoid wearing or carrying decorative flashing lights and don’t take photographs using the flash on your camera in public spaces.

There are seats set aside for people with varying disabilities, both up front and scattered throughout in the plenary space and in the meeting rooms. Please be prepared to move chairs to make room for people using wheelchairs, wherever they may wish to sit at plenary sessions and workshops.

**In order to make it easier for everyone to move around the conference freely, please take your hallway conversations**

**out of the middle of the hallway. Be aware of the people around you when navigating tight, crowded public spaces, and leave plenty of room for people to pass safely; and please hold inaccessible doors open for people.**

Becoming scent-free is an important step toward access for people with disabilities and/or chronic illnesses and is a skill you can practice everywhere. If you are not accustomed to going scent-free, it is important to think carefully about all the products you use in your day. You can either not use shampoo, soap, hair products, perfume, essential oils, skin lotion, shaving cream, makeup etc., or use fragrance-free alternatives that are available in many drug stores. If you must use scented products please sit or stand as far away as possible from areas designated “Scent Safer” areas. During plenary sessions, scent-safer spaces are designated in the Plaza Ballroom, and in Plaza Ballroom Section A. If scents and chemicals present a barrier for you, please know that Creating Change is not yet a scent-free conference.

If you smoke (or hang around people while they smoke) please do so only in the designated areas and away from entrances. When inside please sit or stand as far away as possible from those areas designated “Scent Safer” areas.

Challenge your assumptions. Some disabilities are less visible than others. Everyone has a right to use the accommodations they need without being criticized or questioned. The Accessibility Table may be staffed during the Creating Change Conference. If you have questions, concerns or need assistance re-

garding access, please stop by the Accessibility Table adjacent to the conference registration area on Level 2. If no one is available, please seek assistance at the conference registration area.

Please listen to the needs and stories of disabled people when they are volunteered; yet please respect people’s privacy and boundaries by not asking unnecessarily intrusive questions. Many disabled people deal with daily curiosity about our bodies and find it exhausting. Educate yourself through books, web sites, and at the disability-related workshops at Creating Change. Then, please join the many hardworking allies who are working to respond appropriately to ableist situations.

Please stop by the Accessibility Table adjacent to the conference registration area outside for:

Programs in large print.

Electric scooters and wheelchairs.

Viewing a large print grid schedule of events.

To pick up an Assisted Listening device for use during the conference.

Conference attendees utilizing ASL interpreting services can meet interpreters at the Accessibility Table adjacent to the registration area.

If you want or need a place to hang out with disabled people, visit the Disability Hospitality Suite. Check the conference grid schedule for exact room number. Thanks for helping to make Creating Change a truly accessible event for all.





Ending the HIV epidemic is possible.  
**Join AIDS United in the fight!**

HIV is a critical issue for our community.

The epidemic continues to be fueled by social inequities, with gay men, trans-women, people of color, and the poor facing the brunt of the epidemic.

**Be part of the movement to end HIV.**

**WHAT CAN YOU DO TODAY?**

**1 Attend workshops in the HIV/AIDS track here at Creating Change!**

**m2MPower**

HIV/AIDS disproportionately impacts LGBTQ people. AIDS United, through its m2MPower initiative, partnered with the National LGBTQ Task Force to have as many workshops addressing HIV/AIDS at Creating Change as possible. Attend one of the workshops and get engaged in the movement!

**2 Advocate for HIV/AIDS issues**

Stay informed of key issues and events by signing up for our email newsletter at [www.AIDSUnited.org](http://www.AIDSUnited.org).

**3 Find Us on Social Media**

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

 [twitter.com/aids\\_united](https://twitter.com/aids_united)

 [youtube.com/user/AIDSUnited1](https://youtube.com/user/AIDSUnited1)



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Let's go camp, now you can develop friendships for a lifetime with other LGBTQ and ally college students, build your leadership skills and take action as a social justice advocate for a safer and more inclusive campus.

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For more information or questions,  
please contact Campus Pride at 704.277.6710 or email [info@campuspride.org](mailto:info@campuspride.org).



### CAMPUS PRIDE TESTIMONIALS

"I no longer feel alone. Campus Pride helped me meet others who share the same issues, challenges and frustrations as a leader. I feel more empowered, now than ever."

-19 year-old, bisexual female

"I have been to almost a dozen LGBTQ conferences and events over the years. Never did I feel more welcome and included as a trans-identified, gender queer person than in the dialogue shared and tools provided during this program. Thank you."

-22 year-old, Mt. lesbian

### CAMPUS PRIDE TESTIMONIALS

"Campus Pride provides a safe, open space for new student leaders and for more experienced leaders alike. It is an extraordinary way to learn the basics of campus organizing as well as new strategies to create change."

-20 year-old, gay male

"Campus Pride rocks! When I first searched the website, I was amazed that everything I needed as a LGBTQ student leader was there. I go back often to find what's new and improved..."

-14 year-old, bisexual female



## YOU AND YOUR BADGE

Yes, you got that pretty badge at Registration. Wear it with pride when you are participating in Creating Change sessions, attending plenary sessions, and cruising through the receptions. Those without badges will be asked to retrieve them; or to pick up a new badge at Registration. Save yourself and us the hassle; wear your badge. Thanks!

## You and Legal Marijuana in Colorado

For those who are 21 and over and have valid state identification, the purchase of retail marijuana and related cannabis products is legal in Colorado. Out of state residents may purchase up to one quarter ounce at a time, from a licensed establishment. However, smoking in public is illegal and smoking anything, including legal marijuana, at the Sheraton Denver Downtown is not permitted. It is illegal to use, display or transfer marijuana on the 16th Street Mall.

As an alternative to smoking, some may choose edible cannabis products. For those unaccustomed to this way of partaking, be advised that it takes much longer to notice the effects of ingested cannabis, sometimes up to two hours. Word of the day: go low and go slow. Please do not offer an unsuspecting person a cannabis edible without asking if they want it. To do otherwise is both unsafe and rude. Please note that it is also illegal to consume edible cannabis products in public.

At Creating Change, persons over 21 may not provide either cannabis products or alcohol to anyone under 21. Providing pot or drinks to persons under the age of 21 is illegal in Colorado.

And finally, transporting cannabis products outside the state of Colorado is illegal and possession of legal cannabis at the Denver International Airport is illegal. If you choose to enjoy it, enjoy it in Colorado.

**Fun fact about cannabis legalization: Denver has not lost any conventions as a result of legalizing marijuana; indeed, post pot legalization, Denver became a finalist for the 2016 Republican National Convention.**

## Love Yourself!

### Get Tested at Creating Change!

Denver Public Health offers free HIV/STD testing at Creating Change. Take advantage of this opportunity to take care of yourself by learning your status. We can defeat HIV/AIDS with testing and treatment. Let's do it!

#### Hours and Location:

**Friday, February 6 and Saturday, February 7  
9 AM – 4 PM**

**Aspen Room, Tower Building, Mezzanine Level**

## First Timers' Orientation

**Thursday, February 5, 7:00 PM**

Please check the grid schedule for location.

First time at Creating Change? Feeling a bit overwhelmed by the amount of information that you need to quickly digest in order to make good choices about how to spend your time? Want some help? Come to the First Timers' Orientation session with the Conference Director to get your questions answered by the expert!

## We Love Your Feedback

Our annual Creating Change Conference offers a rich and rigorous program of workshops, trainings, film screenings, caucuses and networking sessions, meetings and social and spiritual gatherings.

This year, our program includes 25 Day Long Institutes on Wednesday and Thursday, 22 sessions in the Task Force Academy for Leadership and Action, and over 250 workshop sessions and caucuses/networking sessions on Friday, Saturday and Sunday. Evaluation forms for each of these sessions are distributed and collected by our conference volunteers. Please let us know what you found useful and helpful at sessions by filling out the evaluation forms and returning them to volunteers in the meeting rooms.

Each attendee at Creating Change will receive an email from the Task Force in the days following the conference that invites you to complete an evaluation of the overall conference experience. By completing this form, you will help us design and present a better and more relevant Creating Change Conference next year in Chicago.

Finally, for those of you who prefer to participate in a face-to-face meeting, the Conference Director conducts a Feedback Session on Sunday following the closing plenary in the Plaza Ballroom.

## Child Care

Childcare services are provided by Elegant Event Sitters, Inc., an experienced agency specializing in event childcare. Please check in at the conference registration area on Lobby Level for the exact room location of childcare. There is no charge for on-site childcare, but we ask that parents pick up children for lunch from Noon to 1 PM. Some activities will be provided by Elegant Event Sitters.

#### Childcare is available:

**Thursday 8:00 AM – 6:30 PM**

**Friday 8:00 AM – 6:30 PM**

**Saturday 8:00 AM – 6:30 PM**

**Sunday 8:00 AM – 3:00 PM**

# HOST COMMITTEE SERVICES

## SOCIAL MEDIA LOUNGE

Creating Change provides a Social Media Lounge for your cyber chores! Social Media lounge hours coincide with hours of operation in the conference registration area. The Social Media Lounge is on the Plaza Level, adjacent to the registration area. Please be aware that the computers are a shared resource, so limit your time if others are waiting. Free wi-fi access is available in and around the Social Media Lounge and in other hotspots on the Plaza Level. Wi-fi signals may reach further, but connection can be erratic.



## HOST COMMITTEE SERVICES

Check the Grid Schedule for locations.

### 12 Step/Recovery

**Thursday, 7:00 AM and 6:30 PM**

**Friday, 7:00 AM and 7:30 PM**

**Saturday, 7:00 AM and 7:30 PM**

Keep your recovery going at Creating Change! The 12 Step Subcommittee of the Denver CC 15 Host Committee will host 12 Step Meetings at the hotel on Thursday, February 5 through Saturday, February 7. We have chosen to designate these meetings as “open meetings” in order that friends and partners of those in our Fellowships may be present. Remember that these meetings are intended for anyone who participates in any of the 12 Step programs and therefore will focus on the solutions found in the 12 Steps. Information about times and locations of 12 Step meetings in the Denver area will be available at the Local Information/Hospitality desk in the registration area.

### Senior Hospitality

**Thursday, Friday and Saturday, 8 AM – 8 PM**

The Senior Hospitality subcommittee honors and invites our wise and seasoned LGBTQ family to stop by our suite for refreshment, relaxation, networking, and conversation. Meet new friends, reconnect with long-time buddies, and share your stories with Creating Change 2015 attendees from across the country.



### Trans\*, Intersex, and Non-binary Hospitality

**Thursday, Friday, and Saturday: 8 AM - 10 PM**

The Trans\*, Intersex, and Non-binary Hospitality Committee gladly welcomes you to visit our suite for light meals, refreshment, relaxation, networking, and conversation. This suite is dedicated to transgender and transsexual individuals, intersex individuals, and people falling outside the traditional gender binary (genderqueer, genderfluid,



gender, etc.), and is open to allies. Our suite will provide information about resources for the Denver metro area. Meet new friends, reconnect with long-time buddies, and find relaxing activities to recharge your mind. Finger food will be provided on Thursday and Saturday during the day, coffee will always be available.

### Youth Hospitality Thursday, Friday, and Saturday 8 AM - 10 PM

Join the youth of the Mile High City in celebrating our diversity, community, and equality at the summit of the Sheraton Denver! Lunch and dinner will be provided, as well as a mountain range of snacks! Games and activities are just some of the great things you’ll find at this suite. If you thought Houston was fun, you’re in for a real shock! We ask that this space be dedicated to those who are 24 and younger.



### Disability Hospitality

**Thursday, Friday and Saturday, 8 AM – 8 PM**

The Disability Hospitality subcommittee gladly welcomes you to visit our suite for lite meals, refreshment, relaxation, light entertainment, networking, and conversation. Our suite will provide resources such as an accessible bathroom, large-print program books, air humidifiers, and more room to maneuver. We will have an arts and crafts station for you to “just be.” Catch up with longtime friends, make new acquaintances or play a game. Service animals welcome as well!



### The BOPP Suite

**Thursday, Friday and Saturday, 8 AM – 10 PM**

The BOPP (Bisexual/Omnisexual/Pansexual/Polysexual) hospitality suite warmly invites everyone of non-monosexual orientation to join us for nourishment of both mind and body. Our room will provide small meals, light entertainment, a safe place to catch your breath, an opportunity to connect with other attendees and share your stories.



### People of Color Suite

**Thursday, Friday and Saturday, 8 AM – 8 PM**

The People of Color subcommittee welcomes you to our suite for a place to enjoy an inclusive space for all. Please feel free to come back daily to enjoy food, fun and new and old friends. Thursday evening dinner will be provided by Kokoro, quick, delicious Japanese food.



Check the conference grid schedule to confirm locations.

## **Muslim Friday Prayer – Salaat-ul-Jumah** Friday, February 6 • 12:30 PM

Dedicated to Muslims who are lesbian, gay, bisexual, transgender, intersex, questioning, those exploring their sexual orientation or gender identity, and their allies, families and friends. All welcome. Lead by Imam Daayiee Abdullah.

## **The Calling of the Names: We Remember** Friday February 6 • Plenary Session 1:30 PM

Who are the people you have lost that have marked your life? How do you remember them? Who were the people whose stories, whose presence, words, and deeds live on after they have died? Who have you lost to AIDS, cancer, hate crimes, or other tragedies? The Calling of the Names is an opportunity to honor them in community and with others who can support and lift you up as you remember with joy their impact on your life. During this plenary session join us and celebrate the lives of those who have marked our journeys by calling their names, loudly and proudly. Lead by Barbara Satin.

## **Shabbat Celebration**

Friday, February 6 • 7:30PM

### **Windows (Tower Building, Second Level)**

Let your soul soar as we welcome Shabbat together! Officiating: Rabbi Evette Lutman, B'nai Havurah: Denver Jewish Reconstructionist Congregation

## **Queer Creation: An Interfaith Gathering**

Sunday, February 8 • 9:30 AM – 11:00 AM

### **Majestic Ballroom (Tower Building, Majestic Level)**

Religious traditions use stories to explain our existence as part of a much larger cosmos. Creation stories have guided generations of listeners in understanding their inherent relationships to one another, the Earth, and to that which is greater (be that the universe, God, community, Love...). All are invited to this interfaith worship in which we will explore some of these stories from queer perspectives, offering what we uniquely bring to our relationships with the Earth. Come participate in the exploration, healing, renewing, and reclaiming of sacred space! Lead Officiant: Rev. Beth Chronister, Assistant Minister, First Unitarian Society of Denver. Faith traditions participating: Jewish, Buddhist, Hindu, Christian, Two Spirit, Pagan, and Muslim.

## **The Center for Lesbian & Gay Studies in Religion and Ministry**

of Pacific School of Religion



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# be you. have faith.

## Resources for the Welcoming Faith Movement

Visit [www.WelcomingResources.org](http://www.WelcomingResources.org)

### PUBLICATIONS

#### **Building an Inclusive Church Toolkit 2.0**

Helping Your Congregation Become a Community that Openly Welcomes People of All Sexual Orientations and Gender Identities

#### **Kol B'mishpachat Elohim**

A Jewish Guide to Creating Allies for Our LGBT Families

#### **Hearts Unbound**

Engaging Biblical Texts of God's Radical Love through Reader's Theater

#### **transACTION**

A Transgender Curriculum for Churches and Religious Organizations

#### **All in God's Family**

A Christian Guide to Creating Allies for Our LGBT Families

#### **A La Familia**

A Bilingual Conversation About Our Families, the Bible, Sexual Orientation and Gender Identity

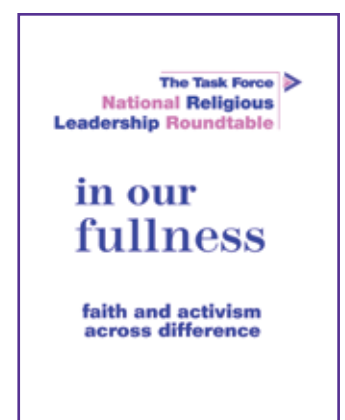
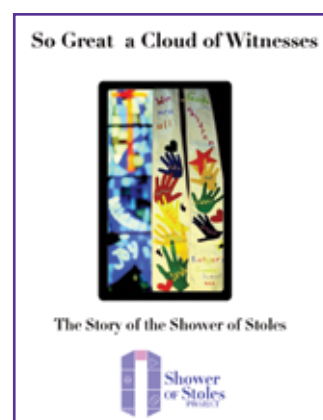
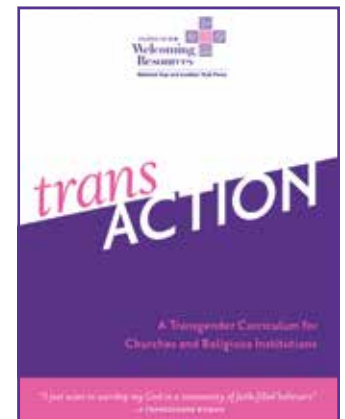
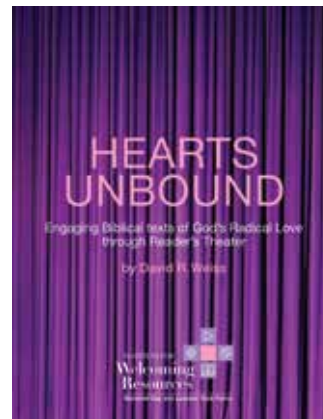
### VIDEOS

#### **So Great a Cloud of Witnesses**

The Story of the Shower of Stoles Project

#### **In Our Fullness: Faith and Activism Across Difference**

Conversations About Faith-Based Work for Radical Social Change Around Issues Including Sexuality, Gender, Race, Class and Age.





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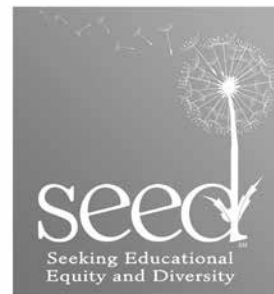
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“As a queer educator, SEED was the keystone in a long road of self-discovery and learning how to be an ally to others.”

— Nathan Michaud, Diversity Educator, Austin, Texas

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

### Gay Pioneers

**Friday, Feb. 6, 3:00 PM • Plaza Ballroom Section A**

Gay Pioneers and Their Movement Impact begins with a screening of award winning documentary film *Gay Pioneers*. Following the film, a panel will discuss the Gay Pioneers, especially seminal movement leaders Barbara Gittings and Frank Kameny, the endemic homophobia they faced, their strategic brilliance against all odds, the impact of the Annual Reminders at Independence Hall each July 4th from 1965 to 1969, how their efforts inform us about the present, and the 50th Anniversary Celebration at Independence Hall on July 4, 2015. 30 minutes. Directed by Glenn Holsten. (USA/2004)

### Out in the Night

**Friday, Feb. 6, 4:45 PM • Plaza Ballroom Section A**

*Out in the Night* is a documentary that tells the story of a group of young friends, African American lesbians who are out one hot August night in 2006 in the gay friendly neighborhood of New York City. They are all in their late teens and early twenties and come from a low-income neighborhood in Newark, New Jersey. Two of the women are the focus: gender non-conforming Renata Hill, a single mother with a soft heart and keen sense of humor, and petite femme Patreese Johnson, a shy and tender poet. As they and their friends walk under the hot neon lights in the West Village, an older man sexually and violently confronts them. The women defend themselves as a fight begins, captured by security cameras nearby. The man yanks out hair from one woman's head and chokes Renata. Patreese pulls a knife from her purse and swings at him. Strangers jump in to defend the women and the fight escalates. As the fight comes to an end, all get up and walk away. But 911 has been called and the man involved has been stabbed. Police swarm to the scene as their radios blast out warning of a gang attack. The women are rounded up and charged with gang assault, assault and attempted murder. Three of the women plead guilty. But Renata, Patreese, and two others claim their innocence. They are called a "Gang of Killer Lesbians" by the media. In activist circles they become known as The New Jersey 4. Following the screening, a discussion will be led by Blair Dorosh-Walther, Renata Hill of the New Jersey 4, and Krystal Portalatin of FIERCE. Written/directed by Blair Dorosh-Walther. 58 minutes. (USA/2014)

### Matt Shepard Is a Friend of Mine

**Friday, Feb. 6, 6:30 PM • Plaza Ballroom Section A**

Matt Shepard was a gay first-year student at the University of Wyoming. His murder altered the conscience of America and the world. Rather than focusing on the horrific nature of his death, this personal documentary memorializes Matt through the perspective of those closest to him. Family photos, vacation videos, and even Matt's own diary allow us to reflect on the life of the young

man gone too soon, and to learn about the effects his death has had in raising awareness about discrimination against LGBTQ populations. 89 minutes. Directed by Michele Josue. (USA/2013)

### Limited Partnership

**Saturday, Feb. 7, 3:00 PM • Plaza Ballroom Section A**

Filipino American Richard Adams and Australian Tony Sullivan met in 1971 at a Los Angeles bar called The Closet, fell in love, and spent the next 40 years fighting the system in order to stay together. In 1975 they became one of the first same-sex couples to be legally married and the first to be denied legal immigration status. Long before the current battle over same-sex marriage was even a twinkle in a modern activist's eye, Richard and Tony were boldly suing the U.S. government for the right to be married, and then for the right to have that marriage recognized so Tony could get a green card and not be deported. But in the age of Anita Bryant, the backlash to their love-story-turned-legal-challenge proved to be fierce. First came an utterly shocking response from the U.S. Immigration and Naturalization Service, then an unexpected outpouring of hate and bigotry from the general public, and then the ludicrous choice to either live apart or leave the country together. *Limited Partnership* takes us back and forth through the decades with this pioneering and persistent bi-national gay couple, two unsung heroes who paved the way for the eventual defeat of DOMA. Written and directed by Thomas G. Miller. 74 minutes. (USA/2014)

### Corpus Christi: Playing with Redemption

**Saturday, Feb. 7, 4:45 PM • Plaza Ballroom Section A**

Inspired by Terrence McNally's 1997 passion play, "Corpus Christi," which is told through the lens of a young gay Jesus and the Apostles as gay men living in modern-day Texas, *Corpus Christi: Playing with Redemption* follows a group of actors who began production on the play in 2005 in a small church. Within months they suddenly found themselves thrust in the world spotlight, touring to international acclaim. The documentary follows the troupe and the playwright sharing their stories with supporters and protesters as they continue their tour across the world to communities where hate and bigotry are prevalent. Mirroring the reflections of dialogue in society today, especially in regards to civil rights, marriage equality, HIV/AIDS, and separation of church and state, this production has become a vehicle of change for a community struggling to find its voice. Meanwhile, the company of actors find themselves on a journey that would forever change their lives. Written and directed by James Brandon & Nic Arnzen. 75 minutes. (USA/2012)



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20**

**GILL**FOUNDATION

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Welcome to Denver, the home of the Gill Foundation—one of the nation's largest funders of LGBT equality.

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*Here's to 20 more years of change!*



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Institute for Transgender Economic Advancement  
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National Black Justice Coalition  
National Gay and Lesbian Chamber of Commerce  
National LGBTQ Task Force  
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Out & Equal Workplace Advocates  
Peace Corps  
Pride Institute  
SAGE  
Secular Student Alliance  
Tattered Cover Book Store  
The Annual White Privilege Conference  
The Change Project  
Theological Education (Seminary)  
TransLifeline  
Transfaith  
Trans Justice Funding Project  
True Colors Fund  
Until There's A Cure Foundation  
Urban Peak  
Vanderbilt Divinity School  
Wake Forest School of Divinity





# CCRM, Making Proud Families

Colorado Center for Reproductive Medicine (CCRM) is proud to help the LGBT community realize the dream of having a family.

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# COLIN HIGGINS FOUNDATION

PROUDLY PRESENTS

Jacques Agbobly, 16

"Didi" Adiakpan, 19

Ashton Lee, 17

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and *9 to 5*...

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**RINKU SEN** is the President and Executive Director of Race Forward: The Center for Racial Justice Innovation and the publisher of the award-winning news site Colorlines. A visionary and a pragmatist, Sen is one of the leading voices in the racial justice movement, building upon the legacy of civil rights by transforming the way we talk about race, from something that is individual, intentional, and overt to something that is systemic, unconscious, and hidden. Sen's cutting edge book *Stir it Up*, read widely by community organizers and taught on campuses across the country, theorized a model of community organizing that integrates a political analysis of gender, class, poverty, sexuality, and other issues.



**RASHAD ROBINSON** serves as Executive Director of ColorOfChange, the nation's largest online civil rights organization. Under Robinson's leadership, ColorOfChange has been at the forefront of issues ranging from fighting for justice for Michael Brown and other young Black men killed by police and vigilantes, to battling attempts to suppress the Black vote, to ending Pat Buchanan's tenure as an MSNBC analyst. After ColorOfChange exposed American Legislative Council's (ALEC) involvement in passing discriminatory voter ID and harmful Shoot First laws, over 50 corporate funders ended their financial support of ALEC. He previously held leadership roles at GLAAD, Right to Vote Campaign and FairVote.



Plenary Sponsor **Southwest**

**The State of the Movement Address**  
Friday, February 6, 1:30 PM



**REA CAREY**, executive director of the National LGBTQ Task Force, is one of the most prominent leaders in the U.S. lesbian, gay, bisexual and transgender (LGBT) rights movement. Carey, who came to the Task Force in 2004 as deputy executive director, has served as executive director since 2008. Through her leadership, she has advanced a vision of fairness and justice for LGBT people and their families that is broad, inclusive and unabashedly progressive. During Carey's tenure, the Task Force was a key player in the defeat of multiple anti-LGBTQ ballot measures across the country; the creation and implementation of the New Beginning Initiative coalition, which secures federal administrative policy changes to improve the lives of LGBT people and their families; and the release of the largest-ever study on transgender discrimination in the U.S. Under her guidance, the Task Force has also launched an Online Academy bolstering grassroots power by creating electronic access to Task Force training programs; expanded its faith work through the Institute for Welcoming Resources, increasing the number of welcoming and affirming congregations to well over 4,000; and played a vital role in getting the U.S. Census Bureau to report married same-sex couples in the 2010 census. Carey serves on the advisory board of the LGBTQ Policy Journal of Harvard's Kennedy School of Government. Follow her on Twitter @rea\_carey.

# PLENARY PROGRAMS

## Mobilize for Reproductive Justice! Saturday, February 7, 1:30 PM

Plenary  
Sponsor

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Reproductive Justice encompasses reproductive health and rights: having the children we want, raising the children we have, and planning families through safe, legal access to abortion and contraception. Reproductive justice also articulates the right to express freely our sexuality and gender. All of us need the economic, social, and political power to make healthy decisions about our bodies, sexuality, and reproduction. LGBTQ aspirations of freedom and integrity put us squarely in the Reproductive Justice frame. So let's get mobilized.



**KIERRA JOHNSON**

Executive Director,  
URGE: Unite for Reproductive & Gender Equity

Kierra heads the leading pro-choice organization working to mobilize and provide support for the diverse, upcoming generation of leaders. Through her leadership, she promotes the organization's values of shared power and authority; youth-controlled agendas; collaboration and partnership; constituent-specific strategies; learning; and diversity and inclusion. Kierra has bolstered the conversation around youth and reproductive justice through her contributions to print, radio, television and online media, including the *New York Times*, RH Reality Check, Feministing.com, *Newsweek* and National Public Radio.



**JESSICA GONZÁLEZ-ROJAS**

Executive Director,  
National Latina Institute for Reproductive Health

Jessica González-Rojas is the Executive Director at the National Latina Institute for Reproductive Health, the only national reproductive justice organization that specifically works to advance reproductive health and rights for Latinas. She has been a leader in progressive movements for over 15 years. Jessica is successfully forging connections between reproductive health, gender, immigration, LGBTQ liberation, labor and Latino civil rights, breaking down barriers between movements and building a strong Latina grassroots presence. She is a regular contributor to *El Diario/La Prensa* and Huffington Post Latino Voices.



**KRIS HAYASHI**

Executive Director,  
Transgender Law Center

Kris Hayashi is the Executive Director at the Transgender Law Center, working to change law, policy, and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression. Kris has been active in social, racial and economic justice organizing for over 20 years. Kris served for ten years as the Executive Director/Co-Director of the Audre Lorde Project, based in New York City. Previously he served as a trainer/organizer at Western States Center in Portland, Oregon and as Executive Director of Youth United for Community Action, a youth organizing group in California, led by young people of color organizing for social and environmental justice.



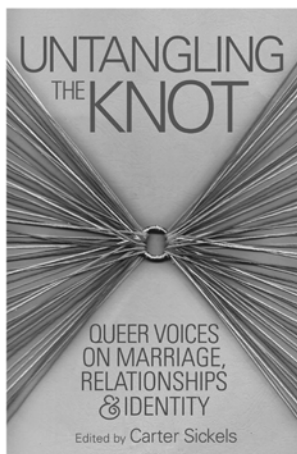
**STACEY LONG SIMMONS, ESQ.**

Director of Public Policy & Government Affairs,  
National LGBTQ Task Force

Stacey works to advance LGBTQ equality through a progressive social change agenda that includes ending discrimination in employment, housing, health care and education; expanding marriage equality; pursuing protections from violence or hatred; and building a stronger, more united movement for reproductive justice. Stacey is active in numerous civic and community groups, including past chair of the DC Commission for Women.



## NEW LGBTQ TITLES



### *Untangling the Knot*

*Queer Voices on Marriage, Relationships & Identity*

Edited by Carter Sickels  
978-1-932010-75-6 | \$16.95

A collection of essays focused on LGBTQ issues beyond America's marriage-centric discourse.

*Available now*



### *Forgive Me If I've Told You This Before*

Karelia Stetz-Waters  
978-1-932010-73-2 | \$14.95

A young lesbian in small-town America learns the battle for acceptance should never be fought alone.

*Available now*



### *The Ghosts Who Travel With Me*

*A Literary Pilgrimage Through Brautigan's America*

Allison Green  
978-1-932010-77-0 | \$15.95

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## PLENARY PROGRAMS

### Closing Plenary with Brunch and Cleo Parker Robinson Dance Ensemble

Sunday, February 8, 11:30 AM



#### **CLEO PARKER ROBINSON DANCE ENSEMBLE**

is internationally esteemed as one of America's foremost modern dance companies. Under the direction of Cleo Parker Robinson, the Ensemble performs a dynamic body of works inspired by the African American experience and rooted in ethnic and modern dance traditions worldwide. Legendary and emerging artists alike are drawn by the spirit of the company to create works that transcend the boundaries of culture, class and age while unequivocally communicating the complexity of the human condition.



*“Everyday people, working together, have the power to change our government and our institutions for the better.”*

*~ Maria Cantwell*

The Communications Workers of America is proud to support the National LGBTQ Task Force and work with them to promote and protect the rights of LGBTQ people throughout the world.

In the coming months, we will be joining with our many partners and allies to fight to stop the Trans-Pacific Partnership and Fast Track Authority.

Together, we are stronger.

**CWA**

**Communications Workers of America**

Larry Cohen, President

Annie Hill, Secretary-Treasurer



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# ~~ADDICTION~~ IS A DISEASE THAT SHATTERS LIVES. IT'S TIME TO SAY ENOUGH.

Shatterproof is a national organization committed to protecting our children from addiction to alcohol or other drugs and ending the stigma and suffering of those affected by this disease. Addiction is a scientifically proven, chronic disease that causes permanent changes to the brain and almost always originates during the narrow window of adolescence. Our ultimate goal is to end addiction completely.



More than 22 million Americans suffer every day with addiction to alcohol and other drugs.



More than 100 million family members share their pain.



Addiction sneaks up on our teens and leads to a cycle of shame, isolation, failure — and, far too often, death.

Shatterproof's current efforts include advocacy for state-level legislation directed at saving lives and campaigns to end the unjust stigma associated with this disease. Among the most popular of these campaigns are Shatterproof Challenge events, in which participants are invited to fundraise in exchange for the once-in-a-lifetime experience of rappelling from the side of a tall, local building. There are currently 30 Shatterproof Challenge events across the United States scheduled for 2015.



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## Award Honorees

The National LGBTQ Task Force has the great privilege to present awards recognizing the hard work and dedication of colleagues in our LGBT movement. These awards are generously supported by the Paul Anderson Prize Foundation, administered by Allen Schuh; the Consortium of Higher Education LGBT Resource Professionals; Evelyn & Walter Haas Jr. Fund; and Services & Advocacy for GLBT Elders (SAGE). We thank these organizations for joining us to lift up activists who express their passionate commitments to social justice in many important ways.

### The Susan J. Hyde Award for Longevity in the Movement



## Anthony Aragon

Anthony Aragon joined the Office of Mayor Michael Hancock in August, 2011 as the Director of Boards & Commissions. Prior to joining the Mayor's Office, Anthony served in

the administration of Colorado Governor John Hickenlooper, including as his GLBT Liaison. Anthony is a Denver native and has been a proud member of Denver's LGBTQ community for over 25 years. He has been honored as the Colorado Pride Guide 2005 Coloradan of the Year and the 2014 *OutFront* Colorado Power Honoree. Anthony has served on many local boards, including One Colorado, Equal Rights Colorado, the GLBT Center of Colorado, the Colorado Gay Rodeo Association and was Miss CGRA 2002. In 2013, Anthony's alter-ego Lushus La'Rell was elected as the 40th Empress of the Imperial Court of the Rocky Mountain Empire and during their reign, raised over \$100,000 for local groups. He currently serves on the boards of VISIT Denver Foundation and Planned Parenthood of the Rocky Mountains. Anthony is a former Board member of the National LGBTQ Task Force and is a current member of the Task Force National Action Council. This year, Anthony celebrates his 15th year coordinating the Denver PrideFest Parade. Anthony lives with his husband of 18 years, David Westman, and their Spanish Water Dogs, Andale and Arriba in Stapleton, Colorado.

### The Paul A. Anderson Youth Leadership Award



## CeCe McDonald

CeCe McDonald was a political prisoner incarcerated for defending herself against a racist, transphobic assault in July, 2010. Because she wanted to fight for her freedom, supporters and activists in Minneapolis and across the U.S. built a solidarity campaign and were able to win her a reduced sentence. After serving a 17-month term, she was released in January 2014. After getting out of prison, CeCe quickly became a leading and outspoken fighter in the movements for LGBTQ liberation, prison abolition, and racial justice. She is currently working on a forthcoming documentary with actress Laverne Cox on her case entitled *Free CeCe*. CeCe has spoken across the nation: she served as the Grand Marshall of Seattle Pride, she recently received the Bayard Rustin Civil Rights award, she was featured in an article published by *Rolling Stone Magazine*, and has appeared on Democracy Now!, MSNBC, and in various other media outlets. CeCe currently resides in Minneapolis and continues to work on stabilizing her everyday life.

### The Leather Leadership Award



## Mark Frazier

Mark Frazier has been involved in the Leather and Kink Lifestyle for "about 3 decades." Since his entry into the lifestyle, Mark has been very passionate about education. He has always valued one's ability to learn about oneself, learn from each other and most importantly passing the information along to help others. Mark has had the privilege of owning nightclubs, holding Leather Titles, producing educational videos, sitting on numerous organizational Boards and maintaining memberships in many organizations. He has received many awards and accolades and is always humbled by them. Mark currently resides in Dallas Texas where he co-owns the Dallas Eagle.

# CONGRATULATIONS AWARD HONOREES!

# AWARD HONOREES

## Award for Research and Assessment



### Dr. Genny Beemyn

*Presented by the Consortium of Higher Education LGBT Resource Professionals. Each year the Consortium of Higher Education LGBT Resource Professionals recognizes*

*excellence in the field of LGBTQ student services with its awards. The Award for Research and Assessment recognizes exceptional work brought to our profession and to our greater LGBTQ community through research, assessment and advocacy.*

Genny Beemyn has published and spoken extensively on the experiences and needs of trans people, particularly the lives of gender-nonconforming students. They have written or edited nine books/journal issues, including *The Lives of Transgender People* (with Sue Rankin; Columbia University Press, 2011) and special issues of the Journal of LGBT Youth on “Trans Youth” and “Supporting Transgender and Gender-Nonconforming Children and Youth.” Genny’s most recent works are *A Queer Capital: A History of Gay Life in Washington, D.C.* (Routledge, 2014) and the “Transgender History” chapter for *Trans Bodies, Trans Selves* (Oxford University Press, 2014). In addition to being the director of the Stonewall Center, Genny is the Trans Policy Clearinghouse coordinator for Campus Pride and an editorial board member and trans article reviewer for the Journal of LGBT Youth, the Journal of Bisexuality, the Journal of Homosexuality, and the Journal of Student Affairs Research and Practice. They are also an avid cross-country runner and like the challenge of biking up mountains.

## The SAGE Advocacy Award for Excellence in Leadership on Aging Issues



### Sen. Michael Bennet (D-CO)

SAGE applauds Sen. Michael Bennet for his visionary leadership on LGBT aging and for introducing the

LGBT Elder Americans Act, a bill that would increase federal supports to millions of LGBT older people through the Older Americans Act (OAA), the country’s largest vehicle for funding and delivering services to older people in the US. LGBT older adults face profound challenges that require unique services and supports, and this bill is a major step forward for elders.

## Leadership on Immigration Reform



### Carlos Padilla

QUIP Program Coordinator at United We Dream

Carlos Padilla has been a leader in the immigration reform movement since 2009. He co-founded the Washington Dream Act Coalition, which successfully pushed Washington State to enact a law granting undocumented students equal access to state financial aid. In 2010, he helped organize thousands of undocumented youth to come to Washington D.C. to advocate for the DREAM Act, which resulted in the House of Representatives passing the bill. And, in 2013, Carlos co-organized Operation Butterfly to focus the nation’s attention on the suffering experienced by families torn apart by unjust immigration laws.



## Empress I Jose Sarria Award for Uncommon Leadership



### Patrisse Cullors, Opal Tometi, and Alicia Garza

Creators of #BlackLivesMatter

Patrisse Cullors, Opal Tometi, and Alicia Garza created and launched #BlackLivesMatter as a call to action for Black people after the killer of 17-year-old Trayvon Martin was not held accountable for his crime. Since then, this brilliant and sharp ideological and political intervention has become an iconic phrase and image in a nationwide protest movement against police and vigilante killings of Black people, young and old, women, men and children. We have chanted, marched and carried signs and banners that uphold the value of Black lives. #BlackLivesMatter has created space for Black LGBTQ people and allies to confront and shut down the war on black bodies. The creators of #BlackLivesMatter, three visionary queer Black women, have made an enduring contribution to the movement by, for, and about freedom and justice for lesbian, gay, bisexual, transgender and queer people.



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**City to embrace Pride**



by Beth Henningsen  
It's been enough just the sight of the 40th annual San Francisco LGBT Pride parade and celebration, but Pride chair Earl Pomeroy will surely remember about the year's theme: "Without Encouragement."  
"Pride CEO of the Bay Area LGBT Pride Celebration Committee will have to have the theme mean something of sorts to our community and diversity as a whole," Pomeroy says. "The theme 'Without Encouragement' is a thought-provoking... it has been such an inspiration," Pomeroy said.  
The year's Pride activities begin Saturday with the formal San Francisco parade, from noon to 3 p.m. Sunday, the celebration in Lake County runs from 11 a.m. to 6:30 p.m. The parade kicks off at 10:30 a.m. at Market and Stock streets and ends at Market and Eighth streets. The Pride festival at two has a duration of 60 is suggested.  
There will be a gathering in the streets as well following Wednesday's historic victory at the U.S. Supreme Court.  
See page 22.



**Court victories!**

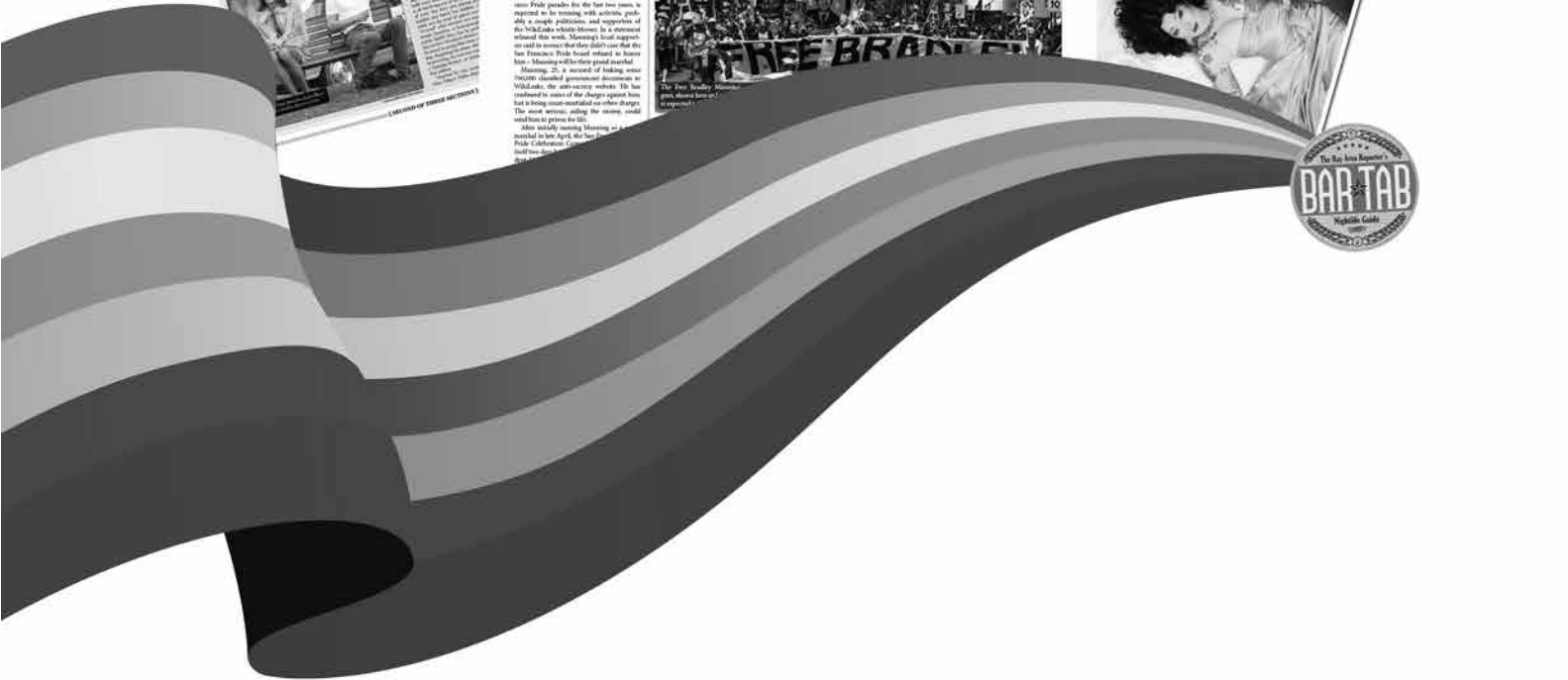
by Matthew S. Bajko and Lisa Koenig  
In a stunning double victory, the U.S. Supreme Court Wednesday struck down California's ban on same-sex marriage.  
The DOMA decision, a 5-4 ruling, was written by Justice Anthony Kennedy and joined by the four liberal justices of the court. It strikes DOMA as unconstitutional because it violates the guarantee of equal protection and due process.  
The DOMA dissent, based largely on issues of standing, was led by Chief Justice John Roberts and joined by the court's three other conservatives.  
See page 22.

**Activists to honor Manning at SF parade**

by Cynthia Laird  
As Army private Bradley Manning was charged with the pivotal national issue of his court-martial has supporters will focus here in Sunday's San Francisco LGBT Pride parade.  
The Bradley Manning Support Network contingent, which has marched in San Francisco Pride parades for the last two years, is expected to be marching with activists, probably a couple politicians, and supporters of the WikiLeaks website. Manning's local supporters could be seen that they didn't see that the San Francisco Pride board refused to honor Manning. Manning of the first great march.  
Manning, 25, is accused of leaking some 700,000 classified government documents to WikiLeaks, the anti-censorship website. He has confessed to some of the charges against him but is being court-martialed on other charges. The most serious, adding the same, could result in prison or the life.  
Also, actually honoring Manning at a parade scheduled in San Francisco for the 40th annual LGBT Pride Celebration Committee will have to have the theme mean something of sorts to our community and diversity as a whole," Pomeroy says. "The theme 'Without Encouragement' is a thought-provoking... it has been such an inspiration," Pomeroy said.  
See page 22.



The Free Bradley Manning contingent is expected to be marching with activists, probably a couple politicians, and supporters of the WikiLeaks website.



*The* **BAY AREA REPORTER**

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We are more than a magazine. We are the social, print, and digital platform for the LGBT and allied community to connect, explore, express, advocate, communicate, celebrate and exist exactly where they belong: **OUT FRONT.**

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## FRIDAY, FEBRUARY 6

|                    |                   |
|--------------------|-------------------|
| Academy Session 1  | 9:00 AM–12:15 PM  |
| Workshop Session 1 | 9:00 AM–10:30 AM  |
| Workshop Session 2 | 10:45 AM–12:15 PM |
| Academy Session 2  | 3:00 PM–6:15 PM   |
| Workshop Session 3 | 3:00 PM–4:30 PM   |
| Workshop Session 4 | 4:45 PM–6:15 PM   |
| Caucus 1           | 6:30 PM–7:30 PM   |

## SATURDAY, FEBRUARY 7

|                    |                   |
|--------------------|-------------------|
| Academy Session 3  | 9:00 AM–12:15 PM  |
| Workshop Session 5 | 9:00 AM–10:30 AM  |
| Workshop Session 6 | 10:45 AM–12:15 PM |
| Academy Session 4  | 3:00 PM–6:15 PM   |
| Workshop Session 7 | 3:00 PM–4:30 PM   |
| Workshop Session 8 | 4:45 PM–6:15 PM   |
| Caucus 2           | 6:30 PM–7:30 PM   |

## SUNDAY, FEBRUARY 8

|                    |                  |
|--------------------|------------------|
| Workshop Session 9 | 9:30 AM–11:00 AM |
|--------------------|------------------|

### SESSION SKILL LEVELS

**Fundamentals** – Basic/entry level for new staff, board members, volunteers and activists, or existing staff, board, volunteers and activists with new responsibilities. Typically 0–1 year of experience in the topic area. Content covers terminology, basic theory and building essential skills.

**Intermediate** – Typically, 2–5 years experience. Content includes putting theory into practice, and practical application. Sessions deal with serious challenges or barriers to being effective. Some time is devoted to problem solving.

**Advanced** – Typically, 5+ years of experience. Sessions tailored for lead volunteers and organizers, board chairs, executive directors and senior managers, and experienced lobbyists. Content includes advanced theory, organizational management, and best practices. In addition, advanced sessions can include case study examinations and high-level problem solving.

**All Audiences** – Session is suitable for participants at all skill levels.

## Aging and Ageism



Resources and Advocacy for GLBT Elders  
Session 2 • Intermediate

Beyond Home Depot: We Have the Tools  
Session 3 • All Audiences

Lillian's Last Affair: Book Event  
Caucus 1 • All Audiences

QPOC Elders: Needs, Rights, Resilience  
Session 5 • All Audiences

Building Age Inclusive LGBT Services  
Session 6 • Intermediate

Aging With Sexcitement  
Session 7 • All Audiences

LGBT Elder and Provider Caucus  
Caucus 2 • All Audiences

## Anti-Discrimination Law & Policy

Legal Needs of Low-Income LGBT Community  
Session 4 • All Audiences

It's Not Just About the Cake!  
Session 5 • All Audiences

Access to Justice in the Courts  
Session 8 • All Audiences

The Federation's Fairness Project  
Session 8 • All Audiences

## Anti-Violence, including Sexual Assault and Domestic Violence

Survivors of Violence Engaging Media  
Session 1 • All Audiences

Intimate Partner Violence & Safety Plans  
Session 2 • Fundamentals

Hanging Out & Hooking Up  
Sessions 3 and 4 • All Audiences

Queering Violence  
Session 5 • All Audiences

QPR - Ask a Question, Save a Life  
Session 6 • All Audiences

Accountable Communities  
Session 7 • Intermediate

## **Art & Culture**

Voguing 101- The Basic Elements  
Session 4 • All Audiences

Host Your Own LGBTQ Film Festival  
Session 5 • All Audiences

Art and Our Activist Identities  
Sessions 5 and 6 • All Audiences • Art Studio Space

Queer Memoir Storytelling = Radical Act  
Session 6 • Fundamentals

Theater for Social Change  
Session 8 • Fundamentals

Queer, Brown and Artsy  
Caucus 2 • All Audiences

## **Bisexual Community & Issues**

Building Community & Resisting Biphobia  
Session 1 • All Audiences

Intersection Electric  
Session 2 • All Audiences

Building Bisexual Health Awareness  
Session 3 • Fundamentals

Bisexual/Pansexual/Fluid Caucus  
Caucus 1 • Fundamentals

Beyond Binaries  
Session 5 • All Audiences

Bi the Agenda: Shaping Bi Inclusive Advocacy  
Session 9 • All Audiences

## **College Campus Issues and Organizing for LGBT Administrators**

Social Transition for Trans College Students  
Session 2 • Intermediate

CROSSROADS 2.0: Addressing QPOC Needs  
Session 3 • Intermediate

The Future of LGBT Campus Activism  
Session 4 • Intermediate

Catching the Rainbow: Students in Crisis  
Caucus 1 • Intermediate

Queering the Study Abroad Experience  
Caucus 1 • All Audiences

Title IX & the LGBTQ Community on Campus  
Caucus 1 • All Audiences

How to Make the Most of What You've Got  
Session 5 • Fundamentals

Campus Bystander Intervention Education  
Session 6 • Intermediate

7 Cs: Igniting Queer Student Leaders  
Session 8 • Intermediate

## **College Campus Issues and Organizing for Students**

Building Allyship on College Campuses  
Session 1 • Fundamentals

Bystanders Ending LGBT Campus Violence  
Session 2 • Intermediate

How To: Gender Inclusive Dorms  
Session 2 • Intermediate

Learning While Queer: Overcoming Shame  
Session 3 • All Audiences

Know Your Rights at College  
Session 3 • Fundamentals

Building an Intersectional Student Group  
Session 4 • Intermediate

LGBTQIA+ Graduate Student Caucus  
Caucus 1 • Fundamentals

Beyond #ItsOnUs: Queer Communities & Campuses  
Session 5 • All Audiences

Movement Fam Across Colleges & Communities  
Session 6 • All Audiences

Got Your Back: Queer Student/Staff Solidarity  
Session 7 • All Audiences

The Art of Calling In & How to Apologize  
Session 7 • All Audiences

Not Your Average Sex Talk  
Session 8 • Fundamentals

Sustaining Campus Organizations  
Caucus 2 • All Audiences

LGBT International Students in U.S. Higher Education  
Caucus 2 • All Audiences

Inclusive Fraternities & Sororities  
Caucus 2 • Fundamentals

Getting Trans Healthcare for Your Campus  
Session 9 • All Audiences

LGBTQ+ Work Beyond College Gates  
Session 9 • All Audiences

# SESSIONS BY TOPIC

## Community Centers

Amplify Your Voice with LGBT Centers  
Session 1 • All Audiences

## Community Organizing

Ademas de Queer- intersected struggles  
Session 1 • Advanced

Art of the Schmooze  
Session 2 • All Audiences

The 90 Minute Master's in Social Change  
Session 3 • Intermediate

Challenging Institutional Power  
Session 3 • All Audiences

Health and Safety at Demonstrations  
Session 3 • All Audiences

Work It! Making Your Workshop Work  
Session 5 • All Audiences

Coalitions that Work for Everyone  
Session 6 • Intermediate

#LGBTQFerguson: Let's Talk!  
Session 6 • All Audiences

Criminal Justice System:  
Organizing & Engaging the LGBT Community  
Session 6 • All Audiences

National Grassroots Organizing  
Session 7 • Advanced

Beyond Choice: Reproductive Justice Organizing &  
Advocacy (And How You Can Get Involved)  
Session 7 • All Audiences

Envisioning Liberation  
Session 8 • All Audiences

Carrying the Torch: Olympics Out of Cobb  
Caucus 2 • All Audiences

Laying the Foundation: Queer Mentorship  
Caucus 2 • All Audiences

How We Won Marriage: Book Talk  
Caucus 2 • All Audiences

## Disability and Accessibility

Deaf Allyship 101  
Session 2 • Fundamentals

But I'm Queer! What's Disability Got To Do With It?  
Session 4 • Intermediate

Queer and Autistic: A Community Dialogue  
Caucus 1 • All Audiences

Accessibility in the LGBT Community  
Session 7 • Fundamentals

## Elections/Campaigns

Maximizing LGBT Political Participation  
Session 4 • Fundamentals

Caucus of LGBTQ Democratic Clubs  
Caucus 1 • All Audiences

At The Table Making Changes: LGBTQ Leadership  
Session 8 • Fundamentals



## Faith/ Practice Spirit, Do Justice

Sponsor

**E. Rhodes and Leona B.  
Carpenter Foundation**

LGBT Jewish Movement Building: Road Maps  
Session 1 • Intermediate

Online Strategies For Social Change  
Session 1 • All Audiences

Building Trans Affirming Faith Communities  
Session 1 • All Audiences

LGBT Advocacy in the Evangelical Church  
Session 1 • All Audiences

Respect and Rights in Religious Workplaces  
Session 2 • Fundamentals

Language, Inclusion, and Faith  
Session 2 • All Audiences

The Biblical Case for Same-Sex Marriage  
Session 2 • Fundamentals

Sexy Spirituality and Spiritual Sex  
Session 3 • All Audiences

Human Trafficking: A Queer Issue  
Session 3 • Fundamentals

Coming Out as Muslim  
Session 3 • Fundamentals

Queer/Trans Authentic Spiritual Paths  
Session 3 • All Audiences

Faith Vibes: Interfaith Spiritual Techno  
Session 4 • All Audiences

A Queer Church Beyond Inclusion  
Session 4 • All Audiences

Hate, Hope, and Religion in Africa & the USA  
Session 4 • Fundamentals



Bisexually Healthy Faith Communities  
Session 4 • All Audiences

Muslim Caucus  
Caucus 1 • All Audiences

QTJew: Integrating Jewish, Queer and Trans\* Identities  
Caucus 1 • All Audiences

Metropolitan Community Church Meet Up  
Caucus 1 • All Audiences

Atheists, Agnostics, Humanists  
Caucus 1 • All Audiences

Rousing Catholics in the Age of Francis  
Session 5 • Intermediate

Religious Refusals: What You Need to Know  
Session 5 • All Audiences

Muslim-Jewish Queer Dialogue  
Session 5 • Intermediate

Turning Christian Opponents into Allies  
Session 5 • All Audiences

Faith Response to AIDS  
Session 6 • Fundamentals

LGBT Faith Voices in the Media – YOURS  
Session 6 • Intermediate

Pauli Murray's Contemporary Influence  
Session 6 • Fundamentals

Moved by Faith: LGBT Asylum Seekers  
Session 6 • All Audiences

Battling Bigotry in the Black Church  
Session 7 • All Audiences

Mindful Activism as Buddhist Practice  
Session 7 • All Audiences

Bi and Trans Adventures in Judaism  
Session 7 • Intermediate

Creating a Safety Net @ Christian Colleges  
Session 7 • Fundamental

Be/Coming: Gender, Sexuality, and Spirit  
Session 8 • All Audiences

Queer Jewish Caucus: Being LGBT & Jewish  
Caucus 2 • All Audiences

Envisioning New Possibilities in  
Queer Theological Schools  
Caucus 2 • All Audiences

Introduction to Buddhism  
Caucus 2 • All Audiences

UCC Caucus  
Caucus 2 • All Audiences

## Families



Coming Out Latinamente: Faith and Family  
Session 2 • All Audiences

The Artifice of the Nuclear Family  
Session 3 • All Audiences

Families: A New Frontier for Equality!  
Session 4 • All Audiences

Families Like Ours: Volunteer Leadership  
Caucus 1 • All Audiences

Families Creating Inclusive Communities  
Session 6 • All Audiences

Transformation - One Family's Journey  
Session 7 • All Audiences

Family Building Options for LGBT People  
Session 7 • All Audiences

Parent Pride: Queer Family Connections  
Caucus 2 • All Audiences

## Fundraising

LGBTQ Fundraising Forum  
Sessions 1 and 2 • Intermediate

The Queer Left: Strategies Going Forward  
Session 3 • Fundamentals

Reignite Your Fundraising!  
Session 4 • All Audiences

More Effectively Raise Money with Events  
Session 4 • Intermediate

Giving in Communities of Color  
Caucus 1 • Intermediate

The Art & Science of LGBTQ Funding  
Sessions 5 and 6 • Intermediate

Getting Past the Fear of Asking  
Session 6 • All Audiences

Engaging New Donors & New Dollars Online  
Session 7 • Intermediate

TRANSformational Impact: An Inside Look  
Session 7 • Intermediate

## Gay Male Community & Issues

Effemiphobia in the Gay Community  
Session 9 • Fundamentals

# SESSIONS BY TOPIC

## Gender and Identity

Navigating Cis-Trans Relationships  
Caucus 1 • All Audiences

Celebrating Femme-Visibility & Community  
Caucus 1 • All Audiences

Masculinity without Misogyny  
Session 6 • Intermediate

A New Model for Gender/Sexual Identities  
Session 8 • Intermediate

Genderqueer/Gender Non-Binary Caucus  
Caucus 2 • All Audiences

## Health

Health Research of LGBTQ Populations  
Session 1 • Fundamentals

Nice Werk If You Can Get It  
Session 2 • All Audiences

Queering Healthcare in the Southwest  
Session 3 • All Audiences

Get Covered (v2.0): LGBTQ Healthcare  
Session 4 • All Audiences

Werq it OUT!  
Caucus 1 • All Audiences

Queers doing Queer Community Research  
Session 5 • Intermediate

Steer Queer WITH Your Doc  
Session 6 • Fundamentals

Kink Health Project: Stigma and Access  
Session 8 • All Audiences

Community Based Suicide Prevention  
Session 9 • All Audiences

## History

LGBTQ Movement History  
Session 1 • Fundamentals

Gay Pioneers and Their Movement Impact  
Session 3 • All Audiences

Nelly Queen: The Times of Jose Sarria  
Session 8 • All Audiences

## HIV/AIDS



HIV Criminalization: My Body, Not a Crime  
Session 1 • All Audiences

Start Talking. Stop HIV.  
Session 2 • Intermediate

PrEParing for a Revolution  
Session 3 • Intermediate

Black Gay Men's Advocacy in the South  
Session 3 • Fundamentals

Seniors, Sexytime, and Staying Safe  
Session 5 • All Audiences

Bridging the Viral Divide & HIV Allyship  
Session 6 • Fundamentals

Addressing the LGBTQ Generation Gap  
Session 7 • All Audiences

Moving the HIV/AIDS Movement for MSM  
Session 8 • All Audiences

BX Burning: Healthcare Reform Under Siege  
Session 8 • All Audiences

Going Viral with HIV  
Session 9 • Intermediate

## Immigration

Our Parents Are The Original Dreamers  
Session 1 • All Audiences

Queering Immigration  
Session 3 • All Audiences

Queers In Detention-Stopping Deportations  
Session 5 • All Audiences

Trans and Queer Immigrant Rights Direct Action  
Session 7 • All Audiences

## International Issues

Engaging the Globalized US Culture Wars  
Session 1 • All Audiences

US Support for LGBT Organizations Abroad  
Session 2 • All Audiences

Global LGBT Activism & Solidarity  
Session 5 • All Audiences

Rainbow Corps  
Session 6 • Fundamentals

“No Problem Man”: Jamaican Les/Bi Womyn  
Session 7 • All Audience

A Queer Response to Climate Change  
Session 8 • All Audiences

Global Rights Watch  
Caucus 2 • Fundamentals

## Labor



United in the Struggle  
Session 5 • All Audiences

Build Power: Organize the Future  
Session 6 • All Audiences

## Legislative/Policy Initiatives

Hesitant Bureaucrats to Staunch Allies  
Session 2 • All Audiences

What’s All This Talk About a LGBT Civil Rights Bill?  
Session 4 • All Audiences

Hack the Law: Using Policy for Change  
Session 4 • All Audiences

How Houston got a HERO  
Session 5 • All Audiences

Federal Efforts to Achieve Safer Schools  
Session 8 • All Audiences

Documenting Inequality  
Session 9 • All Audience

## Lesbian Community & Issues

Let’s Talk About it: Ageism, Feminism  
Session 7 • Intermediate

## Media, Communications, and Messaging

Beyond the Selfie #transyouth  
Session 1 • All Audiences

Presentation Skills for LGBTQ Advocates  
Session 3 • Fundamentals

Social Media: The New Barrio  
Session 3 • All Audiences

Over the Tipping Point: Trans Messaging  
Session 3 • Intermediate

Tweeting for Justice  
Session 3 • All Audiences

You’re in Control: Creating Your Own Mom  
Session 4 • Intermediate

Coding for Change  
Sessions 5 and 6 • All Audiences

The Psychology of Debunking LGBT Myths  
Session 8 • Intermediate

Influencing Skills for LGBT Leaders  
Session 8 • All Audiences

Digital Communicator’s Caucus  
Caucus 2 • All Audiences

Air Wave Lessons: More than Feedback!  
Caucus 2 • All Audiences

Using Media to Empower the Marginalized  
Caucus 2 • All Audiences

End the Newsletter: 5 Ways To Use Email  
Session 9 • Intermediate

## Military & Veterans Issues

LGBT Veterans Strengthen Your Activism  
Session 5 • All Audiences

## Movement Building

Make It Happen: Working with a Coalition  
Session 1 • All Audiences

Board Service Skills for the Rest of Us  
Session 1 • All Audiences

Moral Freedom Summer:  
NAACP and LGBT Engagement in North Carolina  
Session 2 • Intermediate

Atheism 101: The Nontheist Community  
Session 2 • Fundamentals

Straight Spouses from Trauma to Advocacy  
Session 3 • All Audiences

First Things First: Center Indigeneity  
Session 3 • Fundamentals

LGBTQ Workers & Economic Security  
Session 4 • All Audiences

We Are Brave! Joining our Movements  
Session 4 • Intermediate

Stand for Beliefs, Deliver What you Want  
Caucus 1 • Fundamentals

Task Force Leadership Programs Reunion!  
Caucus 1 • All Audiences



# SESSIONS BY TOPIC

Finding New Tools  
Session 5 • Advanced

Leading Change  
Session 7 • All Audiences

Coming Out Twice: Atheist and Queer  
Session 8 • All Audiences

Building Interracial Alliances  
Session 8 • All Audiences

The I Is Not Invisible  
Session 8 • All Audiences

How to Become “Gay for Pay”  
Session 8 • All Audiences

Trans/GQ/GNC in Reproductive Justice  
Caucus 2 • Intermediate

## Organizational Development

Volunteer Power!  
Session 4 • All Audiences

Building Power, Starting Networks from Scratch  
Session 5 • Fundamentals

Managing Up (and Across)!  
Session 5 • All Audiences

But We’re on the Same Side:  
Conflict Resolution for Nonprofits  
Session 6 • All Audiences

Effective Leadership:  
Know and Use Communications Styles  
Session 6 • All Audiences

How to Recruit for Your Board  
Session 8 • All Audiences

Creating a Gender Diverse Organization  
Session 9 • Intermediate

## People of Color

Leading Within Our Intersections  
Session 2 • All Audiences

Solidarity VS Hostility: Impact of Racism  
Session 2 • Intermediate

The Ties That Bind:  
Coming Out, Acceptance, and Families  
Session 4 • All Audiences

Talk Dirty! Racism in the LGBT community  
Session 4 • All Audiences

South Asian Caucus  
Caucus 1 • All Audiences

POC and Gay for Pay Caucus  
Caucus 1 • All Audiences

Filipino/Pilipino/Pin@y Caucus  
Caucus 1 • All Audiences

Basta Ya, No Mas Violencia!  
Session 6 • Fundamentals

Mapping Power: LGBTQ AAPI Organizing for Change  
Session 7 • All Audiences

Yonce Taught Me: Black Femme Solidarity  
Session 7 • Intermediate

Our Community Is Our Campaign  
Session 8 • All Audiences

Latino (LGBT) Community Outreach 101  
Session 8 • All Audiences

What are You?: Multiracial/LGBTQ Caucus  
Caucus 2 • All Audiences

Asian/South Asian/Southeast Asian/Pacific Islander Caucus  
Caucus 2 • All Audiences

Queer Arab, MENA Caucus  
Caucus 2 • All Audiences

Support Groups for API Communities  
Session 9 • All Audiences

Uniting Latin@ Pride  
Session 9 • All Audiences

Critical Race Perspective on Orientalism  
Session 9 • All Audiences

## Racial/Economic Justice

From the Front Lines: Economic Justice  
Session 1 • Fundamentals

Racial Justice & Strategic Planning  
Session 3 • Intermediate

South Asians Confronting Anti-Blackness  
Session 4 • All Audiences

Queer Activism in Spanish  
Session 4 • All Audiences

Eradicating Stigma: Homeless Youth Advocacy  
Session 5 • All Audiences

Leadership with LGBTQ Youth of Color  
Session 7 • Intermediate

LGBTQ Prisoners: Needs and Access  
Session 8 • All Audiences

Organizing Across Class Differences  
Session 9 • Intermediate

## Research and Policy Analysis

Using Research to Create Change  
Session 1 • All Audiences

The Problem with 1.6%  
Session 4 • Intermediate

Academic and Advocacy Connections  
Caucus 1 • Intermediate

Bias in Statistics: Debunking Hate “Research”  
Session 5 • Fundamentals

Asexuality Research: What We’ve Learned  
Session 8 • All Audiences

## Schools and Education, Grades K-12



Beyond Bullying: LGBTQ School Pushout  
Session 1 • Fundamentals

Advocating for Trans• Inclusive Policies  
Session 2 • All Audiences

Successful Gender Transitions in School  
Session 2 • Intermediate

Being a Queer Teacher 101  
Caucus 1 • All Audiences

Queering Education: Struggles & Support  
Session 5 • All Audiences

Let’s Talk: Gender, Race, & Schooling  
Session 6 • Fundamentals

Know Your Rights in High School  
Session 6 • Fundamentals

The State of Education in LGBTQ America  
Session 7 • All Audiences

## Sexual Freedom

Alternative Relationship Structures 101  
Session 1 • All Audiences

Ask an Asexual  
Session 1 • Fundamentals

Queer & Sexy Parenting  
Session 1 • All Audiences

3D Sexuality: A Diorama Art Experiential  
Sessions 3 and 4 • All Audiences

Practicing Kink: Let’s Get Visual!  
Session 4 • All Audiences

Remixing Realness for Sex Positivity  
Session 4 • All Audiences

Asexual, Demisexual, and Grey-A Caucus  
Caucus 1 • All Audiences

Polyamory/Nonmonogamy Caucus  
Caucus 1 • All Audiences

Sexual Liberators Caucus  
Caucus 1 • Intermediate

Navigating Kink Amidst the ISMs  
Session 5 • Intermediate

Protect Me From What I Want  
Sessions 5 and 6 • Intermediate

Doing Justice: A Place for Polyamorous/Non-  
Monogamous Communities in the LGBTIQA Movement  
Session 6 • All Audiences

Trans Positive Sexuality  
Session 6 • All Audiences

Sex and the People  
Session 7 • All Audiences

Porn This Way: Queering Porn  
Session 8 • Intermediate

Mapping Our Desires  
Session 8 • All Audiences

Kink/BDSM/Leather Caucus  
Caucus 2 • All Audiences

Advanced Polyamory/Nonmonogamy Caucus  
Caucus 2 • Advanced

Butch Femme Dialogue  
Caucus 2 • All Audiences

PolyAnarchy  
Session 9 • Intermediate

Jack’d and Grinded  
Session 9 • All Audiences

Renaming Desire: Trans/Non-Trans Sex  
Session 9 • Fundamentals

## Sports

Color of Sports: Black Faces of Change  
Session 1 • All Audiences

Building an All Gender Softball Team  
Session 7 • All Audiences

# SESSIONS BY TOPIC

## Surviving and Thriving

I Woke Up Like This (Flawed)  
Session 1 • All Audiences

Making \$\$ WerQ: FLY 101  
Session 2 • All Audiences

POC & Indigenous Traditions of Giving  
Session 2 • Intermediate

Movement Strategies Healing Justice  
Session 4 • All Audiences

Queering the Rural Identity  
Caucus 1 • Intermediate

A Closet With A View  
Caucus 1 • All Audiences

Queering Sobriety  
Session 7 • Fundamentals

Fat: Big and Beautiful Queers  
Caucus 2 • All Audiences

Leaving Fundamentalism  
Session 9 • All Audiences

Sanity in the Face of Anti-Queer Bias  
Session 9 • All Audiences

## Transgender Community & Issues

The ENTIRE Trans Agenda in One Hour  
Session 1 • Intermediate

AAA: Allies, Accountability, and Actions  
Session 2 • Intermediate

Making Homeless Shelters Safer for Trans  
Session 2 • Intermediate

10 Tactics for Trans Health Advocacy  
Session 2 • All Audiences

Standing with Transgender Prisoners  
Session 3 • Intermediate

Building a Non-Binary Trans\* Movement  
Session 3 • Intermediate

Trans Advocacy in Rural Communities  
Session 3 • Intermediate

Trans Women of Color: The Sisterhood  
Session 3 • Intermediate

The T in Technology: Trans Tech Social  
Session 4 • All Audiences

Bodies of Desire: Trans\* Men's Sexuality  
Caucus 1 • Intermediate

Transgender Struggle in Taiwan  
Caucus 1 • All Audiences

Trans Representation In Cinema  
Caucus 1 • All Audiences

Trans\* Partners Caucus  
Caucus 1 • All Audiences

Advocates for Trans and GNC Health  
Caucus 1 • Intermediate

Trans Advocacy Network Member Caucus  
Caucus 1 • All Audiences

Breaking ID Barriers  
Session 5 • Fundamentals

Dissed at the Polls: Why are Trans Voters  
Being Blocked from the Ballot Box?  
Session 6 • All Audiences

Know Your Trans\* Rights/Spread the Word!  
Session 7 • All Audiences

Trans Women to the Front!  
Session 8 • All Audiences

Writing the Trans Experience  
Session 8 • All Audiences

Transgender Grass Roots Activism  
Caucus 2 • All Audiences

True Grit: Building Critical Structures  
Caucus 2 • All Audiences

Trans Legal Services Network Caucus  
Caucus 2 • All Audiences

Caucus: The "T" in LGBT Orgs  
Caucus 2 • All Audiences

Gender Identity and Feminist Allyship  
Session 9 • Intermediate

Protect and Serve  
Session 9 • Intermediate

## Workplace

Building LGBT Business Communities  
Session 1 • Fundamentals

Moving Your Staff Training Online  
Session 2 • Intermediate

The POWER to Create an Inclusive Culture  
Session 7 • Intermediate

Working While LGBTQ  
Session 9 • Fundamentals



**Youth**

Mentoring: A Unique Support for Youth  
Session 1 • All Audiences

The Youth Perspective on Engaging Youth  
Session 1 • All Audiences

Bad Medicine - Conversion Therapy Laws  
Session 2 • All Audiences

Youth-Driven Advocacy for Sex Education  
Session 3 • Fundamentals

Where Do We Go From Here?  
Session 4 • Intermediate

Creating Social Media for Social Change  
Session 5 • All Audiences

Rainbow Warriors:  
Lifting Up Queer and Trans Youth Leaders  
Session 5 • All Audiences

Now is Our Time: Youth Empowerment  
Session 6 • All Audiences

Queering the Narrative  
Session 7 • All Audiences

Stop Saving Youth & Help Us Save Ourselves  
Session 7 • Intermediate

Fostering Resilience in Homeless Youth  
Session 7 • All Audiences

Creating Legends: Develop Youth Leaders  
Session 8 • Intermediate

Know Your Rights, Get Your Rights  
Session 8 • All Audiences

A Narrative Report: LGBTQ Youth of Color  
Caucus 2 • All Audiences

Empowering Trans Youth in Transition  
Caucus 2 • Intermediate

LGBT Workers: Young, Diverse & Closeted  
Caucus 2 • Intermediate

Life After Youth  
Caucus 2 • All Audiences





**FOCUS: LGBTQ YOUTH**  
**TRANSTEENS**

Transgender teens come from all over New York to find refuge on Christian Street but some discover they are mistreated by social services agencies. Instead, they find comfort in each other and those who come together.

**By David Eason**

**INSIDE**  
**Freedom Fighters**  
Page 10  
**Photo Feature**  
Page 10  
**First Who Serves**  
Page 10

**Youth Today** is the **ONLY** national publication focused entirely on the **latest news, best practices, information, and issues** surrounding youth and those who work with them, releasing new articles and information on a daily basis. Our in-depth reports, research and commentary gives you the information you need to succeed.

**MENTAL HEALTH**

## SELF-HARM

Identifying and supporting teens who intentionally hurt themselves

For some students, stress or other factors can lead to dangerous behaviors, such as intentional self-harm.

**Getting at the Roots of Trauma**  
When students are facing trauma, it's important to understand the root causes of their behavior.

**Eating Disorders**  
A young person who struggles with eating disorders may be in danger.

**Teen Suicide**  
Why does teen suicide occur? It's a complex issue that requires a multi-faceted approach.

**Yoga Stretches Kids' Bodies - and Minds**  
After working with stress and anxiety, yoga can be a powerful tool for children.



**LGBTQ Rights, Issues, Policies**

New center links civil rights movement to all human rights, including gay rights

The new center at the National Center for Lesbian and Gay Rights in New York City is a landmark in the fight for equality. It features exhibits on the history of the LGBTQ rights movement and the ongoing struggle for equality.

**Better friends, more benefits**

The relationship between after-school and schools is stronger than ever. What does it mean?

**Building wraparound bridges to meet kids' needs**

Now there's a new way to meet the needs of students with complex challenges.

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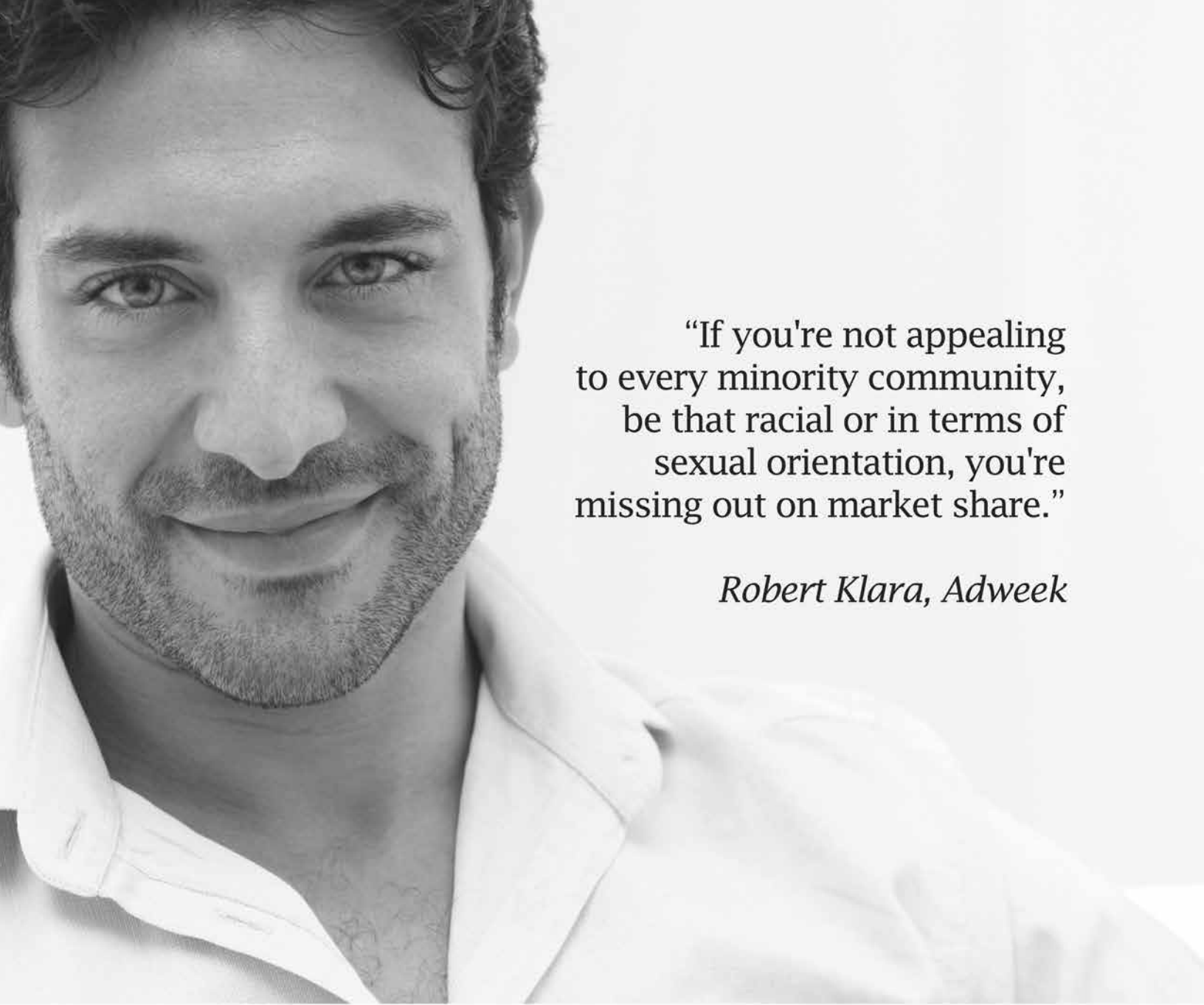
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“If you're not appealing to every minority community, be that racial or in terms of sexual orientation, you're missing out on market share.”

*Robert Klara, Adweek*

# Gay adNETWORK

[gayadnetwork.com](http://gayadnetwork.com)



**IGLTA**



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 **Matthew  
Shepard  
Foundation**  
embracing diversity

The Social Justice Training Institute was founded in 1998 by Jamie Washington, Kathy Obear, Vernon Wall, and Maura Cullen to provide diversity trainers and practitioners an intensive experience focused on personal development to increase multicultural competencies as social justice educators.

### Social Justice Training Institute (SJTI) – The Professional Experience

Through community activities, race caucus work, core group discussions and exploration of the impact of in-the-moment situations, participants expand their competencies as social justice educators and change agents.

*“SJTI was as impactful and important as my entire graduate school experience. The work I did at SJTI has made me a better professional, a better educator, a better partner, and a better all around person.” Hannah Lozon*

### Social Justice Training Institute (S-SJTI) – The Student Experience

Through facilitated exercises combined with small group dialogue, participants will engage in conversations to support and challenge them in understanding the ways they can each impact our global community.

*“Since SJTI, I can’t go back to my naive view of the world, nor do I want to. SJTI ignited the flame which gave me knowledge, curiosity, and courage to expose injustice in order to move toward a better community.” Alycia McCullough*

### CURRENT FACULTY



Jamie Washington, Ph.D.



Kathy Obear, Ed.D.



becky martinez, ed.d.



Vernon A. Wall, M.S.



Rev. Sam Offer



Carmen Rivera, M.S.



### UPCOMING INSTITUTES

#### The Professional Experience

June 8 – 12, 2015  
Springfield, Massachusetts

December 2015  
Long Beach, California

#### The Student Experience

July 21 – 24, 2015  
DePaul University  
Chicago, IL

LEARN MORE  
[www.sjti.org](http://www.sjti.org)

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## DAY LONG INSTITUTE 9:00 AM – 6:00 PM

### The Racial Justice Institute: Building an Anti-Racist LGBTQ Movement!

The Washington Consulting Group in partnership with the Task Force Academy staff facilitates the Racial Justice Institute. The lead facilitators are Dr. Jamie Washington, Dr. becky martinez, who also serves as faculty for the Social Justice Training Institute, and Evangeline Weiss who serves as the Leadership Programs Director for the Task Force. The Racial Justice Institute provides participants opportunities to explore the intersections of race and sexualities, power and privilege and to learn how to integrate racial justice tools into our everyday work. Through a combination of storytelling, dynamic activities, conceptual frameworks and facilitated dialogues, we will create a learning environment where activists, community leaders, change agents, students and teachers from across our movement can do the self work needed to be effective instruments in creating change.

#### MORNING SESSION 9:00-12:30

The morning session begins with a briefing for all participants on the objectives and learning community norms.

The second part of the morning will organize participants into people of color (POC) and white communities of returner and first-time attendees. Thus, there will be four concurrent sessions. Each session is designed to meet people where they are and to provide the foundation and tools for continued practice to effectively engage dynamics of race.

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#### LUNCH 12:30-1:45: ON YOUR OWN

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#### BREAKOUT SESSION 2:00-4:15

### Engaging Race, Gender Identity, and Sexual Orientation Across People of Color Communities

This session will provide an opportunity for participants who identify as people of color to discuss coalition building across POC communities and to address the opportunities and challenges that arise in these alliances. Participants attending this session are interested in building strong alliances across POC LGBTQ communities.

### How My Whiteness Matters: Interrupting Manifestations Of White Privilege

These sessions will provide participants who identify as white to do deep work on exploring whiteness and its impact on building strong racially just communities. There will be three sessions from which to choose, each focusing on different skills and tools.

**1. Exploring Whiteness and White Privilege:** Deepen understanding of whiteness, white privilege and how these manifest in our organizations and our work.

**2. Identifying Dominance:** Deepen understanding of how YOUR behaviors and attitudes perpetuate whiteness, white privilege, racial inequity; and ways to create greater racial justice in your organization.

**3. Practice Skills of Effective Engagement:** Deepen capacity to interrupt whiteness, white privilege, racial inequity, and racist dynamics in self and groups; and explore ways to create greater racial justice in your organization.

### Let's Talk About It: Real Talk Across Race

This session is designed for multiracial people, whites, and POC who want a more advanced level conversation about the dynamics of race. This will not be a 101 conversation. Participants in this session should have a clear understanding of race and how it impacts their attitudes, beliefs and actions. The session is designed to help participants become more effective engaging self and others across race. Participants should have participated in previous Racial Justice Institutes and be actively engaging these conversations in their communities and organizations.

### Engaging Race as a Multiracial or Bira- cial Person in the LGBTQ community

This session will provide an opportunity for those who identify as multiracial to explore what it means to not fit in a racial box. Participants will explore how being multiracial adds another level of complexity and beauty to racial justice work in LGBTQ communities. Participants who identify as biracial or multiracial and wish to explore the race beyond a mono-racial conversation should attend this session.

### Quieting the Voices of Internalized Oppression and Self-Care as People of Color

This session will provide POC an opportunity to explore and do healing work related to internalized oppression at the intersections of race, sexual orientation and gender identity. There is a need for space to heal and consider self-care. This session will be useful for anyone who has





not had much time to engage how internalized oppression limits effectiveness and why self-care is important for creating change.

### Race and The Trans\* Experience

This session is for people of all racial backgrounds who identify as trans\*, genderqueer, or gender nonconforming. The experiences of trans\*, genderqueer, and gender nonconforming folks offer a myriad of opportunities and challenges both personally and professionally. As we intersect the dynamics of race, gender identity, and gender expression, things can get complicated. This session is designed to create a space for folks who want to engage how and why a racial justice lens is needed as we fight for justice in trans\* communities.

### Towards a Racial Justice Practice: Creating Organizational Change

This session is for people of all racial backgrounds who wish to move beyond individual relationship effectiveness to organizational and cultural change. This session will explore tools and strategies for making organizational change. Participants will explore best practices for creating more racially just institutions and share strategies for overcoming common barriers to change.

#### OPEN SPACE: 4:30-5:30

There will be space provided for small group discussions based upon interest and needs of the group. We will use the morning to collect topics and create a framework for participants to share space with others interested in having specific conversations.

#### CLOSING AND NEXT STEPS 5:30-6:00

There will be an opportunity to share what participants have taken from the day and intended action steps to create a more racially just LGBTQ movement.

## AFTER 6:00 PM RECEPTIONS AND EVENTS

### Consortium of Higher Education LGBT Resource Professionals Business Meeting 8 PM – 10 PM Annual Meeting • Director's Row H

The Consortium is an international organization of professionals who provide support and services to LGBTQA students, staff, and faculty at colleges and universities and who educate campus communities about sexual orientation and gender identity issues. Our meeting provides an update on organizational activities for the past year and provides a look ahead at the year to come. This is free and open to anyone interested in learning about LGBTQA issues at colleges and universities and to anyone interested in becoming a member of the Consortium.

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# **PFLAG**

***And equality starts with us.***

PFLAG started with the simple act  
of a mother publicly standing up for her gay son.  
She knew that equality needed to start somewhere...  
*and if not with her, then with whom?*

**That is the power of PFLAG:  
families and allies united with people who are LGBTQ.  
Equality starts with us.**

You're attending Creating Change because  
you know you have the power to make a difference.

Use your power. Stand up. Tell the world:

**"Equality Starts With Me!"**



/PFLAG



@PFLAG

**#EqualityStartsWithMe**



## 12 Step/Recovery Meeting

7:00 AM • Plaza Court 8

Keep your recovery going at Creating Change!

## Art Studio Space – CC15

Governor's Square 17 • 9:00 AM – 6:00 PM

Creating Change is thrilled to welcome you to Art Studio Space - Creating Change. Through our creative, artistic, brilliant selves, we seek ways of expressing our fierce desires, love and passion, and our commitment to creating a world in which we want to live. The Arts have been a vital and historic component of our LGBTQ culture. Our creative expressions foster and reflect individual visions within our communities, through the banners we carry, the logos we brand for our organizations and the art we hang on our walls. Art Studio Space - CC15 is a collaborative space in which we draw, paint, glue, sew, and weave our own personal experiences within the LGBTQ movement. The Art Studio is for participants to express their creative and individual hopes, compassion and desires with glitter, markers, cloth and paint. The possibilities are endless! Bring your artistic LGBTQ awesome selves to the Art Studio Space CC15 Banner, weave some queer magic, or just relax and have some right brain fun! The amazing ASS staff of Tamara Galinsky, Ilene Goldstein, Rachael Shannon and Jessica Vondyke will be on hand to assist you with your whimsical and creative endeavors. Come on by!

## Day Long Institutes 9:00 AM – 6:00 PM

The National LGBTQ Task Force proudly presents a robust program of 23 Day Long Institutes at Creating Change. All Institutes presentations are 9 AM – 6 PM on both Wednesday and Thursday.

### Relight the Fire: Bringing the LGBTQ and HIV/AIDS Communities Back Together, Building Leaders for a Reunited Movement *NEW THIS YEAR!*

Gay, bisexual and other men who have sex with men are still highly and disproportionately impacted by the HIV epidemic. Specifically, young men of color continue to make up a large portion of the new infections each year. In response, AIDS United is pleased to offer this Day Long Institute that will focus on strengthening the connection, shared mission, and effective alliances between HIV/AIDS and LGBTQ organizations and communities. Relight the Fire will be a highly interactive experience seeking to engage young men, in particular, who are interested in working more effectively to reconnect the LGBTQ and HIV/AIDS movements. During the course of the institute we will share stories and strategies, strength-

en our understanding of the issues, forge stronger alliances and harness the power of our efforts. We will also share our skills in such areas as: community mobilization, coalition building, public education, strategic partnerships, cross-movement work and messaging. Finally, we will provide information about the historical relationship between LGBTQ and HIV/AIDS movements, including the contributions of people of color. So come out to our institute, build and strengthen your leadership skills, and let's work together to reinvigorate the LGBTQ movement around ending the HIV epidemic. Make your voice heard in shaping and reuniting the movements!

**Co-facilitators: Yolo Akili Robinson of AIDS United; Charles Stephens of the Counter Narrative Project.**

### Embodied Leadership: Transformational Practices for the Fierce Urgency of Now *NEW THIS YEAR!*

Is it possible to see activism and social justice work as an opportunity to embody sustainability for ourselves and those around us? What does it mean to actually embody the justice and liberation we are seeking in the broader world? This highly experiential institute will offer a framework, specific transformational practices, and an opportunity for application and reflection.

**Faculty: Shannyn Vincente, Sage Hayes and Claudia Horwitz and others.**

### More \$\$\$, More Power: Lead the Way to Fundraising Success *NEW THIS YEAR!*

Whether you are a beginner or a seasoned fundraiser, raising money from community members, neighbors, family, and other stakeholders can be one of the most rewarding strategies your organization or group uses for LGBTQ liberation! Join us for a Day Long Institute to build grassroots fundraising power.

Let's come together and build values-based skills for raising money:

Share our personal stories about money and how these impact our values, attitudes and skills regarding asking people for money

Recognize how asking people for money can be relationship building as well as grow your volunteer base!

Why direct asking is the #1 most effective way to raise funds for anything

Build lists from people you know or have already given to your organization, write scripts and explore who to ask and when to ask

Practice the components of a strong ask

Strategize about how to build out a fundraising program by building a team of volunteers & board members who know how to ask for money and ask often.

**Faculty: Kathleen Campisano, Malcolm Shanks, Justin Lemley, and Saurabh Bajaj, all staff of the National LGBTQ Task Force**

### WE BE FIERCE! Queer & Trans Youth of Color Rise Up! NEW THIS YEAR!

This Day Long Institute is about how we support and center the leadership of LGBTQ Youth of Color in our organizations and movement for racial and economic justice. This institute is led by queer and trans youth of color organizers. This institute is for queer and trans youth of color and adult allies working with queer and trans youth of color while organizing for racial and economic justice. This is a space for youth organizers to share strategies and challenges in their work and build resiliency with other young leaders while adult allies/supporters listen to the needs of the youth in the movement.

This institute will take place in two parts:

**Part 1: WE BE FIERCE!** Youth and adult allies will have the opportunity to meet in separate spaces to hold interactive discussion on needs, challenges, and best practices for centering the leadership of youth in organizing for racial and economic justice.

**Part 2: Queer & Trans Youth of Color Rise Up!** We will delve deep into skill-building for powerful and impactful youth organizing that is by and for queer and trans youth of color. FIERCE will share our new organizing model and campaign planning practices through youth led workshops and fun activities.



### Practice Spirit, Do Justice Day Long Institute: Anti-Oppressive Spiritual Care for Activists of Faith

Sponsor

**E. Rhodes and Leona B. Carpenter Foundation**

Those of us who care about justice find ourselves in painful and unsettling times—yet with unrest comes the potential for change. To stay in the struggle for the long haul, we need care—both as individuals and as communities. So often, just when we are at the tipping point of change, we become too exhausted and burn out, having worn ourselves and our communities to the bone. As spiritual people we are poised to provide care, yet we need to be intentional about the care we offer ourselves and our communities. We need to understand self-care and communal care as an integral part of social justice work, and we need to build the skills that it takes to engage

in spiritual and pastoral care in the face of dynamics of privilege, trauma, and marginalization. This year's Practice Spirit, Do Justice Day Long Institute will offer a communal space for experiencing care and sharing practices informed by our many varied experiences, identities, and spiritual backgrounds. Together we will wrestle with hard questions and co-create anti-oppressive spiritual and pastoral care. Come and bring the practices that help you heal and sustain you, come with an open heart and mind to learn the practices and wisdom of others, come desiring to create ongoing community.

**Coordinators: Lynn Young and Teo Drake**

### Advancing LGBTQ Youth Mental Health and Well-Being: Building Capacity in Our Communities

How can we empower youth to bring their whole selves when accessing care and services when faced with so many barriers? Through interactive participation, attendees will learn from a macro to micro perspective how oppression, stigma and policy affect our ability to serve the mental health needs of LGBTQ\* youth. Participants will identify and confront the intersections between LGBTQ\* mental health, other disparities and forms of oppression, and policies affecting mental health access to create a framework for creating individual and collective action. Participants will have the opportunity share their own experiences and learn from their fellow participants' experiences regarding strategies to create local, state, and regional change to better serve the needs of LGBTQ youth. Participants will work together to identify new strategies to engage schools, mental health organizations, and local advocates in providing LGBTQ youth mental health resources, and develop plans to create measureable and sustainable change.

**Presented by: Staff of the Trevor Project**

### From Stonewall to Stop and Frisk: Policing and criminalization of LGBTQ communities

This Institute will explore the current moment and historical legacy of policing and criminalization of LGBTQ communities. "Policing" comes in many different forms. Policing appears as a larger systemic structure of control and violence against the self determination we seek over our bodies. Participants will discuss patterns of policing, police violence and criminalization of LGBTQ communities across the country. The Institute will highlight various campaigns and organizing models across the country to provide resource sharing and tools for participants to organize against policing and criminalization in their communities.

**Organized by: BreakOUT!, Lambda Legal, the National Coalition of Anti-Violence Programs, Native Youth Sexual Health Network, PrYSM, and Street-wise and Safe**

**LGBTQ Campus Resource Professionals Institute**

The Institute, sponsored by the Consortium of Higher Education LGBT Resource Professionals (the Consortium), provides professional development, skills building, and networking for those who have professional roles supporting LGBTQ people on college and university campuses. The Institute, intersectional in nature, is grounded in anti-racism and social justice principles and focuses on access, inclusion, and equity for LGBTQ students and employees in higher education. This session is designed for those who engage in, or plan to engage in, LGBTQ work on college campuses. The Institute is for Consortium members with limited space for nonmembers who are interested. To learn more about the Consortium, please visit our website at [www.lgbtcampus.org](http://www.lgbtcampus.org).

**The Ally Institute**

Do you want to practice how to respond to comments like “That’s SO gay” in the office? Learn about the importance of bringing gender-neutral restrooms to your campus? Engage in role-playing scenarios around challenging audience questions? Share self-care and collective care tips? The Minnesota GLBTA Campus Alliance presents the fifth annual Ally Institute at Creating Change. Designed for new and seasoned allies to and within Lesbian, Gay, Bisexual, Trans, Queer, Intersex, and Asexual (LGBTQIA) communities, the Ally Institute aims to create a brave space for all those interested in gaining knowledge and skills related to gender and sexual diversity while giving participants an opportunity to ask the questions and have the conversations they know they need but don’t always know how to get. Participants from all identities will consider how allies dedicated to the work of collective liberation movements can help create inclusive and accessible environments in the different positions where they live, work, play, and worship. Through a mix of facilitated activities, skill sharing, small group work, and arts and crafts, attendees will learn key concepts for understanding and educating about LGBTQIA communities within a social justice frame and will be given opportunities to develop new advocacy tools, helping them become more effective change agents in all areas of their life.

**Presenters: Michael Grewe, (He/him/his), Director of LGBTQIA Student Services, Augsburg College, Lead Trainer, MN Campus Alliance; Brad St. Aubin, (He/him/his) Student Ally Trainer, Augsburg College; Jen Parshley, (She/her/hers), Chair & Lead Trainer, MN Campus Alliance; Koal Williams, (Ze/Hir/Hirs) Co-President of Queer Pride Alliance and Student Ally Trainer, Augsburg College; Duina Hernandez, (She/her/hers), Treasurer of Queer Pride Alliance, Student Ally Trainer, Events Coordinator for Students for Racial Justice, Augsburg College; Monica Saralampi, (She/her/hers), PhD Student in Sociology, University of Minnesota, Lead Trainer, MN Campus Alliance**

**Student Leader Institute/Campus Pride**

Take action to queer up your campus with Campus Pride. This Day Long Institute focuses on giving college students tools to make an impact on their campus. Join us for a day of tool sharing, challenging dialogue, and intersectional justice. Learn from fellow students and take away practical tools on coalition building, leadership, and campus-wide engagement. Take away resources like the Campus Pride Index, the Trans Policy Clearing House, Stop the Hate, and many more!

**Organized and presented by: Campus Pride**

**YouthLink Institute: Moving It to the Next Level**

This Institute, sponsored by CenterLink: The Community of LGBT Centers, is a youth-led, adult supported session designed to take a critical look at the major issues facing LGBTQ youth across the country and how those issues are being addressed in the movement. This interactive workshop will feature LGBTQ youth centers and supporters who will share their personal experiences, programs and ideas with attendees, as well as lead interactive group discussions and break-out sessions about oppression, identity, raising awareness on local, regional and nationwide advocacy and policy issues. This program is designed to tap into the experiences, needs and skill sets of young people working in and with LGBTQ community centers, with an intersectional focus on youth empowerment, and working toward systematic change. Follow the discussion at #YLCC15.

**Organized and presented by: YouthLink, Safe Schools Action Network, BAGLY, Hetrick-Martin Institute, Center for Artistic Revolution and Advocates for Youth**

**Working WITH Youth: A youth-centered approach to integrating the needs, experience and the expertise of queer and trans young people in movement work**

This advanced Day Long learning Institute is aimed at training adults who want to increase their individual and/or organizational capacity to effectively mobilize, engage and collaborate with queer and trans young people. We will highlight research and explore initiatives related to LGBTQ youth leadership development, introduce tools to assess organizational readiness for - and consider approaches to - increasing individual, organizational and system-wide capacity to do long term movement work that includes queer and trans young people.

**Organized and presented by: Daunasia Yancey and Jessica Flaherty, staff members of BAGLY: The Boston Alliance of LGBTQ Youth, a youth-led, adult supported organization**



## Sexual Rights Are Human Rights – Let's Claim Them!

Pleasure. Desire. Sex. Sexuality. Where do these fit in the sexual freedom movement? Where does sexual freedom fit in the human rights movement? And why are pleasure and desire so rarely discussed when we're working to secure our human rights? We're going to fix that right here as we make space in the conversation for pleasure and desire! While the movement for dignity, equality, and justice—human rights—is growing, sexual rights remain at the margins. But no more! Using the International Planned Parenthood Federation's (IPPF) Sexual Rights Declaration as an anchor, we will explore topics such as reproductive choice and health, family rights, gender identity, economic justice, freedom from state and religious violence, the role of the state/government in ensuring and protecting sexual rights, and certainly, our right to experience and claim pleasure as central to our sexuality. Through a series of group activities and collective discussions, as well as hands-on exercises, the Institute will equip participants with the knowledge, language, and skill set to enter and reshape the national discourse, to build alliances with other social justice issues, and to reclaim sexual freedom, both personal and political, as their human right.

**Presented by: Woodhull Sexual Freedom Alliance and the US Human Rights Network**

## Executive Directors/CEO Institute

This year's Institute involves both presentations and interactive small and large group sessions of relevance to nonprofit E.D's/CEO's. Topics will include: (1) a legal update on the freedom to marry followed by a group discussion on what the pace of this progress means for our organizations and our movement, its ramifications on fundraising, and the likely backlash by right wing extremists; (2) a session on the basics of strategic planning and examples of different approaches to annual and long-term planning; (3) small group breakout sessions based upon various "demographic" factors among the people and organizations present; (4) a participant roundtable for productive group problem-solving and mentoring; and (5) a networking lunch hosted by the co-convening organizations. Come prepared to share your own best and worst practices stories! This session is specifically for nonprofit Executive Directors/CEO's only.

**Faculty: Lorri L. Jean, Los Angeles LGBT Center; Kate Kendell, National Center for Lesbian Rights; Terry Stone, CenterLink; and Lance Toma, Asian & Pacific Islander Wellness Center.**

## AAPI Focus: Building a Queer AAPI Movement

Join this movement-building Day Long Institute for Asian American, South Asian, Southeast Asian, and Pacific Islander (AAPI) LGBTQ people. Network with LGBTQ AAPI activists from around the country. We will discuss concrete ways to overcome barriers, leverage resources, and create models for more effective LGBTQ AAPI organizing. Learn strategies to advocate for public policy issues, increase visibility, and counter homophobia and transphobia in the larger AAPI community and racism within larger LGBT movements. Gain an understanding of Asian American, South Asian, Southeast Asian, and Pacific Islander queer communities in the U.S. and the intersections between social justice movements that engage them. You will leave with a better understanding of the multiplicity of our communities across gender, nationality, and religion and how this affects our ability to build a national movement. **This Institute is intended only for Asian American (including South Asian and Southeast Asian) and Pacific Islander attendees.**

## The Black Institute: What Does Equality and Justice Mean to You?

Black LGBTQ and same-gender loving (SGL) people too often face harsh realities that are unique to living at the intersection of our racial and LGBTQ identities. Heightened health disparities, targets of the school-to-prison pipeline, and lack of employment opportunities are just a few of the realities that define the Black LGBTQ/SGL experience. In order to move forward and mobilize a movement that is "For Us, By Us," we must take the time to define what justice looks like for us in modern American society. We will come together and explore how we mobilize our community to stand together to speak truth to power and move forward as a united force for positive change for Black LGBTQ/SGL people. We will create tangible next steps for an innovative and life-changing movement for equality, equity and justice at the Institute.

**Organized and presented by: National Black Justice Coalition**

## Unión Equals Fuerza: Latino Institute

We invite you to participate in a unique opportunity to ignite change. Unión Equals Fuerza: Latino Institute is a full-day gathering that addresses lesbian, gay, bisexual and transgender (LGBT) issues affecting Latina/o communities. Join diverse groups of LGBT Latinos/as and allies from across the country to foster supportive relationships and build each other's capacity to advance LGBT Latina/o activism. Unión=Fuerza is dedicated to ending LGBT prejudice, increasing understanding about sexual and gender diversity in Latino communities, and improving the quality of life for LGBT Latinos and our families. Unión=Fuerza is the only annual national LGBT Latina/o

day-long training organized by and for LGBT Latinas/os in a bilingual and culturally competent space. Join us for life changing conversations, update each other on the most pressing issues for our communities, and jump into the latest skills-based training for organizers! The space allows for a Latina/o social and cultural celebration of our rich identities in queer inclusive spaces. Attendees include community advocates, nonprofit leaders, students, academics, government officials, politicians, artists, media producers, and more! This is the third annual Latino Institute, which brought together over 250 LGBT Latinas/os and allies from 20 states and 40 Latino and LGBT inclusive organizations in 2014. The Latino Institute planning committee is co-chaired by Lambda Legal and LULAC in collaboration with representatives from over 20 LGBT and Latino serving organizations. This is a bilingual Spanish and English training. Get involved at [www.UnionFuerza.org](http://www.UnionFuerza.org)!

### **Elder Institute: What's Your Story? Passion, Elder Activism and Movement Building**

LGBT elders are engaged in local and state advocacy struggles and serve as powerful spokespeople to educate the broader public about pervasive discrimination in employment, housing, public accommodation, education, medical care, and other aspects of their lives. Hear from LGBT activists and providers about how they work to build an age-inclusive activist movement, raise awareness, and advocate for change in their communities. Through interactive group workshops, storytelling and panels, audience members and presenters will share how they tackle issues of primary importance to LGBT elders and elders of color. A highlight of the Elder Institute will be a storytelling segment featuring the "Telling Your Story" group for LGBT older adults from the SAGE of the Rockies program at the GLBT Community Center of Colorado. In this segment, attendees will learn how to replicate a variety of successful storytelling initiatives in your community.

**Hosted by: SAGE (Services and Advocacy for Gay, Lesbian, Bisexual and Transgender Elders) and facilitated by Serena Worthington, Director of National Field Initiatives for SAGE. Speakers from AARP; Alzheimer's Association of Colorado; Area Agency on Aging, Denver Regional Council of Governments; Jefferson County Department of Human Services, Community Assistance Division; National Senior Citizens Law Center; SAGE Central Virginia; SAGE Cleveland (Ohio); SAGE Metro Portland (Oregon); SAGE Metro St. Louis (Missouri); SAGE Raleigh (North Carolina); and Telling Your Story Group, SAGE of the Rockies at the GLBT Community Center of Colorado**

### **Desire Mapping Institute**

As our ancestor and movement trailblazer Audre Lorde wrote famously – the erotic is power! Sex isn't 'beside the point' in our activism, it is the bedrock of our authentic selves, and one of the critical sources of strength that our enemies would have us betray and deny. Desire Mapping is a dynamic tool for sexual liberation that hinges on the idea that until we can claim our authentic desire – and not simply capitulate to or parrot the 'wants' that others have designed and approved for us – we cannot seek justice and re-make the world in the radical, generative ways that we must. In fact, the more we bury and deny our erotic truths, the more our vision for true liberation falters.

For the past 6 Creating Change Conferences, a glittering faculty of queers of many ages, genders, races, sexual orientations and sexpressions have come together to create a unique, transformational interactive workshop. We are inspired by the hundreds of people who have taken a Desire Mapping workshop and reported breathtaking changes in their lives – whether pursuing a desire they didn't believe they deserved to act on, venturing into new territory with a lover of many years, or telling the truth on a first date. We are also amazed by the work we have been able to do together in the wake of Mapping – challenging narrow visions of queerness in our organizing work; pushing back on oppressive behaviors in our workplaces, families, and in our broader work for justice; trying new things out when our fears had held us back.

Join us for the Day Long Desire Mapping Institute. Come to uncover or recover some part of yourself you've left behind; come to share or be silent; come and be amazed and buoyed by the strength and the courage of your peers.

**Faculty: Jaime M. Grant, Global Trans Research and Advocacy Project, Desire Mapping Founder; Amelie Zurn, therapist, Mapping Co-Creator; Ignacio Rivera, Global Trans Research and Advocacy Project, Sex Activist; Kenyon Farrow; Debanuj DasGupta; Andrea Jenkins; Harper Jean Tobin; Cary Alan Johnson**

### **From the School Board to Capitol Hill: Creating Change Through Policy to Build Safer Schools**

The policy landscape has shifted dramatically since GLSEN began advocating for safe, supportive and inclusive school policies nearly two decades ago. Nineteen states and the District of Columbia now have anti-bullying policies that include sexual orientation and gender identity, and thirteen have non-discrimination policies protecting LGBT students. But we still have a long way to go. The majority of states still do not have state-wide inclusive policies, many that do face challenges implementing them effectively, and Congress has been slow to act on

the national level. Advocates are essential in the fight to pass and implement effective policy solutions to create safe schools nationwide. Participants in this Day Long Institute will review the current policy landscape, examine case studies of passage and implementation of state-level legislation, identify the locations with the greatest opportunities for action, and discuss specific strategies to contribute to the safe schools movement.

**Organized by: GLSEN, the Gay, Lesbian & Straight Education Network**

### Digital Strategy Training Institute

At the sixth annual Digital Strategy Training Institute (DSTI), you will spend a day hearing from experts about the latest digital tools and online advocacy strategies that you can incorporate into your work, how to find social media tools that are appropriate for your budget, how to stay on top of the latest new media trends, and how to successfully implement them at your organization. See [www.glaad.org/dsti2015](http://www.glaad.org/dsti2015) for more information.

**Organized and presented by: GLAAD, Purpose, and UltraViolet**

### Bisexual Organizing Institute

In 1991 June Jordan, a black bisexual theorist and poet, called the bisexual movement a “mandate for revolutionary Americans planning to make it into the twenty-first century on the basis of the heart...consecrated to every struggle for justice, every struggle for equality, every struggle for freedom.” The bisexual community embraces intersectional dialogues and continues to work toward a world with safe spaces for every person. This year we’ll look back at recent successes in bisexual\* parity and inclusion, while also looking forward to what’s next. Participants will interactively engage with organizers from BiNet USA, The Bisexual Resource Center, and The BiCast and will walk away with the tools and techniques that helped make campaigns like “Lifting the Google Block,” “#BiHealthMonth,” and “Bisexual Inclusion at NYC Pride” successful instances of bisexual, pansexual, fluid, and queer inclusion.

### Transgender Self-Empowerment: Building Communities for Resilience, Safety, Health, and Life

Transgender people experience systematic unemployment and underemployment, discrimination, harassment, violence, and murder at alarming rates. Ninety percent 90% of transgender people surveyed in Injustice at Every Turn, the national survey conducted by the National LGBTQ Task Force and the National Center for Transgender Equality, reported experiencing harassment, mistreatment, and discrimination. In the same survey, 19% reported being denied a house or apartment and 11% reported being evicted from a home or apartment

because of their gender expression/identity. Fifty-three percent reported being harassed in places of public accommodations which includes restaurants, bathrooms, buses, airplanes and trains. Forty-one percent reported not having identification that matched their gender identity. Over one-fifth of those who interacted with police reported harassment. This anti-transgender bias puts transgender people at great risk in society and places transgender people’s health and economic, emotional, and physical well-being at risk, while significantly lowering life expectancy. The pervasive negative impacts of this anti-transgender bias coupled with structural racism have been especially devastating for transgender people of color and has caused transgender woman of color, particularly black transwomen, to be murdered on our streets with seeming impunity.

In this Day Long Institute, we will explore community building across race, class, and cultural barriers to assist both individuals and the community at large in being resilient in the face of systematic oppressions and violence. We will unpack different community building models traditionally used outside the LGBT community and others. The hope and intent is to be practical as well as about sharing analysis and ideas so that there are “take aways” for everyone to improve community building.

**Organized by: Kylar Broadus, Senior Public Policy Counsel, Trans Civil Rights Project, National LGBTQ Task Force. Presenters: Cecilia Chung, Transgender Law Center; Milan Alexander, Break-OUT; Bamby Salcedo, Trans Latina Coalition; Elliot Fukui, Audre Lorde Project; Danny Kirchoff, Transgender Law Center; Arianna Lint, SunServe; Andrea Jenkins, Senior Policy Aide for Minneapolis City Councilmember Elizabeth Glidden and Trans People of Color Coalition; Mara Keisling, National Center for Transgender Equality; Kris Hayashi, Transgender Law Center; Raffi Freedman-Gurspan, National Center for Transgender Equality; Tiq Milan, GLAAD; and Gabriel Foster, Trans Justice Project.**

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## AFTER 6:00 PM RECEPTIONS AND EVENTS

### David Bohnett CyberCenter Reception Katie Mullen’s Irish Restaurant (inside the Sheraton) 6:00 PM - 7:30 PM

The reception is for LGBT Community Center leaders who already host a David Bohnett CyberCenter or for LGBT Community Center leaders who want to learn more. Come share experiences, network and talk to other David Bohnett CyberCenter folks.



**Evening Receptions & Events  
Thursday, February 5**

**12 Step/Recovery Meeting**

**6:30 PM • Plaza Court 8**

Keep your recovery going at Creating Change!

**First Timers' Orientation**

**7:00 PM**

First time at Creating Change? Feeling a bit overwhelmed by the amount of information that you need to quickly digest in order to make good choices about how to spend your time? Want some help? Come to the First Timers' Orientation session with the Conference Director to get your questions answered by the expert!

**Welcome to Denver Reception**

**7:00 PM – 8:00 PM**

**Plaza Ballroom Pre-Function Area/Exhibit Space**



Mix and mingle in the conference exhibit area. Complimentary appetizers and cash bar. Sponsored by VISITDenver.

**OPENING PLENARY**

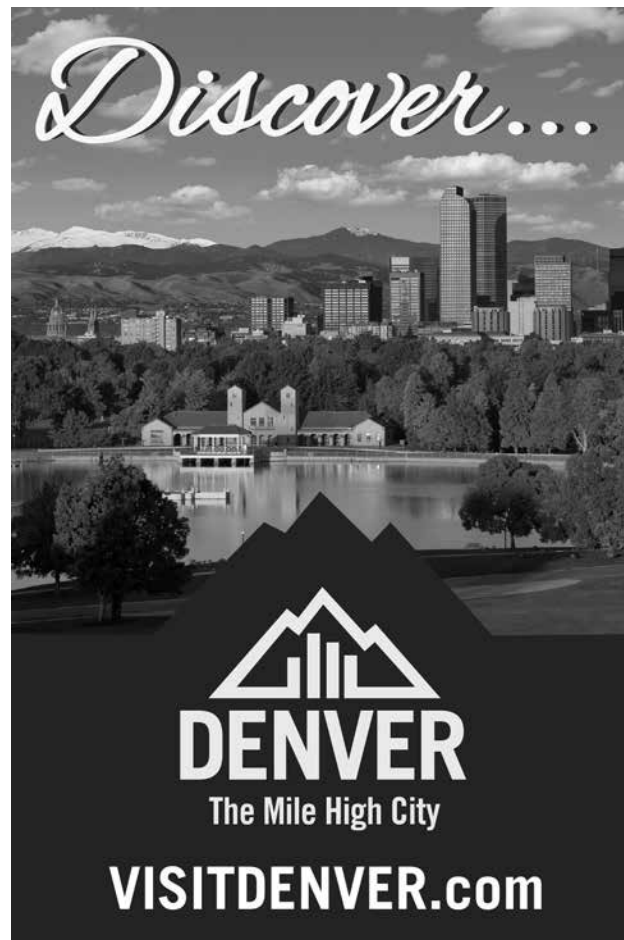
**8:00 PM • Plaza Ballroom**

**Welcoming Remarks: The Honorable Michael B. Hancock, Mayor of Denver**  
**Keynote: Ferguson On Our Minds with Rinku Sen and Rashad Robinson**

**The Opening Cruise**

**Immediately Following Opening Plenary**

The Opening Cruise, immediately after the opening plenary, is for Creating Change attendees who are interested in meeting and/or hooking up with others at the conference. We are excited to add a cash bar at the entrance this year! For folks who say: "I wish I had met you earlier in the conference!" You now have no excuse; this is your opportunity. We invite those who are "available" to attend and encourage the strong Creating Change Poly/NM contingent to come out in force! This Opening Cruise is an extravagant welcome to come and enjoy the great diversity of available, brilliant, adventurous Creating Change-goers. Using a modified speed-greeting format, the Opening Cruise will offer a chance to meet the multitudes of people in the room through quick introductions and fun questions. Then small group conversations based on identity, age, and interest will be developed, providing an opportunity to talk more with individual(s) that caught your attention, ask questions, share interests, swap contact info, hook up, network and/or organize across the room and across the country. Participation is flexible and everyone is welcome to attend inclusive of all identities and life experience. Program hosts will be on hand to facilitate the event, answer questions, and help with resources.



New *from* Duke University Press

# TSQ Transgender Studies Quarterly

*We're changing gender.*

Taking “transgender” as a broad starting point for interdisciplinary critical and social analysis, *TSQ* seeks to explore the meaning and function of gender, sex, sexuality, embodiment, and identity in ways that have not yet been fully addressed by previous feminist and queer scholarship.

\* *Postposttranssexual: Key Concepts for a Twenty-First-Century Transgender Studies* (1:1/2)

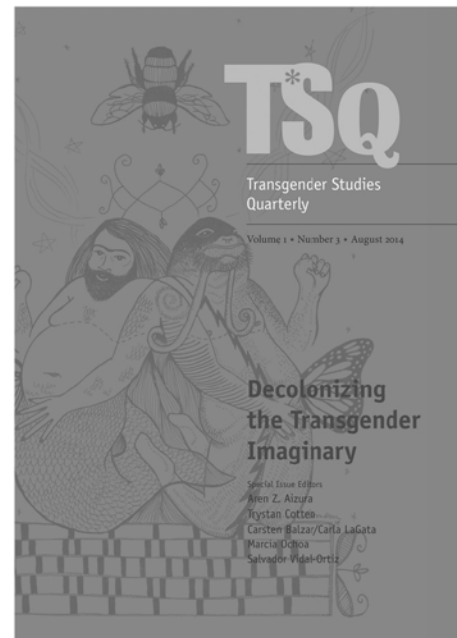
Comprising eighty-six short keyword essays, the inaugural issue of *TSQ* assesses where transgender studies is now and where it is going. \$18

\* *Decolonizing the Transgender Imaginary* (1:3)

This issue asks what kinds of politics might emerge from challenging the assumption that biological sex—or the categories “man” and “woman”—is stable and self-evident across time, space, and culture. \$12

\* *Trans Cultural Production* (1:4)

This issue seeks to analyze the current state, history, and significance of expressive forms of cultural production as they relate to trans subjects. \$12



*Paisley Currah and Susan Stryker, editors*

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Affirming Sexual Freedom as a Fundamental Human Right

**AUGUST 13-16, 2015 #SFS15**



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- Follow us on Facebook and Twitter for updates about next year.

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We can't wait to get together again!





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*Wishes the National LGBTQ Task Force  
a successful conference*

NIGHT OF A THOUSAND  
**Gowns**



*to benefit*

**THE CENTER**  
THE LESBIAN, GAY, BISEXUAL &  
TRANSGENDER COMMUNITY CENTER

**NATIONAL LGBTQ TASK FORCE**

**SATURDAY, APRIL 11, 2015**

*Marriott Marquis Hotel, Times Square NYC*

HONORARY CHAIR

*Dionne Warwick  
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MIDNIGHT CORONATION OF

*Emperor XXIV Opi N Yated &  
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## 12 Step/Recovery Meeting

7:00 AM • Plaza Court 8

Keep your recovery going at Creating Change!

## Morning Yoga!

7:30 – 8:30 AM • Plaza Ballroom Section D

Start the day with embodied leadership! This one-hour class includes physical practice (asana) and meditation. It is accessible and appropriate for those who are completely new to yoga as well as those who have been practicing for awhile. All bodies, gender expressions, levels of flexibility and abilities are heartily welcome!

**Leader: Claudia Horwitz**

## Art Studio Space – CC15

Governor's Square 17 • 9:00 AM – 6:00 PM

Creating Change is thrilled to welcome you to Art Studio Space - Creating Change. Our creative expressions foster and reflect individual visions within our communities, through the banners we carry, the logos we brand for our organizations and the art we hang on our walls. Art Studio Space - CC15 is a collaborative space in which we draw, paint, glue, sew, and weave our own personal experiences within the LGBTQ movement. The possibilities are endless! Bring your artistic LGBTQ awesome selves to the Art Studio Space CC15 Banner, weave some queer magic, or just relax and have some right brain fun! The amazing ASS staff of Tamara Galinsky, Ilene Goldstein, Rachael Shannon and Jessica Vondyke will be on hand to assist you with your whimsical and creative endeavors. Come on by!

## Love Yourself!

### Get Tested at Creating Change!

Aspen Room, Tower Building, Mezzanine Level

9 AM – 4 PM

Denver Public Health offers free HIV/STD testing at Creating Change. Take advantage of this opportunity to take care of yourself by learning your status. We can defeat HIV/AIDS with testing and treatment. Let's do it!

## ACADEMY SESSION 1

9:00 AM – 12:15 PM

All Academy Sessions 3 Hours

### Shutting Them Down: Direct Action & You

This workshop seeks to demystify and train activists on the role of Nonviolent Direct Action. Get skills and knowledge to begin thinking about direct action and its role in the issue based campaigns you are running.

**Presenters: Robby Diesu, DC Action Lab/ Washington Peace; Amelie Zurn-Galinsky**



## Practice Spirit, Do Justice: Faith in Action, More than Welcoming

Your congregation is welcoming to LGBTQ people who come to worship! Great job! How can you do more to be visible and become strong allies of faith to LGBTQ people? How can LGBTQ people be proud as people of faith when there is still a pervasive anti-faith sentiment in LGBTQ communities? Learn skills, attitudes and knowledge about what, how and when to bridge these gaps with intentional conversations and a vibrant visibility plan.

**Presenters: Kathleen Campisano and Malcolm Shanks, National LGBTQ Task Force; Alex Shanks, Reconciling Ministries Network**



## Practice Spirit, Do Justice: Building an Inclusive Church

This workshop will help you design and implement a process for your congregation to publicly and intentionally welcome people of all gender identities and sexual orientations. Building an Inclusive Church equips you with ways to create dialogue, deepening relationships throughout the congregation rather than sparking debate and division. Participants will have opportunities to engage through a mix of presentation, hands-on practice, and small group discussion. Many of the tools you will learn come from faith-based relational organizing, such as the one-to-one visit and strategic storytelling. Grounded in scripture and discipleship, this training allows you to explore your own Christian call to hospitality and evangelism. If you are currently in a welcoming process, if you are thinking about starting a welcoming process, or if you fear what would happen if you began openly discussing a welcome to lesbian, gay, bisexual, and transgender people, this training could be for you!

**Presenters: Deb Peevey and David Lohman, Institute for Welcoming Resources, National LGBTQ Task Force.**

## Live Long and Prosper in the Movement

How can we change a culture that says self-care is a luxury and make it a priority for everyone? What stops us from taking care of ourselves? Are you the only person of color, trans and/or queer person in your organization? Can you see yourself in the movement fifteen or even two years from now? Join this session to explore barriers to our sustainability and identify tools for self-care to implement in our daily lives.

**Presenters: Virginia Escobar and Ella Barrett, Leadership LAB of the Los Angeles LGBT Center**



### How to Build + Sustain a Rock Star Staff

Our organizations are only as good as our talent! Learn how to hire superstars, avoid hiring regrets, and implement key development techniques to grow leadership, capacity, and confidence (including a deep dive on feedback as a development tool). This interactive workshop will consist of rounds of short presentations of core concepts followed by hands-on application, brainstorming, self-reflection, small group discussion and role plays.

**Presenter: Bex Ahuja, The Management Center**

**WORKSHOP SESSION 1 & 2**  
**9:00 AM – 12:15 PM**  
3 hour session

### LGBTQ Fundraising Forum

**Fundraising • Intermediate**

This workshop, specifically designed for those who fundraise for LGBTQ organizations (Executive Directors, Development Directors, Development Coordinators, Board and Committee Members) will focus on how we can best raise funds for our organizations.

**Presenters: Alyssa Mutryn, Director of Development, The Attic Youth Center, Philadelphia, PA; Michael Pomante, Director of Development, William Way Community Center, Philadelphia, PA; Samantha Giusti, Executive Director, Delaware Valley Legacy Fund, Philadelphia, PA; Perry Monastero, Director of Development and Marketing, Mazzoni Center, Philadelphia, PA**

**WORKSHOP SESSION 1**  
**9:00 AM – 10:30 AM**

### Survivors of Violence Engaging Media

**Anti-Violence, including Sexual Assault and Domestic Violence • All Audiences**

Through the NCAVP created toolkit, "Supporting LGBTQ Survivors of Violence Engaging with the Media" participants will learn to increase survivor safety via informed survivor decision-making. Participants will learn key considerations when providing support for survivors of violence engaging with media, explore current practices when supporting survivors, and connect with others with expertise in supporting survivors of violence.

**Presenters: Lisa Gilmore, Founder, Illinois Accountability Initiative, Chicago, IL; Rev. J Zirbel, Rainbow Community Cares, Raleigh, NC; M.E. Quinn, Director of Organizing and Education, The Network/ La Red, Boston, MA**

### Building Community & Resisting Biphobia

**Bisexual Community & Issues • All Audiences**

This workshop is: a way to affirm our biness; celebrate the intersection of identities and acknowledge that we have a range of experiences around our nonmonosexual & other identities; dialogue among bi folks to develop a vision of bi community!

**Presenters: Laura Amalija Mitchell, Organizer, Feisty Bis, Stanford, CA**

### Questions and Surveys and Climate Oh My!

**College Campus Issues and Organizing for I**

**Administrators • Intermediate**

What is your campus climate like for LGBTQ community? Would a member of the LGBTQ community feel comfortable on your campus? This program will cover current national climate and our own climate assessments done at NC State University. Understanding the need for a consistent and best approach to surveying perceptions is paramount. It will be interactive and cover information related to issues, the climate, recommended strategies, and available resources.

**Presenter: Justine Hollingshead, Assistant to the Vice Chancellor & Dean, NC State University, Raleigh, NC**

### Building Allyship on College Campuses

**College Campus Issues and Organizing for Students • Fundamentals**

Allyship can look different in different places. Join us in a discussion of how allyship looks like on college campuses. We will be exploring building allyship among straight students, as well as queer students for others within the LGBTQIA+ community. Participants will learn steps and consideration to build programs for building allyship for college campuses.

**Presenters: Dohyun Ahn, Graduate Assistant, University of Georgia, Athens, GA; Nick Gilbert, Graduate Assistant, University of Georgia, Athens, GA**

### Amplify Your Voice with LGBT Centers

**Community Centers • All Audiences**

This workshop will help attendees build relationships and form collaborations with LGBT Community Centers to increase outreach and advocacy into the communities they serve. Participants will learn how to expand their circle of influence by utilizing existing resources, develop collaborative programs that fit in with a Community Center's existing audience, and utilize this information to engage, educate, and energize people in their own communities.

**Presenters: Chris Rudisill, Director of LGBT Community Center Services, Metro Wellness and Community Centers, St. Petersburg, FL; Denise Spivak, Director of Member Relations and External Affairs, CenterLink, Fort Lauderdale, FL**



**Ademas de Queer- intersected struggles  
Community Organizing • Advanced**

A bilingual (Spanish/English) workshop that addresses the issues of low income LGBTQ immigrant and communities of color. We will discuss: how to work with the intersections of LGBTQ youth of color, immigrant and undocumented communities; how to create campaign plans that address their needs in school or in the street and the need of resilience against homophobia and transphobia (we will use as example Make the Road's campaigns); what are some next steps nationally to address the needs of LGBTQ immigrants, low income and people of color within our current political context.

**Presenters: Natalia Aristizabal, Lead Organizer, Make the Road NY, New York, NY; Bianey Garcia, Make the Road NY, New York, NY; Julian Padilla, Make the Road NY, New York, NY; Mateo Tabares, Make the Road NY, New York NY**



**LGBT Jewish Movement Building: Road Maps**

**Faith/ Practice Spirit, Do Justice • Intermediate**

LGBT Jewish Movement Building is growing. Queer Jewish clubs, grassroots orgs, non profits and communities are creating progress and changing the world. We will review what you want in a LGBT Jewish movement and what it should stand for. We will construct a road map to track where we're coming from, where we are and where we want to go as a movement. Be ready to work together on building strategies that best leverage the expertise and energy of our diverse communities. Join this open conversation to contribute your voice to the future of LGBT Jewish organizing and movement building.

**Presenters: Mordechai Levovitz, Executive Director, LMSW,JQY (Jewish Queer Youth), New York, NY; Halley Cohen, Executive Director, GLOE; Bear Bergman, Author, Performer, Activist**



**Online Strategies For Social Change**

**Faith/ Practice Spirit, Do Justice • All Audiences**

This workshop will explore the digital strategy of Believe Out Loud, an online network that empowers Christians to work for LGBTQ equality. Moving beyond social media 101, presenters will share how Believe Out Loud inspires members to take action through storytelling and dialogue across multiple online networks. Attendees will take an active role, reflecting on their own experiences as users of social media to better understand patterns of engagement and motivation in online settings.

**Presenters: Alison Amyx, Senior Editor, Believe Out Loud, New York, NY; James Rowe, Director, Believe Out Loud, New York, NY; Timothy DuWhite, Program Associate, Believe Out Loud, New York, NY**



**Building Trans Affirming Faith Communities**

**Faith/ Practice Spirit, Do Justice • All Audiences**

Increasingly mainstream congregations are undergoing processes of becoming welcoming and affirming and yet many trans\* and gender non-conforming people still report feelings of exclusion and invisibility. The problem is that our needs are often assumed to be the same as those of LGB people. Come to this workshop to learn simple ways to build radical welcome into programming, spiritual development and fellowship of worship communities that meets the needs of trans\* and gender non-conforming people.

**Presenters: Angel Collie, Program Officer, Metropolitan Community Church, Carrboro, NC; Vivian Taylor, Executive Director, Integrity USA, Boston, MA**



**LGBT Advocacy in the Evangelical Church**

**Faith/ Practice Spirit, Do Justice • All Audiences**

Recognizing both the profound personal pain of individuals and the need for creating systemic change in the evangelical and not-yet-LGBT-affirming Christian world, this interactive workshop will empower its participants to be a proactive change agent on behalf of LGBT people in Christian contexts. The workshop will involve participant storytelling, a survey of recent LGBT movements within the evangelical and non-affirming Christian world, and "real life" practice and advocacy tools in confronting obstacles to the full embrace of LGBT people.

**Presenters: Jess Deelgencia, Coordinator, API and Evangelical Program, Center for Lesbian and Gay Studies, Berkeley, CA**

**Health Research of LGBTQ Populations  
Health • Fundamentals**

This workshop will empower attendees to utilize research to promote the health of LGBTQ populations. Participants will learn about sexual orientation and gender identity disparities in health outcomes, describe evidence-based models for instituting health change through research, discuss data interpretation, and sources of data for analysis. Participants will practice these newly acquired skills in a small group setting. Attendees will leave the session with practical advice that they can use in research and advocacy situations.

**Presenters: Shilpen Patel, Professor, University of Washington, Seattle, WA; Sabra L. Katz-Wise, Ph.D. Research Scientist and Instructor, Boston Children's Hospital & Harvard Medical School, Boston, MA; Madina Agénor, ScD, MPH, Postdoctoral Research Fellow, Harvard School of Public Health, Boston, MA; Laura E. Durso, Ph.D, Director, LGBT Research and Communication, Center for American Progress, Washington, DC**

## LGBTQ Movement History

### History • Fundamentals

This workshop will provide a foundation in the history of LGBTQ movements from the timeframe of the mid-20th century C.E. to the present in the context of the United States, plus electoral, legislative, and judicial advances.

**Presenter: Dr. Warren J. Blumenfeld, University of Massachusetts/Amherst, South Hadley, MA**

## HIV Criminalization: My Body, Not a Crime

### HIV/AIDS • All Audiences

Thirty two states and two territories have HIV-specific criminal laws. Most of these do not require an intent to harm or to transmit HIV for a felony conviction; a third criminalize behavior that poses low-to-no risk of transmission; others use assault statutes to prosecute PLWH. Come talk with activists to hear where the fight stands; and leave with state-specific tools like model legislation, talking points, and fact sheets.

**Presenters: Meghan Maury, Policy Counsel, National LGBTQ Task Force, Washington, DC; Catherine Hanssens, Executive Director, The Center for HIV Law and Policy, New York, NY**

## Our Parents Are The Original Dreamers

### Immigration • All Audiences

Do you think organizing for LGBT and immigrant rights is tough? Come learn how a group of organizations, undocumented activists and elected representatives across New Mexico generated unprecedented community support for LGBT-inclusive immigration reform even in rural and conservative communities. Get the inside scoop on their winning strategy and the challenges they faced. Explore what's next for organizing at the intersection of LGBT rights and immigration reform, especially at the local and state levels.

**Presenters: Sean Thomas-Breitfeld, Co-Director, Building Movement Project, New York, NY; Adriann Barboa, New Mexico Field Director, Forward Together / Strong Families NM, Albuquerque, NM; Jacob Candelario, Senator / Majority Caucus Chair, New Mexico State Senate, Albuquerque, NM; Hector Avelano, New Mexico Dreamers in Action, Albuquerque, NM**

## Engaging the Globalized US Culture Wars

### International Issues • All Audiences

Do not be fooled by marriage equality victories! LGBTQ equality and reproductive justice movements still face significant threats from religious, political and cultural forces within the U.S. and around the world. As part of a global equality movement, U.S.-based activists would do well by asking, "How do we engage with the international effects of these U.S.-exported culture wars in principled, responsible, culturally-sensitive ways?" Please join us for

this critical conversation.

**Presenters: Kapy John Kaoma, Religion and Sexuality Researcher, Political Research Associates, Somerville, MA; Evelyn Schlatter, Deputy Director of Research, Southern Poverty Law Center, Montgomery, AL; Cole Parke, LGBTQ & Gender Justice Researcher, Political Research Associates, Somerville, MA**

## Beyond the Selfie #transyouth

### Media, Communications, and Messaging • All Audiences

This interactive workshop will feature exciting multi-media approaches to give transgender youth and their families real-life, easy to use tips and tools to be able to share their stories in the media while remaining safe and effectively connected with conflicted audiences to build support and acceptance for transgender young people. Learn how California's new law protecting trans\* youth sparked a wealth of knowledge about how to do it right. Hear best practices from communications experts, youth, and families. Then, put the tips into action!

**Presenters: Shanelle Matthews, Communications Strategist, Transgender Law Center; Kris Hayashi, Executive Director, Transgender Law Center; Rebekah Orr, Goodwin-Simon Strategic Research**

## Make It Happen: Working with a Coalition

### Movement Building • All Audiences

We all want to change the world, but in our movement, even the most radical of activists must navigate the complex world of coalitions, meetings, conference calls, group e-mails, and all of the other ways we connect if we're going to get the job done. Mary Morten, former mayoral appointee and Executive Producer/Moderator for THE AGENDA, and Jim Bennett, Chair of Illinois' marriage coalition and Midwest Director for Lambda Legal, will provide attendees with the tools and skills to move forward, accomplish great things and minimize the torture that can come in working with others—whether you're the leader or a participant.

**Presenters: Jim Bennett, Midwest Regional Director, Lambda Legal, Chicago, IL; Mary Morten President, Morten Group, LLC, Chicago, IL; Vince Pagan, Special Projects Coordinator, Morten Group, LLC, Chicago, IL**

## Board Service Skills for the Rest of Us

### Movement Building • All Audiences

Are you a current or aspiring board member for a non-profit organization? Join us for a workshop on effective board service: what it means, what challenges it can present, and strategies for dealing with those challenges. Do you feel your skills are uneven but unsure as to what to work on or how to do so? This panel will demystify board service, help participants on their way to making

themselves more effective board members, and provide a space for participants to share their own wisdom and experiences.

**Presenters:** Rose Hayes, Director, Google, San Francisco, CA; Melanie Rowen, Member Board of Directors, Transgender Law Center, San Francisco, CA

### From the Front Lines: Economic Justice Racial/Economic Justice • Fundamentals

MAP and CAP recently released a report with the Center for Community Change and the Center for Popular Democracy focusing on the financial harms that anti-LGBT laws create for LGBT people. This session will first highlight what we know about LGBT economic insecurity and then quickly move to a strategic conversation about what works and what doesn't in integrating economic justice work into LGBT movement work, as well as bringing LGBT voices into economic and racial justice work.

**Presenters:** Naomi Goldberg, Policy Researcher, Movement Advancement Project, Chicago, IL; Connie Razza, Director, Strategic Research, The Center for Popular Democracy, New York, NY

### Using Research to Create Change Research and Policy Analysis • All Audiences

The panelists, who come from the fields of Education, History, African American Studies, and Economics, will discuss how they design and carry out studies that can be used to better understand and improve the lives of LGBTQ people.

**Presenters:** Genny Beemyn, Director, Stonewall Center, UMass Amherst, Amherst, MA; John D'Emilio, Professor, Gender and Women's Studies, (retired) University of Illinois, Chicago, Chicago, IL; M. V. Lee Badgett, Director, Center Public Policy & Administration, UMass Amherst, Amherst, MA; Sue Rankin, Associate Professor, Education (retired), Penn State University, University Park, PA

### Beyond Bullying: LGBTQ School Pushout Schools and Education, Grades K-12 • Fundamentals

Bullying isn't the only issue facing LGBTQ students. Youth are being pushed out of the classroom and into the juvenile justice system—especially LGBTQ youth and youth of color. We'll look at the intersection of student pushout and bullying, and how to help all students get equal access to education opportunities.

**Presenters:** Jaspal Bhatia, Program Associate, Advancement Project, Washington, DC; Sarah Munshi, Public Policy Associate, GLSEN, Washington, DC; Ian Palmquist, Director of Leadership Programs, Equality Federation, Raleigh, NC; Jason Sinocruz, Staff Attorney, Advancement Project, Washington, DC

### Alternative Relationship Structures 101 Sexual Freedom • All Audiences

Ever wanted to know what polyamory meant and how it is different from nonmonogamy? As LGBTQ movements strive for society to recognize and embrace a spectrum of gender and sexual identities, the polyamorous/non-monogamous (poly/NM) communities are working to gain recognition and equity within these movements and build our own movement. This workshop is aimed at people who are interested in learning the basic fundamentals of alternative relationship structures including language, stereotypes, myths and facts.

**Presenters:** Robin Nussbaum, Member, Sexual Liberation Collective, Seattle, WA; Roan Coughtry, Member, Sexual Liberation Collective; Aaron Eckhardt, Training & Technical Assistance Director, BRAVO (Buckeye Region Anti-Violence Organization); Alba Onofrio, Member, Sexual Liberation Collective

### Ask an Asexual

#### Sexual Freedom • Fundamentals

What does it mean to identify as asexual, and why is it important to recognize 'asexual' as an identity? How does the asexual identity fit into the LGBT spectrum? This workshop will talk about asexuality, sexual attraction, romantic attraction, and the asexual identity. Participants will be encouraged to share their experiences and ask questions during an interactive group discussion.

**Presenters:** Kimberley Jackson, DO, Medical Director, Gender Identity Center of Colorado, Denver, CO

### Queer & Sexy Parenting

#### Sexual Freedom • All Audiences

Can you be queer and be a parent? Can you be a parent and have a fulfilling sex life? Where do the two connect and diverge? Come join this juicy conversation between parents who also happen to be queer, value sexual liberation and work for social justice. Through the sharing of our stories, our joys and our struggles, we hope to propel positive discussion/strategies. The workshop is aimed at those conference attendees who: may be parents, may be considering parenthood and/or may be living in communities with children. Open to all, we will address how issues of time, energy, resources affect our parenting, our queerness and our sexualities. How do we wrestle with and make manifest our own needs for adult expressions of passion, desire and embodiment while we vibrantly help our kids grow, launch and be themselves in these same arenas?

**Presenters:** Amelie Zurn, Queer Health Activist/Therapist, Task Force Volunteer, Silver Spring, MD; Trystan Reese Development Director, Immigration Equality, New York, NY; S. Bear Bergman, Story-Teller, Activist, Gender-Jammer, Flamingo Rampant, Toronto, ON; Andrea Jenkins, Artist, Poet, Activist, Purple Lioness Productions, Queens, NY



### **Color of Sports: Black Faces of Change** Sports • All Audiences

Athletes have taken over the LGBT narratives, but what happens to athletes when LGBT takes over the narrative of sports. In a first of its kind discussion between coaches, athletes and administrators in sports, from the Olympic level to college and professional, talk about life as LGBT people of color in sports.

**Presenters: Akil Patterson, Youth Programs Director, Athlete Ally, Baltimore, MD; Josh Dixon, US National Team member, US Olympic Training Center; L'eQuan Chapman; Miah Register, Johnson-Register Alliance; LZ Granderson**

### **I Woke Up Like This (Flawed)** Surviving and Thriving • All Audiences

"Caring for myself is not self-indulgence, it is self-preservation and that is an act of political warfare": Audre Lorde. Attendees will make connections between social justice and self-care so they can learn tools to commit political warfare.

**Presenters: Elicia Gonzales, Executive Director, GA-LAEI, Philadelphia, PA; Dr. Jayleen Galarza, Carlisle, PA**

### **The ENTIRE Trans Agenda in One Hour** Transgender Community & Issues • Intermediate

Okay, so we might not make it through the entire agenda in one hour, but we will get through most of it, including the racial/economic justice issues that the trans movement should be active in as well. The good news is that so many great people and great organizations have done so much great work in their communities that no one should have to reinvent the wheel. That is why we will also highlight the best resources out there for you to borrow from as you work in your community or state. Come ready to zoom through this stuff and have fun!

**Presenters: Lisa Mottet, Deputy Executive Director, National Center for Transgender Equality, Washington, DC; Raffi Freedman-Gurspan, Policy Advisor, Racial and Economic Justice, National Center for Transgender Equality, Washington, DC; Mara Keisling, Executive Director, National Center for Transgender Equality, Washington, DC; Andrea Bowen, Executive Director, Garden State Equality, Montclair, NJ**

### **Building LGBT Business Communities** Workplace • Fundamentals

Economic Equality is a critical component of the LGBT movement. By directly supporting LGBT businesses with our dollars and also supporting the development of local LGBT chambers of commerce we assist in moving equality forward. While we continue to push for important protections against discrimination in the workplace we must also strengthen the LGBT community by strengthening the LGBT business community. This session will discuss the various ways to advance LGBT equality through local orga-

nizing that supports broad LGBT economic development.  
**Presenter: Sam McClure, VP, Affiliate Relations/ External Affairs, National Gay & Lesbian Chamber of Commer, Washington, DC**

### **Mentoring: A Unique Support for Youth** Youth • All Audiences

Formal mentoring relationships can play a unique role in offering individualized support to LGBTQ youth. This interactive session overviews key research, describes effective mentoring practices, and highlights resources to plan new mentoring services.

**Presenter: Christian Rummell, Senior Researcher, American Institutes for Research, San Mateo, CA**

### **The Youth Perspective on Engaging Youth** Youth • All Audiences

This session will be a youth-led workshop teaching how to effectively engage and support youth. Specifically, how to be a strong ally to youth and engage youth within existing organizations. Youth presenters will talk about the importance of an inclusive space, allowing youth to explore who they are, and how to be active within a community. They will share some of their experiences, current projects, and engage the attendees in active games, brainstorming, and practice.

**Presenters: Taylor Stein, Program Specialist, OASOS at Boulder County Public Health, Boulder, CO; Heather Crate, Program Director, OASOS at Boulder County Public Health, Boulder, CO; OASOS Youth**

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## **WORKSHOP SESSION 2** **10:45 AM – 12:15 PM**

### **Resources and Advocacy for GLBT Elders** Aging and Ageism • Intermediate

This interactive workshop will help participants become more familiar with issues faced by GLBT elders and the advocacy strategies needed to improve their living situations. The focus will be on the impact of coping strategies developed growing up in a society that was not supportive, surviving the AIDS crisis, finding community and spiritual support, and aging safely and joyously. Participants will share helpful resources and be encouraged to brainstorm additional advocacy strategies.

**Presenters: Leslie McAllan, Core Associate Professor, Naropa University, Boulder, CO**

### **Intimate Partner Violence & Safety Plans** Anti-Violence, including Sexual Assault and Domestic Violence • Fundamentals

This interactive workshop will help attendees become familiar with the dynamics of LGBTQ Intimate Partner Vi-

olence (IPV) and to improve LGBTQ specific safety planning skills. Participants will gain knowledge of LGBTQ specific IPV issues, including the importance of addressing particular factors in the LGBTQ context. Participants will leave with an increased awareness and knowledge of LGBTQ IPV and with specific tools that may be helpful in creating a safety plan for LGBTQ IPV survivors.

**Presenters: Mieko Failey, Manager, Domestic Violence Legal Advocacy, Los Angeles LGBT Center, Los Angeles, CA; Anabel Martinez, Lead Client Advocate, Los Angeles LGBT Center, Los Angeles, CA**

### Intersection Electric

#### Bisexual Community & Issues • All Audiences

Attendees will become more familiar with and improve their existing advocacy skills around bisexual\* and black community issues. Participants will learn to run interactive games that utilize intersectionality as a tool to better understand black and bisexual lives. Attendees will leave with practical advice, social media tools developed with intersectionality built in, and will grow their capacity to support and ally with both black people and “The B in LGBTQIA.” We welcome all to this session!

**Presenter: Faith Cheltenham, President, BiNet USA, Los Angeles, CA**

### Social Transition for Trans College Students

#### College Campus Issues and Organizing for LGBT Administrators • Intermediate

This session will explore the benefits and challenges of a model of support for trans and gender nonconforming college students in which medical primary care, mental health services, and student services collaborate to raise the capacity of the institution to serve trans and GNC students. Participants will explore environmental factors for success, like institutional policy, and inclusive interpersonal interventions, like provider trainings.

**Presenters: Gabe Javier, Assistant Dean/Director, University of Wisconsin-Madison, Madison, WI; Katherine Charek Briggs, Assistant Director, University of Wisconsin-Madison LGBT CC, Madison, WI**

### Bystanders Ending LGBT Campus Violence

#### College Campus Issues and Organizing for Students • Intermediate

Utilizing a bystander intervention model that combines work from Green Dot and Step UP!, participants will experience a live role play used with our students. The role play will encourage participants’ thinking about what they would do to intervene.

**Presenters: Juli Parker, Assistant Dean of Students, Center for Women, Gender and Sexuality, N. Dartmouth, MA; Kendra Pereira, Victim Advocate/**

**Educator, Center for Women, Gender & Sexuality, N. Dartmouth, MA**

### How To: Gender Inclusive Dorms

#### College Campus Issues and Organizing for Students • Intermediate

During this workshop, participants will discuss various strategies to advocate for gender inclusivity on college campuses, particularly with regard to on-campus housing options. Participants will examine their colleges’ existing residential inclusivity practices and create their own advocacy plans detailing strategies to discuss gender-inclusive housing with administrators and ways to involve fellow students in the initiative. Participants will leave with strategies and tools for creating a more inclusive housing program at their college or university.

**Presenters: Disha Dass, Student Advocate and Organizer, The College of New Jersey, Ewing, NJ; Megan Osika, Student Advocate and Organizer, The College of New Jersey, Ewing, NJ**

### Art of the Schmooze

#### Community Organizing • All Audiences

This workshop will teach participants how to make the most of their time at Creating Change. Building from their existing comfort levels, participants will be given practical tips for stretching their personal limits. They’ll learn the tools necessary for successful networking including having an upbeat attitude and how to be present in a conversation. Participants will learn how to prepare before an event by researching who will be there and setting goals for meeting new people and reconnecting with those they’ve already met. This workshop will review what to expect once at an event, how to start a casual conversation, the need to keep circulating and the importance of taking breaks. Participants will discuss the effectiveness of blanketing the crowd versus engaging in a few short conversations, strategies for approaching groups and whether to approach people standing alone. Attendees will leave with a practical 8-step guide to having a conversation and the know-how to circulate a room. Particular attention will be paid to how to exit conversations smoothly.

**Presenter: Robbie Samuels, Speaker and Consultant, RobbieSamuels.com @RobbieSamuels, Boston, MA**

### Deaf Allyship 101

#### Disability and Accessibility • Fundamentals

This participant-centered workshop will explore allyship in and for the D/deaf community. Hands-on activities will prompt participants to explore what they know and don’t know about D/deaf culture, D/deaf identity, community, and hearing privilege. Discussions will focus on intersections of LGBTQIA identities and deaf identities and culture. Participants will leave the workshop with a better understanding of hearing privilege, shared experiences

with the D/deaf community, and how allyship principles can be incorporated into daily life.

**Presenters:** Alex Nelson, Consultant/Trainer, ConsiderIt Communications, Minneapolis, MN; Cara Miller, LGBTQA Resource Center Coordinator, Gallaudet University, Washington, DC



### Respect & Rights in Religious Workplaces

Faith/ Practice Spirit, Do Justice • Fundamentals

Learn from recent injustices and efforts to build power to ensure workers' rights at private schools are protected. Those with a connection to a Catholic school, university or nonprofit and labor organizers are especially encouraged to attend!

**Presenters:** Ellen Euclide, Director of Programs, Call To Action, Chicago, IL



### Language, Inclusion, and Faith

Faith/ Practice Spirit, Do Justice • All Audiences

What are the harmful, challenging and disempowering words we use in our "open and affirming" churches that limit members of the LGBT community from full participation in these spaces? In this workshop, participants will learn to practice the language of inclusion and to challenge their own limiting perceptions of God, religion and the church.

**Presenters:** Rev. Dorothy Harris, Unity Fellowship Church of Columbia, Baltimore, MD; Gabrie'l Atchison, Professor, University of Bridgeport, East Haven, CT; Bishop Jacquelyn Holland, Unity Fellowship Church, Charlotte, NC; Rev. Sam Offer, Unity Fellowship Church of Baltimore, Baltimore, MD



### The Biblical Case for Same-Sex Marriage

Faith/ Practice Spirit, Do Justice • Fundamentals

This workshop will train participants on the biblical case in support of same-sex relationships, helping them learn and practice how to have persuasive conversations with more conservative/evangelical Christians on LGBT issues. Attendees will leave with practical skills and concrete tools based on Scripture to move the conversation forward with Christians in their lives who are not yet supportive of equality.

**Presenters:** Matthew Vines, President/Author, God and the Gay Christian, The Reformation Project, Wichita, KS

### Coming Out Latinamente: Faith and Family

Families • All Audiences

This workshop is addressed to Latin@ members of the LGBT community who wish to learn how to better engage in the sometimes difficult challenge of coming out to their families and staying in their church or faith community. It is actually possible to be queer, Latin@, close to la familia and religious.

**Presenters:** Rev. Dr. Mari Castellanos, CLGS at Pacific School of Religion, College Park, MD; Dr. Orlando Espin, Pacific School of Religion, San Diego, CA

### Nice Werk If You Can Get It

Health • All Audiences

BAGLY, a 33-year old youth-led, adult supported social support organization has built a promising comprehensive, client-centered, model for addressing sexual health disparities among young queer and trans people of color who are engaged in Boston's Ballroom Community. This workshop will provide an exploration into BAGLY's strategies, successes, and challenges as we build a community of care with members of Boston's house and ball scene. We hope to inspire and catalyze replication by other organizations that wish to support and werk with local Ballroom communities.

**Presenters:** Jessica Flaherty, Director of Programs, BAGLY, Inc., Boston, MA; Aaron Gonzales, Programs Manager, BAGLY, Inc.; Trevor Wright, Health Programs Manager, BAGLY, Inc.; Athena Vaughn, House of Kahn

### Start Talking. Stop HIV.

HIV/AIDS • Intermediate

This workshop will provide an opportunity for attendees to learn about Start Talking. Stop HIV., a national social marketing campaign for gay and bisexual men that promotes open communication about HIV prevention among sexual partners. Participants will learn about factors that contribute to HIV among gay and bisexual men and strategies to increase partner communication. They'll also have an opportunity for interactive discussions, to view campaign videos, and learn ways to incorporate campaign resources into their programs.

**Presenters:** Alberto Santana, Health Communication Specialist, Center for Disease Control and Prevention, Atlanta, GA; Nickolas DeLuca, Center for Disease Control and Prevention, Atlanta, GA

### US Support for LGBT Organizations Abroad

International Issues • All Audiences

How can US-based LGBT organizations best support the work of our overseas colleagues?

**Presenters:** Kevin Jennings, Executive Director, Arcus Foundation, New York, NY; Darrell Cummings, Chief of Staff, Los Angeles LGBT Center, Los Angeles, CA; Elise Johansen, Executive Director, Equality Maine, ME



### **Hesitant Bureaucrats to Staunch Allies**

#### **Legislative/Policy Initiatives • All Audiences**

In a difficult national climate, state and local policies provide a powerful avenue for LGBTQ youth advocacy. Join us to learn new strategies for turning hesitant bureaucrats into staunch allies for our most vulnerable populations. We will draw on real-life examples from Massachusetts and in a national context, in areas ranging from juvenile justice to education to making IDs and vital records more accessible to trans and homeless youth.

**Presenters:** Landen Motyka, Coordinator, Massachusetts Commission on LGBTQ Youth, Boston, MA; Hannah Hussey, Research Associate, LGBT Progress, Center for American Progress, Washington, DC; Julian Cyr, Chair, Massachusetts Commission on LGBTQ Youth, Boston, MA; Julian Dormitzer, Vice Chair, Massachusetts Commission on LGBTQ Youth, Boston, MA

### **Moral Freedom Summer: NAACP and LGBT Engagement in North Carolina**

#### **Movement Building • Intermediate**

Through this workshop attendees will be introduced to a unique collaboration in North Carolina between LGBT partner organizations and the NAACP. Attendees will get a behind the scenes look at the challenges of this intersectional work and hear about the rewards and successes of the project. Through a participatory discussion of lessons learned in North Carolina, attendees and panelists will develop a road map for how to replicate similar collaborations in their own states.

**Presenters:** Anne Stanback, Director of Strategic Partnerships, Equality Federation, Avon, CT; Crystal Richardson, Moral Freedom Summer Organizer, Equality NC, Charlotte, NC; Bishop Tonyia Rawls, Executive Director, Freedom Center for Social Justice, Charlotte, NC; Laurel Ashton, Field Secretary, North Carolina NAACP, Durham, NC

### **Atheism 101: The Nontheist Community**

#### **Movement Building • Fundamentals**

The nonreligious are the fastest growing faith group in the nation. More than one third of young people and nearly half of LGBT people identify as nonreligious. Participants will learn about the broad range of nonreligious, nontheistic, and secular identities that are growing more and more common in the LGBT community. Participants will work with leaders of different identities within the secular community to find common ground on issues and be more inclusive when planning events or actions which seek to leverage members of multiple faith groups, and none, for activism.

**Presenters:** Nick Fish, Development Director, American Atheists, Cranford, NJ; Debbie Goddard, Director of Outreach, Center for Inquiry, Amherst, NY

### **Leading Within Our Intersections**

#### **People of Color • All Audiences**

The workshop is about barriers found with intersectionality and leadership. Participants will discuss 1) levels of oppression Black LGBTQ people face; 2) how oppression impacts success; and 3) how our own stories can build and nurture leadership.

**Presenters:** Imara Rhiannon Chester, Program Coordinator, KICK-The Agency for LGBT African Americans, Detroit, MI; Curtis Lipscomb, Executive Director, KICK-The Agency for LGBT African Americans, Detroit, MI

### **Solidarity VS Hostility: Impact of Racism**

#### **People of Color • Intermediate**

This workshop asserts that a commitment to bravery and community accountability are essential for sustained and authentic collaboration across communities of color. We will develop ways POC can improve POC organizing and community building.

**Presenters:** Sheltreese McCoy, Coordinator, Crossroads Initiative, University of Wisconsin - Madison, Madison, WI; D. Nebi Hilliard, Director of Mission and Impact, YWCA USA, Washington, DC

### **Advocating for Trans\* Inclusive Policies**

#### **Schools and Education, Grades K-12 • All Audiences**

All students deserve a welcoming and safe learning environment. Unfortunately, many transgender and gender non-conforming youth face specific barriers that make it difficult for them to find a supportive school setting. This workshop will help participants gain familiarity with recommended school district policies and administrative regulations that provide school sites with adequate guidance to help them create welcoming spaces for transgender and gender non-conforming youth, using California as a case study.

**Presenters:** Ashley Morris, Senior Organizer, ACLU of Northern California, San Francisco, CA; Tony Hoang, Chief of Staff, Equality California, West Hollywood, CA; Samantha Ames, Staff Attorney, National Center for Lesbian Rights, San Francisco, CA; Jill Marcellus, Communications Manager, GSA Network, San Francisco, CA

### **Successful Gender Transitions in School**

#### **Schools and Education, Grades K-12 • Intermediate**

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

make the difficult decision to support a child's authentic gender in the classroom?

**Presenter: Joel Baum, Senior Director, Gender Spectrum, San Leandro, CA**

### **Making \$\$ WerQ: FLY 101**

**Surviving and Thriving • All Audiences**

This workshop will provide attendees with information and strategies for financial literacy and empowerment. Participants will learn empowering strategies to become (more) mindful about their spending decisions with hands-on activities that will prompt critical thought. Attendees will leave with practical advice and tools for their own financial situations. This workshop is open to everyone however it was designed specifically with LGBTQ youth as primary participants.

**Presenters: Molly Girton, Founder and Director, FLY Project, Boston, MA**

### **POC & Indigenous Traditions of Giving**

**Surviving and Thriving • Intermediate**

What are our experiences and relationships to giving and fundraising as people of color and indigenous communities within the conditions of white supremacy? How can we engage our own communities and build effective alliances with allies to resource our collective survival and liberation? This workshop, co-designed by FIERCE and the Audre Lorde Project, will include storytelling, and games as we map our traditions of giving, share current strategies, and lessons learned within our communities and movements.

**Presenters: Cara Page, Organizer, Audre Lorde Project, New York, NY; Alok Vaid-Menon Communications and Grassroots Fundraising Coordinator, Audre Lorde Project, New York, NY; Krystal Portalatin, Co-Director, FIERCE, New York, NY**

### **AAA: Allies, Accountability, and Actions**

**Transgender Community & Issues • Intermediate**

Participants will engage in a facilitated process to build an awareness of themselves and how to expand effective allyship. This session will help build capacity to navigate conflict, cope with discomfort, and provide support in intentional ways.

**Presenters: Samantha Dato, Trans-Health Conference Coordinator, Mazzoni Center, Philadelphia, PA; Kira Manser, Clinical Director, The Center for Sexual Pleasure and Health, Providence, RI**

### **Making Homeless Shelters Safer for Trans**

**Transgender Community & Issues • Intermediate**

This workshop is for those who want to learn about issues regarding access to and conditions in homeless shelters for transgender people. Participants will learn about laws and regulations regarding transgender ac-

cess to shelters; examine best homeless shelter policies and practices with training tools for homeless shelter administrators and staff in order to better serve the needs of transgender clients; and exchange stories and experiences from those who work in the field.

**Presenters: Raffi Freedman-Gurspan, Policy Advisor, National Center for Transgender Equality, Washington, DC; Andrea Bowen, Executive Director, Garden State Equality, Montclair, NJ**

### **10 Tactics for Trans Health Advocacy**

**Transgender Community & Issues • All Audiences**

Transgender people still face immense systemic barriers to accessing adequate and competent healthcare, even with the implementation of the Affordable Care Act. In this session we will provide a detailed overview of the legal landscape around transgender healthcare. We will also introduce and practice at least ten practical and proven strategies that you can use to advocate for transgender healthcare equity on behalf of yourself and your clients, patients, loved ones and/or community.

**Presenters: Anand Kalra, Health Programs Administrator, Transgender Law Center, Oakland, CA; Milo Primeaux, Founding Director, Organization for Trans Health Empowerment Resources, Washington, DC**

### **Moving Your Staff Training Online**

**Workplace • Intermediate**

This workshop tackles two challenges for those who want to use the web to train and collaborate with others: what software tools are cheap, easy to use, and effective at engaging learners at a distance? How can I take my existing face-to-face training event and "put it" online? This session will orient participants to some software options currently available and offer practice in translating face-to-face training sessions into self-paced online activities.

**Presenters: Sue Vargo, Distance Learning Specialist, American Institutes for Research, Waltham, MA**

### **Bad Medicine - Conversion Therapy Laws**

**Youth • All Audiences**

Conversion therapy is a dangerous and discredited practice that claims to change SO/GI but leads to lifelong damage. Yet only a few states have passed laws regulating it. Come meet the advocates behind these laws and find out how you can get involved.

**Presenters: Samantha Ames, Staff Attorney & Born-Perfect Coordinator, National Center for Lesbian Rights, San Francisco, CA; Alison Gill, Senior Legislative Counsel, Human Rights Campaign, Washington, DC; Samuel Brinton, Fellow, Clean Energy Program, Third Way, Washington, DC**

### Muslim Friday Prayer – Salaat-ul-Jum’ah

#### Muslim Congregational Prayer • 12:30 PM

Dedicated to Muslims who are lesbian, gay, bisexual, transgender, intersex, questioning, those exploring their sexual orientation or gender identity, and their allies, families and friends. All welcome. Lead by Imam Daayiee Abdullah.

## PLENARY SESSION

1:30 PM • Plaza Ballroom

Rea Carey

### The State of the Movement

## ACADEMY SESSION 2

3:00 PM – 6:15 PM

All Academy Sessions 3 Hours



### Practice Spirit, Do Justice: Religious Freedom: Transparent Opportunities for Dialogue

What are the religious connotations underlying religious exemption ballot measures and policy adjustments in LGBT work? Is this just another way for the right wing to rally conservative religious people to exhibit their anti-LGBT sentiments? Can we develop messages that are respectful of religious dialogue with conservative faith leaders or is that a waste of time? Come with ideas, questions and your experiences for this workshop as we attempt to define countermeasures for religious exemptions in our policy and ballot measure work.

**Presenters: Kathleen Campisano, National LGBTQ Task Force; Aubrey Thonvold, Reconciling Works**

### Intersect/Divide: Intersectionality & Anti-Racism

This is an Interactive workshop around two critical paradigms: intersectionality and anti-racism. The location and positionality politics of campus LGBTQ Centers are in a changing landscape where there are e/merging “diversity & inclusion” spaces instead of specific identity based ones. Reorganizing is uneven in its impact on the work of LGBT higher education professionals as it pertains to scope of work and future growth. We will examine the relation of intersectional work to historic understandings of racial justice, feminist, and social justice work.

**Presenters: Chris Woods, New York University LGBTQ Student Center; Shiva Subbaraman Georgetown University LGBTQ Resource Center**

### Creating Sustainable Trans Leaders

Learn to navigate privilege and discrimination, assess interpersonal situations in real time and how data and facts creates solid arguments. Also understanding hierarchies within structural institutions to create change in their local organizations. Through the lens of empowerment, education, and employment, attendees will participate in guided discussions around experiences that have personally affected them. Collectively attendees will create a comprehensive definition of leadership, how to become one, and how to manage up. Attendees will then break into small groups to assess their own leadership skills, reflect on leadership goals and challenges, and ultimately create a plan to build their capacity and enhance leadership growth. Participants will utilize these plans to challenge oppressive structures that suppress trans identified people from becoming leaders.

**Presenters: Angelica Ross and Joey Grant, TransTech Social Enterprises**

### Sexy Survivors

The work and lives of the LGBTQI activist/ advocate/ educator is immersed in sexuality. Whether talking about reproductive health, transition, STI education, relationships, abstinence until marriage sex education, lack of sex education or what safer sex looks like. We navigate these issues for the greater good but often times fail ourselves. In the leadership work of sexuality resides many a survivor of sexual abuse, assault, rape and incest. How do we speak of sex, love and relationship at the macro and utter whispers of the micro work within ourselves? Join us for a creative and interactive dialogue around survivors of sexual abuse and how we have navigated safe, empowering sexually healthy lives. This is also a forum for partners and allies of survivors to gain tools in supporting sexy survivors. Throughout this skill and strategy share, we hope to encourage success building and future dreaming dialogue as we all share stories and ideas of what has worked for sexy survivors.

**Presenters: Ignacio Rivera, Global Trans Research and Advocacy Project (GTRAP); Yosenio Lewis, Board Member, The Alternative Sexualities Health Research Alliance (TASHRA); Minister Renair Amin, Consultant**

### Foreign Bodies: Intersectional Queer World

Join a team of LGBTQ activists from Norway and the US for a conversation about intersectionality in an international context. This session will feature work spearheaded by Skeiv Verden (“Queer World”) in Norway. Come talk about the impact of colonization on the construction of identity(ies), desire, politics and skill-building regarding international movement building from an intersectional perspective.

**Presenters: Susanne Demou Overgaard and Dorthe Troften, Skeiv Verden**



### Lead the Way to Fundraising Success: More \$\$ More Power

Are you in a position where fundraising is seen as a one person job but you know that it's too much for one person to do? There's a better way to make your job easier, more effective, and more fun. Build a team of fundraisers from your staff and volunteers through direct asking. Everyone can do it and your capacity will expand!

**Presenters: Moof Mayeda and Justin Lemley, National LGBTQ Task Force**

## WORKSHOP SESSION 3 & 4 3:00 PM – 6:15 PM 3 Hour Sessions

### Hanging Out & Hooking Up

**Anti-Violence, including Sexual Assault and Domestic Violence • All Audiences**

Most sex ed curricula do not allow LGBTQ people to have the opportunity to openly discuss sex, dating, and hooking up. NCAVP offers this reality-based workshop to equip LGBTQ communities, especially youth, with safety strategies for hanging out and hooking up. This workshop will focus on safer dating through exercises and discussion. NCAVP will provide participants with support to develop awareness of their own needs, wants, and boundaries, as well as those of potential partners.

**Presenters: Osman Ahmed, NCAVP Research & Education Coordinator, New York City Anti-Violence Program, New York, NY; Chai Jindasurat, Co-Director of Community Organizing, New York City Anti-Violence Program, New York, NY; Anabel Martinez, Lead Client Advocate, Los Angeles LGBT Center, Los Angeles, CA; Miekko Failey, Manager, Domestic Violence Legal Advocacy, Los Angeles LGBT Center, Los Angeles, CA**

### 3D Sexuality: A Diorama Art Experiential Art Studio Space • Governor's Square 17 Sexual Freedom • All Audiences

What if your sexuality were a room that you could enter and explore? Would it be dark or light? Would the walls be textured? Flat? Something in between? Come create your own sexuality diorama and explore your fantasies and desires in a safe, fun, and non-judgmental space. Art is a wonderful way to deepen self-awareness, facilitate useful dialogue, foster a better understanding of how our individual identities and experiences inform the work of activism, and just plain relax and have some right-brain fun! Absolutely no art experience or skill necessary (there's no wrong way to do it!); just bring yourselves and an open mind! Limited to 12 participants. Please sign up in the Art Studio Space.

**Presenters: Tamara Galinsky, Board Certified Art**

**Therapist, Art Studio Space, Washington, DC;  
Jessica Von Dyke Sex Educator, The Garden DC,  
Washington, DC**

## WORKSHOP SESSION 3 3:00 PM – 4:30 PM

### Beyond Home Depot: We Have the Tools Aging and Ageism • All Audiences

Whether it's through policy advocacy or litigation, we have the tools to advocate on behalf of LGBT older adults. But we need to empower LGBT older adults to learn their rights, to speak up, and to seek help when they are mistreated because of their sexual orientation and/or gender identity. How can activists on the ground become a bridge to creating more supportive and equitable services and supports for our elders?

**Presenters: Aaron Tax, Director of Federal Government Relations, Services and Advocacy for GLBT Elders (SAGE), Washington, DC; Karen Loewy, Senior Staff Attorney, Lambda Legal, New York, NY; Meghan Maury, Policy Advocate, National LGBTQ Task Force, Washington DC; Kevin Prindiville, Executive Director, National Senior Citizen Law Center, Washington, DC**

### Building Bisexual Health Awareness Bisexual Community & Issues • Fundamentals

The workshop will briefly describe the 2014 Bisexual Health Awareness Month social media campaign piloted by the Bisexual Resource Center. We will go over the weekly topics and the images that were used to highlight each theme. We will then go over the new topics for the 2015 campaign and discuss ways to highlight each of them, plus we will strategize the outreach to LGBT organizations and social media plan.

**Presenters: Ellyn Ruthstrom, Executive Director, SpeakOUT Boston, Boston, MA; Julia Canfield, Board Member, Bisexual Resource Center, Boston, MA**

### CROSSROADS 2.0: Addressing QPOC Needs

**College Campus Issues and Organizing for LGBT Administrators • Intermediate**

Crossroads 2.0 moves beyond discussing the issues to practical steps campuses can take to do a better job of addressing QPOC needs. Attendees will leave with practical advice and tools for how to do socially just intersectional work.

**Presenters: Sheltreese McCoy, Coordinator, Crossroads Initiative, University of Wisconsin-Madison, Madison, WI; D. Nebi Hilliard Director of Mission and Impact, YWCA USA, Washington, DC**

**Learning While Queer: Overcoming Shame**  
College Campus Issues and Organizing for Students  
• All Audiences

A community conversation concerning risk and vulnerability. When embracing open LGBTQ identity in higher education, are we better able to learn, grow, love, and ultimately be successful while simultaneously enriching the learning experience?

**Presenters:** John Ferguson, Student, Indiana University, Indianapolis, IN; Aaron Eckhardt, Training & Technical Assistance Director, BRAVO (Buckeye Region Anti-Violence Organization), Columbus, OH

**Know Your Rights at College**  
College Campus Issues and Organizing for Students  
• Fundamentals

This workshop will inform students about their rights at both and private colleges, and what steps they can take if they think their institution is discriminating against them. We will cover key federal laws that apply on college campuses and offer practical tips about how students can best position themselves to get legal assistance and win battles for their rights. This session will also offer a Q&A with an attorney to help participants who have specific questions about the law or about situations they've experienced.

**Presenters:** Chris Hampton, Youth and Program Strategist, ACLU LGBT and HIV Project, New York, NY; Amanda Goad, Staff Attorney, ACLU LGBT and HIV Project, Los Angeles, CA

**The 90 Minute Master's in Social Change**  
Community Organizing • Intermediate

Learn the core knowledge from a master's degree program about how to make social justice movements more effective. Participants will learn key insights from cutting edge research on social movements, public policy, and policy analysis.

**Presenters:** Steve Butcher, Assistant Professor, University of Massachusetts, Amherst, Amherst, MA; M.V. Lee Badgett, Professor, University of Massachusetts, Amherst, Amherst, MA; Fran Hutchins, Director of Organizational Development and Training, Equality Federation, Amherst, MA

**Challenging Institutional Power**  
Community Organizing • All Audiences

This workshop will tell the stories of how presenters have confronted institutions of power in order to win progress and will explore how workshop participants can do the same thing in their own communities and do so with limited resources. Participants should expect to analyze the barriers to progress in their home communities and to create a rubric for how to interrupt and redirect those systems of power.

**Presenters:** Angela Peoples, Co-Director, GetEQUAL,

Washington, DC; Gregory Cendana, Director, Asian Pacific American Labor Alliance, Washington, DC; Felipe Sousa-Rodriguez, Deputy Managing Director, United We Dream, Washington, DC; Charlene Caruthers, Director, Black Youth Project, Chicago, IL

**Health and Safety at Demonstrations**  
Community Organizing • All Audiences

With protests in the news, from anti-police-violence actions in Ferguson to climate justice actions in New York City, you may be interested in participating in this form of action. But how to keep yourself as safe as possible? What are extra concerns if you're trans or gender non-conforming? This workshop, led by a street medic (protest medic) with more than three years' experience will cover some protest health and safety basics.

**Presenter:** Jessie Lowell, Street Medic and Street Medic Trainer, Boston Street Medics Collective, Arlington, MA



**Sexy Spirituality and Spiritual Sex**

Faith/ Practice Spirit, Do Justice • All Audiences

The integration of sexuality and spirituality can be a vital, holistic practice for leaders in the queer movement. Participants will engage in self-assessment, discussion, and planning to advance their sexual/spiritual health and wholeness.

**Presenters:** Kharma Amos, Assoc. Dir. Leadership Development, Metropolitan Community Churches, Tallahassee, FL; Mona West, Director of Leadership Development, Metropolitan Community Churches, Austin, TX



**Human Trafficking: A Queer Issue**

Faith/ Practice Spirit, Do Justice • Fundamentals

This workshop will help attendees become familiar with the issue of human trafficking in general and its LGBTQI ramifications in particular, providing relevant information for consciousness raising and action.

**Presenters:** Rev. Pat Bumgardner, Executive Director, Global Justice Institute, MCC, New York, NY; Rev. Dr. Nancy Wilson, Moderator, Metropolitan Community Churches, Sarasota, FL



**Coming Out as Muslim**

Faith/ Practice Spirit, Do Justice • Fundamentals

Coming Out as Muslim explores the multiple layers of holding both Muslim and LGBTQ identities. It also explores how media influences perceptions of Muslims, at the intersections of Islamo-, xeno-, homo- and transphobia, racism and colonial histories.

**Presenters: Terna Tilley-Gyado, Steering Committee member, Muslim Alliance for Sexual and Gender Diversity, Watertown, MA; Urooj Arshad, Steering Committee Member, Muslim Alliance for Sexual and Gender Diversity, Washington, DC**



### Queer/Trans Authentic Spiritual Paths

Faith/ Practice Spirit, Do Justice •  
All Audiences

As people who often see more than our fair share of hardship, we need a place to go when we hit our knees—what keeps us going? Do you struggle with being openly spiritual in LGBTQ space? Do you struggle with being openly LGBTQ in spiritual/religious space? Come share in a conversation about what's possible within and beyond organized religion and how we can ground ourselves and our justice work in a place of faith.

**Presenters: Teo Drake, Greenfield, MA; Lynn Young**

### The Artifice of the Nuclear Family Families • All Audiences

A moderated workshop session exploring alternative family models in the queer community. The alternative family models include issues of race, legal protections, working with straight allies, and non traditional parenting.

**Presenters: Julie Childs, Special Assistant, The National LGBTQ Task Force, Odenton, MD; Andrew Solomon Author, New York, NY**

### The Queer Left: Strategies Going Forward Fundraising • Fundamentals

We will share lessons, and critical strategies that are working to resource the Queer Left. We will explore questions of how do we resource our longevity? What are the roles of allies and the roles of people of color in giving and fundraising for our collective survival and liberation? What are fundraising strategies that build effective alliances? We will explore the larger fractures within our movements caused by competition, co-optation and liberal frame.

**Presenters: Caitlin Breedlove, Co-Director, Southerners on New Ground, Atlanta, GA; Alok Vaid-Menon Communications and Grassroots Fundraising Coordinator, The Audre Lorde Project, New York, NY; Cara Page, Executive Director, The Audre Lorde Project, New York, NY**

### Queering Healthcare in the Southwest Health • All Audiences

This workshop will provide participants with strategies led by Queer and Trans\* people of color to increase access LGBTQ people have to a full range of healthcare including: reproductive/sexual health, birth, parenting and nursing support, and midwifery models of care. Participants will identify resources and barriers to healthcare in their

own communities, and envision the inclusive spaces they want to see. Participants will also come away with concrete community advocacy tools, provider education strategies, and community health care assessment models they can utilize to shift policy and culture to build culturally safe access to healthcare.

**Presenters: Denicia Cadena, Communications and Cultural Strategy Director, Young Women United, Albuquerque, NM; Cecilia Kluding-Rodriguez, Branching Seedz of Resistance, Denver CO**

### Gay Pioneers & Their Movement Impact History • All Audiences

"Gay Pioneers and Their Movement Impact" starts with a screening of award winning documentary film "Gay Pioneers" (30 minutes). A distinguished panel will discuss the Gay Pioneers, especially seminal movement leaders Barbara Gittings and Frank Kameny, the endemic homophobia they faced, their strategic brilliance against all odds, the impact of the Annual Reminders at Independence Hall each July 4th from 1965 to 1969 on Stonewall, how their efforts inform us about the present, and the 50th Anniversary Celebration at Independence Hall on July 4, 2015.

**Presenters: Malcolm Lazin, Executive Director, Equality Forum, Philadelphia, PA; Kevin Jennings Executive Director, Arcus Foundation, New York, NY; Bob Witeck, President and Founder, Witeck Communications, Washington, DC; Sue Rankin, Professor, Penn State University, State College, PA; Eliza Byard, Executive Director, GLSEN, member of Department of the Interior's LGBT Heritage Initiative**

### PrEParing for a Revolution

HIV/AIDS • Intermediate

This workshop will improve people's understanding of PrEP and what it can mean for expanding sexual health and providing more options for preventing HIV. We'll explore how PrEP illuminates issues of health disparities, social justice, self care.

**Presenters: Alex Garner, Program Coordinator, National Minority AIDS Council, Washington, DC; Moises Agosto, Director of TEAM, National Minority AIDS Council, Washington, DC**

### Black Gay Men's Advocacy in the South HIV/AIDS • Fundamentals

This session will provide a space for participants to share and learn about mobilizing black gay men in the South around HIV/AIDS advocacy. We will grapple with the many issues that reinforce the health disparities that black gay men endure in the region, and unpack strategies to respond. The workshop will combine collective memory, personal history, stories, and creative reflection to frame and clarify our current circumstances so that we imagine a way forward.



**Presenters: Charles Stephens, Director, The Counter Narrative Project, Atlanta, GA**

### **Queering Immigration** **Immigration • All Audiences**

From local campaigns to stop the criminalization of immigrant people of color, to advocating for federal reforms on immigration and deportations, Queer folks have been central to advancing migrant and immigrant rights, as well as unprecedented intersectional movement wins. As more and more LGBTQ organizations are building campaigns to intervene on Police-Immigration [ICE] collaborations, racial profiling, and fight to expand immediate relief measures like DACA (Deferred Action for Childhood Arrivals), it's imperative we come together to strengthen our shared strategies. Join us to learn more about key lessons from the ways we're helping to advance sexual liberation, migrant / immigrant rights and racial justice unity struggles, and find ways to connect!

**Presenters: Pabitra Benjamin, Director of Organizing, NQAPIA, Washington, DC; Salem Acuña, Virginia organizer, Southerners On New Ground / SONG, Atlanta, GA**

### **Presentation Skills for LGBTQ Advocates** **Media, Communications, and Messaging • Fundamentals**

Want to be an eloquent advocate for LGBTQ equality, but aren't sure of your public speaking skills? This session will look at strategies to help "amp up" your presentation skills, so you can effectively advocate on behalf of our community.

**Presenters: Steve Yacovelli, Solution Architect / Catalyst, SweetRush, Inc., Orlando, FL**

### **Social Media: The New Barrio** **Media, Communications, and Messaging • All Audiences**

Social media runs the world. As gay/queer\* Latinos, we must share our stories through this medium to eradicate the invisibilization that impacts communities who exist at the intersection. Participants will learn to share their truths via social media.

**Presenters: Elicia Gonzales, Executive Director, GALAEI, Philadelphia, PA; Louis Ortiz, Education Manager, Mazzoni Center, Philadelphia, PA**

### **Over the Tipping Point: Trans Messaging** **Media, Communications, and Messaging • Intermediate**

Transgender issues have skyrocketed to national prominence in the media and society. Now, innovative messaging research on transgender messengers and issues and unprecedented media exposure mean that the stories of transgender people have the power like never before to change hearts and minds and increase support

for trans-inclusive laws. In this multi-media workshop, trans folks and those advocating for trans equality will hear from top experts about how to elevate stories about transgender people and how transgender people can effectively tell their own stories to affect change.

**Presenters: Amy Simon, Pollster, Goodwin Simon Strategic Research, Oakland, CA; Masen Davis, Executive Director, Transgender Law Center, Oakland, CA; Tiq Milan, Senior Media Strategist, GLAAD, New York, NY; Andy Marra, Communications Manager, Arcus Foundation, New York, NY**

### **Tweeting for Justice** **Media, Communications, and Messaging • All Audiences**

This workshop is designed as an introductory course for attendees using the social media platform Twitter, both within their activism and for community outreach. Participants will learn basic tools on how to communicate with their core constituency, target new audiences and build a sustainable supporter base using the platform. At the end of the workshop, participants will have the opportunity to host their own mini-Twitter Chat. Attendees will leave with practical tools and a basic level of application.

**Presenters: Quita Tinsley, Youth Organizer, SPARK, Atlanta, GA; Margaret Kargbo, Special Projects Consultant, SPARK, Atlanta, GA**

### **Straight Spouses from Trauma to Advocacy** **Movement Building • All Audiences**

This interactive workshop presents the painful experience of an invisible group: straight spouses of LGBT mates who come out, hurt by the same anti-LGBT attitudes and marriage proscriptions that caused their mates to marry. The unheard voices of these unseen family members add a significant but missing message to advocacy work for LGBT Equality and Marriage Equality. Participants will devise ways to communicate straight spouses' experience and advocacy message to local groups, policy makers, and media, and identify specific contacts therein.

**Presenters: Amity Buxton, Founder, Straight Spouse Network, Oakland, CA; Carolyn Lowengart, Past Secretary and Triage Director, Straight Spouse Network, Chevy Chase, MD; Carlos Fernandez, Advisory Council, Straight Spouse Network, Houston, TX**

### **First Things First: Center Indigeneity** **Movement Building • Fundamentals**

In this the 150th anniversary year of the Sand Creek Massacre in Colorado, we have an obligation to activate personal and communal awareness of how LGBT and Native American struggles are entangled within a larger framework of settler colonialism. This workshop will examine the ways in which dialogue regarding this intersection should be an active presence in the LGBT

community. Attendees will be introduced to emerging interdisciplinary literature, as well as new paradigms and terminology regarding colonialism and decolonization.

**Presenters:** Lizzie Lin, Student, Babson College, Boston/Seattle, MA; Alexis Yioulos, Student, Babson College, Boston, MA

### Racial Justice & Strategic Planning

#### Racial/Economic Justice • Intermediate

Authentic community engagement and commitment to racial justice are essential to making LGBT justice work meet the needs of all our communities. This workshop will focus on one aspect of strategic planning: why and how to lead community feedback listening sessions. Come learn about what strategic planning is, why community feedback and engagement is living racial justice in action, and how to plan and facilitate community feedback listening sessions.

**Presenters:** Nico Quintana, Program Director, Basic Rights Oregon, Portland, OR; Khalil Edwards, RJAB Organizer, Basic Rights Oregon; Adrian Martinez, RJAB Organizer, Basic Rights Oregon; Lakia Davis, Basic Rights Oregon

### Standing with Transgender Prisoners

#### Transgender Community & Issues • Intermediate

This workshop is designed for those who want to learn about issues regarding transgender people in incarceration facilities. Participants will learn about laws and regulations addressing transgender people in jails and prisons; examine best policies and practices with training tools for incarceration facility administrators and staff to understand the needs of transgender inmates; and exchange stories and experiences from those who have been incarcerated and those who are working to end abusive treatment of transgender prisoners.

**Presenters:** Raffi Freedman-Gurspan, Policy Advisor, National Center for Transgender Equality, Washington, DC; Carl “Chip” Charles, Skadden Legal Fellow, ACLU, New York, NY; Courtney Gray, Transgender Programs Coordinator, GLBT Center of Colorado, Denver, CO; Lou Weaver, Houston, TX

### Building a Non-Binary Trans\* Movement

#### Transgender Community & Issues • Intermediate

This workshop is meant to bridge the gap between binary and non-binary identified folks of trans experience by having an open dialogue around the outward celebration of non-binary identities within the trans\* movement, while honoring concerns folks may have. We also hope to strategize what a non-binary agenda may look like and how these needs can be incorporated in to the larger trans\* movement to strength and enhance the trans\*community.

**Presenters:** Renee Reopell, LGBTQ Social Worker,

Adolescent AIDS Program, Montefiore, New York, NY; Skyler Cruz, Youth Leadership Specialist, LGBT Community Center NYC, New York, NY; Jacob Tobia, Fellow, Out Leadership, New York, NY

### Trans Advocacy in Rural Communities

#### Transgender Community & Issues • Intermediate

Trans and gender non-conforming communities in rural areas face unique challenges that are not always addressed by city or state-focused groups. This workshop will raise policy matters that should be considered when advocating for trans identities in rural communities, as well as facilitate a conversation amongst those who are doing this work, or interested in this growing topic.

**Presenters:** Mason Dunn, Executive Director, Mass Transgender Political Coalition, Boston, MA; Anand Kalra, Transgender Law Center, San Francisco, CA

### Trans Women of Color: The Sisterhood

#### Transgender Community & Issues • Intermediate

Trans women of color are disproportionately targets for hate violence and murder on the streets in this country. What can we do to prevent these hate attacks and murders, while acting in solidarity with trans\*women of color? Please join us as we work together to come up with solutions and share ideas to prevent hate violence within and from outside of the community, while strategizing around how to incorporate healing and spirituality in our anti-violence movements.

**Presenters:** Cecilia Chung, Transgender Law Center, San Francisco, CA; Tela Love, New Orleans, LA; Bamby Salcedo, President, Trans Latina Coalition, Los Angeles, CA; Mattee Jim, Trans People of Color Coalition, San Francisco, CA

### Youth-Driven Advocacy for Sex Education

#### Youth • Fundamentals

We live in a world where only 22 states and the District of Columbia mandate sex education, and a mere 9 states are required to talk about sexual orientation inclusively. Yet, young people across the nation are speaking up about the education they are receiving and telling legislators they deserve better. Participants will learn what it takes to use a youth-driven organizing framework that will lead to comprehensive and LGBT-inclusive sex education.

**Presenters:** Alison Macklin, Director, Responsible Sex Education, Planned Parenthood of the Rocky Mountains, Denver, CO; Erin Carhart, Student Organizer, Planned Parenthood Generation Action, Las Vegas, NV; Kelley Robinson, Assistant Director, Planned Parenthood Generation Action, Washington, DC

## WORKSHOP SESSION 4 4:45 PM – 6:15 PM

### Film Screening: **Out in the Night**

#### Plaza Ballroom Section A

Out in the Night is a documentary that tells the story of a group of young friends, African American lesbians who are out one hot August night in 2006 in the gay friendly neighborhood of New York City. They are all in their late teens and early twenties and come from a low-income neighborhood in Newark, New Jersey. Two of the women are the focus: gender non-conforming Renata Hill, a single mother with a soft heart and keen sense of humor, and petite femme Patreese Johnson, a shy and tender poet. As they and their friends walk under the hot neon lights in the West Village, an older man sexually and violently confronts them. The women defend themselves as a fight begins, captured by security cameras nearby. The man yanks out hair from one woman's head and chokes Renata. Patreese pulls a knife from her purse and swings at him. Strangers jump in to defend the women and the fight escalates. As the fight comes to an end, all get up and walk away. But 911 has been called and the man involved has been stabbed. Police swarm to the scene as their radios blast out warning of a gang attack. The women are rounded up and charged with gang assault, assault and attempted murder. Three of the women plead guilty. But Renata, Patreese, and two others claim their innocence. They are called a "Gang of Killer Lesbians" by the media. In activist circles they become known as The New Jersey 4. Following the screening, a discussion will be led by director Blair Dorosh-Walther, Renata Hill of the New Jersey 4, and Krystal Portalatin of FIERCE. Written/directed by Blair Dorosh-Walther. 58 minutes. (USA/2014)

### Legal Needs of Low-Income LGBT Community

#### Anti-Discrimination Law & Policy • All Audiences

In recent years, the national conversation about LGBT legal rights has focused predominantly on marriage. The pressing legal needs of low-income LGBT people, however, are substantially different. In this session, lawyers and advocates from Legal Services NYC will discuss the legal needs of low-income LGBT people, cultural competency, intersectionality of race/ethnicity and LGBT, and how community-based organizations can productively partner with local legal services offices.

**Presenters: Sonja Shield, Senior Staff Attorney, South Brooklyn Legal Services, Brooklyn, NY; Richard Saenz, Senior Staff Attorney, Queens Legal Services, Jamaica, NY; Laurie Izutzu, Senior Staff Attorney, South Brooklyn Legal Services, Brooklyn, NY; Nadya Rosen, Senior Staff Attorney, South Brooklyn Legal Services, Brooklyn, NY**

### Voguing 101- The Basic Elements

#### Art & Culture • All Audiences

The ballroom community's contributions to LGBT culture have been both numerous and profound. This session will focus on just one of ballroom's contributions to the LGBT community: Voguing. This workshop is will encourage participants to who have always wanted to learn how to vogue, or to improve their technique, the opportunity to do so. So wear something comfortable, bring some water, and get ready to vogue down!

**Presenters: Julian Glover, Graduate Student, National LGBTQ Task Force and Indiana University, Bloomington, IN**

### The Future of LGBT Campus Activism

#### College Campus Issues and Organizing for LGBT Administrators • Intermediate

This session will explore the benefits and challenges of a model of support for trans and gender nonconforming college students in which medical primary care, mental health services, and student services collaborate to raise the capacity of the institution to serve trans and GNC students. Participants will explore environmental factors for success, like institutional policy, and inclusive interpersonal interventions, like provider trainings.

**Presenter: Robert Schoenberg, Director, University of Pennsylvania LGBT Center, Philadelphia, PA**

### Building an Intersectional Student Group

#### College Campus Issues and Organizing for Students • Intermediate

Are you involved in a student group as a leader, an active member, or a participant? If so, you have a role in ensuring that your space is inclusive and welcoming for everyone. Come learn practical skills that you can take back to your school!

**Presenters: Chelsea Fullerton, Program Coordinator, NYU School of Medicine, New York, NY; Andy Cofino Program Coordinator, Princeton University LGBT Center, Princeton, NJ**

### But I'm Queer!

#### What's Disability Got To Do With It?

#### Disability and Accessibility • Intermediate

But I'm queer! What's Disability got to do with it? Why should I attend? Well, here's the thing... disabled/chronically ill folks are an integral part of LGBTQI community, history, resistance and culture. Yet still we exist relegated to the cracks and margins of even the progressive LGBTQI community. Truth is as a movement we can't effectively fight homo/transphobia, racism, misogyny or be in solidarity with immigration and Sovereignty struggles without a working understanding of Ableism. Why? Because it works as a mechanism of white supremacy, colonialism, eugenics, sexual violence, capitalism and the



state control of bodies. Not exactly sure how this is true? Come find out! Become part of a growing movement of progressive LGBTQI communities working to deliberately integrate disability justice practice into the core of their work. Build the analysis and skills to move beyond charity, tragedy or equality and towards disability justice.

**Presenters: Sebastian Margaret, Co-founder Disability Justice Collective, Santa Fe, NM**

### Maximizing LGBT Political Participation Elections/Campaigns • Fundamentals

This workshop encourages participants to learn about some of the present barriers to full participation among LGBT Americans and to identify efficient ways to promote mobilization of the LGBT community and enhance advocacy measures. Attendees will learn effective techniques to increase political participation of LGBT people and how LGBT consciousness promotes political participation.

**Presenters: Vanessa Perez, Senior Public Policy Analyst, Project Vote, New York, NY; Ken Sherrill, Professor, City University of New York, New York, NY; Andrew Flores, Public Opinion Project Director, The Williams Institute, Los Angeles, CA**



**Faith Vibes:  
Interfaith Spiritual Techno**  
Faith/ Practice Spirit, Do Justice •  
All Audiences

This workshop will help attendees develop interfaith spiritual skills to nurture themselves while preparing to deal with a difficult world. Participants will witness, acquire and practice interfaith spiritual techniques that could strengthen their spiritual immune system. Attendees will leave with practical suggestions to fire up a spiritual practice capable of supporting them through their quest for radical equality.

**Presenters: Rev. Sonia Echezuria, Interfaith Minister/Spiritual Life Coach, Love IS Always Right, Lauderhill, FL**



**A Queer Church Beyond  
Inclusion**  
Faith/ Practice Spirit, Do Justice •  
All Audiences

We have a simple objective with a big vision. We are at a pivotal point within the Welcoming Church Movement; an opportunity to rethink what has historically been the logic of our movement to imagine a church beyond inclusion. This workshop aims to create space for a collaborative process to explore and cultivate new visions for what our welcoming church movement can become. We can't dream this movement without your voice. Join us!

**Presenters: Alex McNeill, Executive Director, More Light Presbyterians, Hyattsville, MD; John Russell Stanger, Executive Director, Presbyterian Welcome, New York, NY; Robyn Henderson-Espinoza, Com-**

**munications Director, More Light Presbyterians, Denver, CO**



**Hate, Hope, and Religion in  
Africa & the USA**  
Faith/ Practice Spirit, Do Justice •  
Fundamentals

The rising tide of punitive laws in many African countries in the name of religion and politics demand a response. Participants will hear about LGBTQI efforts to track, expose, and prosecute US Evangelicals who promote global hate. Learn about partnerships between US and African LGBTQI and allied faith leaders to build a Pan-African movement that incorporates religion as a foundational reality on our road to freedom.

**Presenters: Joseph Tolton, Executive Director, The Fellowship Global, New York, NY; Michael Adey, Director, Global Faith & Justice Project, Horizons Foundation, San Francisco, CA; Kopya John Koama, Senior Religion and Sexuality Researcher, Political Research Associates, Somerville, MA; Ann Craig, Director of Administration, The Fellowship Global, New York, NY**



**Bisexually Healthy Faith  
Communities**  
Faith/ Practice Spirit, Do Justice •  
All Audiences

Move beyond the binaries! How can understanding and embracing those who identify as bisexual help us get in touch with the nature of the divine? Participants will assess their faith community's bisexual health, explore current research about bisexuality, practice strategies for making faith communities more welcoming to bisexuals, challenge binary thinking by engaging in theological reflection, and develop an action plan to make their faith community or organization a more welcoming place for bisexual persons.

**Presenters: Marie Alford-Harkey, Deputy Director, Religious Institute, Westport, CT; Drew Konow, Scholar in Residence, Religious Institute, Westport, CT**

### Families: A New Frontier for Equality! Families • All Audiences

LGBTQ families with kids are increasingly a part of the fabric of American life. How can we build on the lived experience of LGBTQ families to help us win full equality? Growing public support for marriage has increased the visibility of our families and provided an opening to bring them out of the closet. Participants will discuss strategies of public education, organizing and policy initiatives involving and impacting families.

**Presenters: Gabriel Blau, Executive Director, Family Equality Council, Boston, MA; Amy Simon, Partner, Goodwin Simon Strategic Research, Oakland, CA;**

**Judy Appel, Executive Director, Our Family Coalition, San Francisco, CA; Sharon Lettman-Hicks, Executive Director, National Black Justice Coalition, Washington, DC**

### Reignite Your Fundraising!

**Fundraising • All Audiences**

Wanting to reignite your fundraising efforts? Try something different? Or get reminded of something you used to do? This session will be about how to recreate your fundraising wheel, save money, lapsed donors, the R word, and social media strategy

**Presenter: Dan Hanley, Director of Development & Public Affairs, Urban Peak, Denver, CO**

### More Effectively Raise Money with Events

**Fundraising • Intermediate**

Fundraising events can be an effective revenue stream when built from the ground up with donors and specific fundraising goals determining the way. We'll explore how to elevate fundraising and reduce workload for your event.

**Presenters: Samantha Swaim, Senior Director + Fundraising Strategist, Swaim Strategies, Portland, OR**

### Get Covered (v2.0): LGBTQ Healthcare Health • All Audiences

There's more to signing up for healthcare than just picking up the phone - you've got to know what you or your family need, if there are culturally competent providers for LGBT individuals, how your family might be treated for tax purposes, and what it's all going to cost. If all that gives you a headache, we've got the prescription for you! Featuring work from LGBT orgs who do healthcare outreach and enrollment, as well as new research from New Mexico about the enrollment experience for LGBT individuals, this workshop is a great space for groups interested in learning more about what's been working and how groups are ensuring that healthcare really is available for all members of our community.

**Presenters: Kalpana Krishnamurthy, Policy Director, Forward Together, Portland, OR; Jon Wong, Program Coordinator, Strong Families New Mexico, Albuquerque, NM; Clayton Scherf, Health Care Enrollment Program Manager, GLBT Center of Colorado, Denver, CO**

### What's All This Talk About a LGBT Civil Rights Bill?

**Legislative/Policy Initiatives • All Audiences**

As a movement, the scope of progress we have made in the fight for social justice and civil rights for lesbian, gay, bisexual, transgender, queer people is undeniable. Over the last 6 years alone, President Obama signed 3 bills into law that contain sexual orientation and gender identity language: Matthew Shepard and James Byrd Hate Crime

Prevention Act; the Repeal of Don't Ask, Don't Tell, and the Reauthorization of the Violence Against Women Act. Our community has gained vital health insurance coverage under Obamacare and won dozens of protections via the agency rulemaking process; secured two marriage wins from the U.S. Supreme Court and several key wins in the lower federal courts on a host of issues. But there's still so much more work to be done. Despite all of our progress, we still don't have laws that give explicit protections at the federal level in key areas such as employment, housing, public accommodations and education. Following the Hobby Lobby decision and the outcome from the mid-term elections, many predict that the federal legislative landscape for LGBT equality will be much more challenging. So how are advocates planning to tackle this next leg of the journey and what can be done to maximize chances for success? Presenters will share opportunities to engage in these efforts from the local and state level.

**Presenters: Stacey Long Simmons, Director, Public Policy and Government Affairs, National LGBTQ Task Force, Washington, DC; Kylar Broadus, Transgender Civil Rights Project Director, National LGBTQ Task Force, Washington, DC; Laura Durso, Director, LGBT Research and Communications Project, Center for American Progress, Washington, DC; Mara Keisling, Executive Director, National Center for Transgender Equality, Washington, DC**

### Hack the Law: Using Policy for Change Legislative/Policy Initiatives • All Audiences

Passing a law can change the world, but what happens if it's not implemented in the way you expected? Worse, what happens when you can't get positive laws passed in the first place? Come chat with legal hack-tivists who can help you make sure that the work you're doing on the ground translates to positive impact for your community. Bonus: We'll brainstorm ways to make laws you already have on the books work for you!

**Presenters: Meghan Maury, Policy Counsel, National LGBTQ Task Force, Washington, DC; Alison Gill, Senior Legislative Counsel, Human Rights Campaign, Washington, DC; Sharita Gruberg, Policy Analyst, Center for American Progress, Washington, DC; Ashland Johnson, Policy Counsel, National Center for Lesbian Rights, Washington, DC**

### You're in Control: Creating Your Own Mom Media, Communications, and Messaging • Intermediate

The bill isn't moving, or the legislative session is over. How do you create momentum online using your digital media tools? How do you continue growing your list when the action wanes? In this interactive workshop, we'll explore the ways you can control your narrative online to generate your own excitement and engagement. We'll look at some

examples of successful online organizing, even when energy is low, and we'll work together in small groups to develop digital plans that create real momentum.

**Presenters: Cameron Tolle, Director of Digital Action, Freedom to Marry, New York, NY, NY; Jace Woodrum, Director of Communications, Gill Foundation, Denver, CO**

### **LGBTQ Workers & Economic Security Movement Building • All Audiences**

In this interactive workshop, we will discuss the different legal/policy barriers threatening the economic security of LGBTQ workers and their loved ones. Together, we'll explore how LGBTQ employment discrimination intersects with other labor issues, including the need for paid time off, LGBTQ family recognition, and fair wages. We will then identify opportunities to advance the rights of LGBTQ workers, build organizing power, and address racial/economic justice through a broad workplace rights agenda.

**Presenters: Jared Make, Senior Staff Attorney, A Better Balance, New York, NY; Andy Garcia, Policy Manager, Equality Federation, Washington DC; Erin Bennett, Colorado Director, 9to5, Denver, CO; Wendy Chun-Hoon, DC Director, Family Values @ Work, Washington, DC**

### **We Are Brave! Joining our Movements Movement Building • Intermediate**

Building power across identity is critical to make the changes our communities most need. Western States Center will share new tools for community organizations to root their campaigns in reproductive justice values which are centered on the experiences of women of color and LGBTQ people of color. Community organizers and activists will get hands on tools they can use from this workshop to link the personal and political through creative writing and link our movements.

**Presenters: Jennifer Lleras Van Der Haeghen, RACE Program Director, Western States Center, Eugene, OR; Marina Barcelo, Director of Equity & Community Engagement, Oregon Foundation for Reproductive Health, Portland, OR**

### **Volunteer Power!**

#### **Organizational Development • All Audiences**

An inter-generational, cross-cultural, geographically diverse panel of staff and volunteers from national and local LGBT organizations will share their experiences and discuss best practices for engaging volunteers. Participants will have the opportunity to expand their volunteer engagement skills through dynamic small group exercises and will go home with new ideas for their volunteer programs.

**Presenters: Suzie Eades, Founder/Volunteer, TAP360, Billings, MT; Alex Lindquist, Steering Committee Volunteer, HRC, Denver, CO; Ace Portis, Major Gifts**

**Officer, NCLR, San Francisco, CA; Adrienne Manzanares, Director of Community Leadership, Denver Foundation, Denver, CO**

### **The Ties That Bind: Coming Out, Acceptance, and Families**

#### **People of Color • All Audiences**

For many queer people of color, our biological families are a strong source of identity and support. At the same time, we are often silenced about our queerness. This workshop is a dialogue for queer people of color and our family members to explore the issue of family acceptance. We'll share personal stories and examine: how acceptance is different for our families, how to create an intergenerational dialogue about racism and homophobia with our families of origin, and how LGBT organizations can make family acceptance part of their work in communities of color.

**Presenters: Marco Castro-Bojorquez, Community Educator, Lambda Legal, Los Angeles, CA; Beverly Tillery, Deputy Director of EPA, Lambda Legal, New York, NY; Laurin Mayeno, Director, Somos Familia, San Francisco, CA; Geneva Musgrave, Diversity and Inclusion Program Educator, Lambda Legal, New York, NY**

### **Talk Dirty! Racism in the LGBT community**

#### **People of Color • All Audiences**

People of Color often experience racism within the LGBT community in one of its most insidious forms; racial microaggressions. This workshop (re)introduces attendees to the concept of racial microaggression and allows for an open forum to delve deep into this form of racism, while generating ways of combatting it in the LGBT community through the co-construction of knowledge. In this session we will have a discussion of the delegitimization of the racialized experiences of minority peers.

**Presenters: Bryan Hubain, Ph.D. Candidate, University of Denver, Denver, CO; Jeremy VanHooser, Metropolitan State University of Denver, Denver, CO**

### **South Asians Confronting Anti-Blackness**

#### **Racial/Economic Justice • All Audiences**

How do we as South Asians (SA) perpetuate anti-Black sentiment in our families, organizations, and communities? How does anti-Black racism show up in (queer) SA spaces? How can we queer strategies of resistance and solidarity?

**Presenters: Sasha Wijeyeratne, Core Committee Member, DeQH: Desi LGBTQ Helpline, Madison, WI; Shreya Shah, Facilitator, Rhizome Consulting Project, Oakland, CA**

### **Queer Activism in Spanish**

#### **Racial/Economic Justice • All Audiences**

In most Queer Latino activist efforts, English is the default language that is used. However, many Latino communi-



ty members are Spanish-dominant and prefer to engage civic and cultural issues in Spanish. This workshop is designed as a Spanish-language LGBT activist training. We will share resources, best practices and confer around the needs of LGBT activism in Spanish.

**Presenters: Francisco Duenas, Director of Diversity and Inclusion, Lambda Legal, Los Angeles, CA**

### The Problem with 1.6%

#### Research and Policy Analysis • Intermediate

The CDC reports that only 1.6% of American adults identify as gay or lesbian, and just 0.7% identify as bisexual. Seem low to you? Come learn how and why research about LGBT people is tricky, and how to be a critical consumer of research. From reports about transgender teens, same-sex couples' parenting skills, and how many orgasms lesbians have, researchers are increasingly focused on understanding and quantifying LGBT people's lives. This interactive workshop will equip LGBT advocates with the toolbox to carefully consume, critique, and synthesize research information on our community. Participants will critically engage with real studies that made headlines in recent months and leave the session with skills to understand and interpret future studies.

**Presenters: Alex Sheldon, LGBT Movement Research Analyst, Movement Advancement Project, Denver, CO; Naomi Goldberg, Policy Specialist, Movement Advancement Project, Chicago, IL**

### Practicing Kink: Let's Get Visual!

#### Sexual Freedom • All Audiences

Zip up your boots and grab your whip, we're going on an adventure! This workshop establish necessary ground rules about legality, safety, and consent in kink practices, with a twist: We will feature some kink demonstration! (Participants are pre-determined.)

**Presenters: Greer Williams, Planned Parenthood of the Heartland, Conway, AR; Aaron Barnes, Portales, NM; Tesha Davis, LGBTQA Student Coalition, University Park, PA; Sam Brinton, NuclearPride, Washington, DC**

### Remixing Realness for Sex Positivity

#### Sexual Freedom • All Audiences

As adults working with young people we have to keep it real, but we also have to figure out what that means. How do we resist defaulting to Sexual Health robots and still make room for young people to thrive on their own terms? In this workshop we will explore how our own stories can be resources for young people but also affirm sex positivity as a personal value. (toolkit included)

**Presenters: Maurice Ka Mashiriuche, HIV Prevention Coordinator, Children's Hospital Colorado, Denver, CO; Moises Munoz, Community Coordinator, Connect 2 Protect Denver, Denver, CO**

### Movement Strategies Healing Justice

#### Surviving and Thriving • All Audiences

This conversation will ground us in the historical context of healing justice both inside of social movements (eg. prison abolition movement, environmental and disability justice) and responding to the systemic violence of the medical industrial complex as a means of controlling the bodies of people of color and our communities, specifically queer and trans bodies. We will then explore the concepts of "self care" and "collective wellness" practices as transformational and necessary for our organizing strategies and survival. As well, we will share examples of practice within our movement building that have included or centered a healing justice lens in our organizing strategies.

**Presenters: Susan Raffo, Minneapolis, MN; Cara Page, Executive Director, Audre Lorde Project, New York, NY; Anjali Taneja, Co-Founder, CureThis.org**

### The T in Technology: Trans Tech Social

#### Transgender Community & Issues • All Audiences

This workshop will offer an introduction to Trans Tech Social Enterprises, a new Chicago-based organization focused on addressing the unemployment and under employment of transgender people through technology education and leadership development. This workshop will explore why skills with digital media and production can be the most helpful tools for increasing trans employment and empowerment. Through this hands on workshop, participants will learn how digital media is altering the landscape for employment opportunities and also self-actualization for transgender people. Attendees will leave with a new understanding of digital media as a tool for trans empowerment and collective organizing.

**Presenters: Crispin Torres, Vice President, Trans Tech Social Enterprises, Chicago, IL; Angelica Ross, CEO, Trans Tech Social Enterprises, Chicago, IL**

### Where Do We Go From Here?

#### Youth • Intermediate

Many queer-spectrum youth have a desire to find and create meaningful communities, but prejudice within their conservative hometowns leads them to move to more tolerant cities. Having provided interactive programming and online safe spaces for queer youth in the Midwest, we have addressed some of the challenges around organizing a grassroots effort. This workshop will facilitate participant discussion to examine the development of strategic planning and community collaboration.

**Presenters: Anthony Hughes, President, The Queer Nebraska Youth Network, Omaha, NE; Michael Latta, Website & Social Media Chair, The Queer Nebraska Youth Network, Omaha, NE**

## CAUCUS SESSION 1 6:30 PM – 7:30 PM

### Film Screening:

#### **Matt Shepard Is a Friend of Mine**

##### **Plaza Ballroom Section A**

Matt Shepard was a gay first-year student at the University of Wyoming. His murder altered the conscience of America and the world. Rather than focusing on the horrific nature of his death, this personal documentary memorializes Matt through the perspective of those closest to him. Family photos, vacation videos, and even Matt's own diary allow us to reflect on the life of the young man gone too soon, and to learn about the effects his death has had in raising awareness about discrimination against LGBTQ populations. 89 minutes. Directed by Michele Josue. (USA/2013)

### **Lillian's Last Affair: Book Event**

#### **Aging and Ageism • All Audiences**

We will discuss issues raised by brief readings from LILLIAN'S LAST AFFAIR, Sue Katz's collection of short stories about the love lives of older people. Our ardor has not dulled, but society must be educated to accept our continuing passions.

**Presenters: Sue Katz, Wordsmith & Rebel, Arlington, MA**

### **Bisexual/Pansexual/Fluid Caucus**

#### **Bisexual Community & Issues • Fundamentals**

Wondering where the bi/pan/fluid/queer activists are at the conference? Wondering how you can connect with the national and regional bi organizations and movement? We'll swap information about what's going on at the conference for those from the middle sexualities and offer opportunities for activists to network with others from around the country. Organizational leaders will share information about projects in which they can participate such as the Bisexual Health Awareness Month and Bi Awareness Week.

**Presenters: Elyn Ruthstrom, President, Bisexual Resource Center, Boston, MA**

### **Catching the Rainbow: Students in Crisis**

#### **College Campus Issues and Organizing for LGBT Administrators • Intermediate**

The facilitated discussion will examine effective strategies of UCLA and other higher education institutions in supporting their LGBT students in crisis, provide promising practices and adaptable resources.

**Presenters: Raja Bhattar, Director, UCLA LGBT Campus Resource Center, Los Angeles, CA; Kiara Lee, Care Manager, UCLA Dean of Students, Los Angeles, CA**

### **Queering the Study Abroad Experience**

#### **College Campus Issues and Organizing for LGBT Administrators • All Audiences**

Universities advocate for participation in study abroad, however LGBTQ students express concerns about international travel and find few sexuality-focused programs. This workshop challenges attendees to develop classroom instruction and immersive cultural experiences abroad with a queer focus. From concept to completion, every aspect of queering study abroad will be explored! Interactive discussion of challenges and concerns, best practices, learning outcomes, service projects, activism and more make this a conversation campus representatives won't want to miss!

**Presenters: Lowell Kane, Director, Purdue University LGBTQ Center, West Lafayette, IN; Yvonne Pitts, Professor, Purdue University Department of History, West Lafayette, IN**

### **Title IX & the LGBTQ Community on Campus**

#### **College Campus Issues and Organizing for LGBT Administrators • All Audiences**

This panel will feature a collaboration between the National Coalition of Anti-Violence Programs (NCAVP) and the Consortium of Higher Education LGBT Resource Professionals. Panelists representing each of the organizations will discuss the issue of sexual violence in the LGBTQ community taking place on college campuses, barriers to reporting, challenges students have seeking support and the ways campuses are trying to respond.

**Presenters: Osman Ahmed, Research and Education Coordinator, National Coalition of Anti-Violence Prog, New York City, NY; LB Hannahs, Outreach Chair, Consortium of Higher Education LGBT Professionals, Gainesville, FL**

### **LGBTQIA+ Graduate Student Caucus**

#### **College Campus Issues and Organizing for Students • Fundamentals**

Join your fellow LGBTQ+ identified graduate students as we explore and celebrate what it means to be an LGBTQ+ graduate student. This will be a place for LGBTQ+ graduate students to gather and form community. We are often left out by the university and do not feel a place in the undergraduate LGBTQ+ community, but we still need community. We hope to fill that gap with this caucus.

**Presenters: Dohyun Ahn, Graduate Assistant, University of Georgia, Athens, GA; Nick Gilbert, Graduate Assistant, University of Georgia, Athens, GA**

### **Queer and Autistic: A Community Dialogue**

#### **Disability and Accessibility • All Audiences**

This caucus is open to anyone who identifies within the LGBTQIA community and who falls within the autism spec-

trum. The caucus would be meant to provide a space for those with these intersecting identities to have a dialogue about their experiences, the obstacles that they face, and ways to build community and find strength and support amongst each other and others who hold these identities.

**Presenters: Buffy Jamison, Inclusive Excellence Fellow, University of Denver, Denver, CO**

### Caucus of LGBTQ Democratic Clubs Elections/Campaigns • All Audiences

This caucus will be a gathering for people working at the intersection of electoral politics and queer progressive organizing. Meet with other people running for office, running ballot initiatives, and participating in LGBTQ political clubs and organizations.

**Presenters: Laura Thomas, Co-President, Harvey Milk LGBT Democratic Club, San Francisco, CA; Tom Temprano, Co-President, Harvey Milk LGBT Democratic Club, San Francisco, CA**



### Muslim Caucus

**Faith/ Practice Spirit, Do Justice • All Audiences**

This caucus is an opportunity for Muslims at Creating Change to meet and support one another, as well as share information. This session is intended to be limited to people who identify as Muslim religiously or culturally, along with close allies (such as friends, family, and significant others). All are invited to bring information about their activism and organizing work to share.

**Presenters: Urooj Arshad, Steering Committee Member, MASGD, Washington, DC**



### QTJew: Integrating Jewish, Queer and Trans\* Identities

**Faith/ Practice Spirit, Do Justice •**

**All Audiences**

This will be a dialogue for Queer and Trans\* Jews in all of our diversity. There is such a broad range of Jewish experiences, and a similarly broad range of Queer and Trans\* experience and identity. The caucus will center around the lived experiences of those attending and will lead to an open facilitated dialogue about our lives, joys and pains, and how we envision spaces where we can more fully be ourselves as QTJews!

**Presenters: Anais Surkin, organizer, activist, educator, advocate, University of Massachusetts Amherst, Amherst, MA; Yael Kaufman, Needham, MA**



### Metropolitan Community Church Meet Up

**Faith/ Practice Spirit, Do Justice • All Audiences**

This will be a caucus for past and present members of MCC to come together to get to know one another and

talk about the specifics of being a member of Metropolitan Community Church.

**Presenters: Angel Collie, Program Officer, Metropolitan Community Church, Carrboro, NC; Rev. Elder Nancy Wilson, Moderator, Metropolitan Community Church, Sarasota, FL**



### Atheists, Agnostics, Humanists

**Faith/ Practice Spirit, Do Justice • All Audiences**

This caucus will be an opportunity to discuss the challenges of carrying both nonbelieving and LGBT identities and, for those of us who do, to connect with one another. We will address how to build better bridges between the atheist and LGBT communities and elevate the voices of nonbelievers. Anyone who is curious about these worldviews is welcome to join the discussion, but it will be considered a safe space to discuss secular identities.

**Presenters: Zack Ford, LGBT Editor, ThinkProgress, Washington, DC**

### Families Like Ours: Volunteer Leadership Families • All Audiences

This caucus will provide an opportunity for participants to gather and discuss the importance of regional leadership on behalf of families where the parent(s) identify as LGBTQ. Together, we will consider how working with a national organization at the state and regional level can impact the advancement of legal and “lived equality” for families. We will specifically outline current strategies that utilize this collaborative approach to promote tangible positive outcomes for families at all levels.

**Presenters: Kim Simes, Midwest Regional Manager, Family Equality Council, Whitewater, WI; Tatiana Quiroga, Southern Regional Manager, Family Equality Council, Tampa, FL; Tonya Agnew, Family Equality Council, IN; Kris Maul, MN**

### Giving in Communities of Color Fundraising • Intermediate

From Ruth Ellis parties to Tea Dances, communities of color have long participated in giving. Please come and find out how to maximize on existing cultural and community based practices to expand your fundraising efforts.

**Presenters: Ace Portis, Major Gifts Officer, National Center for Lesbian Rights, San Francisco, CA**

### Navigating Cis-Trans Relationships Gender and Identity • All Audiences

This 60-minute caucus seeks cisgender individuals whose partners are transgender. Anchoring itself on the lived experiences of its panelists, this caucus will delve into the complex, nuanced identity issues that arise when a self-described gay, lesbian, bisexual or queer person



embarks on a relationship with a trans person, or when that LGBTQ person's partner transitions. Participants will be challenged to think critically about identity politics and relationship recognition, exploring partner issues within the LGBT community from a non-binary perspective.

**Presenters: Sunnive Brydum, News Director, The Advocate, Los Angeles, CA; Diane Anderson-Minshall, Editor in Chief/Editor at Large, HIV Plus/The Advocate, Helmet, CA; Rachel Gray, Pharmacist, Omni Care, Inc., Denver, CO**

## **Celebrating Femme—Visibility & Community**

### **Gender and Identity • All Audiences**

This caucus will celebrate femmes of all sexual orientations and gender identities. Last year, many femmes were disappointed by the lack of inclusive femme programming, as discussions on femme culture and femmephobia were specific to the lesbian and gay male communities, respectively. The joys and challenges of femme identity affect individuals across the LGBTQI spectrum, and we endeavor to create an inclusive space where femmes of all sexual orientations and gender identities can gather to build community and engage in dialogue. As such, this caucus is open to anyone who self-identifies as “femme.” Together, we hope to increase femme visibility and build femme community this year at Creating Change.

**Presenters: Alison Amyx, Senior Editor, Believe Out Loud, New York, NY; Joanna Ware, Associate Director of National Programs, Keshet, Boston, MA; Erin Fitzgerald, Sassy Femme Researcher & Consultant, Washington, DC**

## **Werq it OUT!**

### **Health • All Audiences**

“A revolution without dancing is not a revolution worth having” Emma Goldman. If you want to just DANCE then Werq it OUT! is the place for you. Werq it Out! is a journey through dance inspired by an eclectic mix of danceable music. The fearlessness with which others leap, roll, strut, and be themselves gives you permission and courage to dance your dance without any judgment. Our focus is to create a community space for healthy living and a safe environment of RESPECT where you can be yourself in a dynamic group setting. What to bring: 1. Loose-fitting clothes that allow for free movement; 2. Water to keep yourself hydrated; 3. A positive attitude of mutual respect for yourself and others.

**Presenters: Sage Hayes, DJ, Co.director, Justice in the Body, Portland, ME; Shannyn Vicente, Co.director, Justice in the Body, Portland, ME**

## **Stand for Beliefs, Deliver What you Want**

### **Movement Building • Fundamentals**

How do you show up as a facilitator? What voice do you bring? Know your triggers; explore negotiating space when facilitating that is authentic to you; honor participants, build them up, and deliver your point home.

**Presenters: Bowen Marshall, Program Manager, The Ohio State University, Columbus, OH; Angie Wellman, Program Specialist-LGBTQ Initiatives, The Ohio State University, Columbus, OH**

## **Task Force Leadership Programs Reunion!**

### **Movement Building • All Audiences**

If you are a graduate of one of the Task Force's innovative leadership programs, we cordially invite you to reunite with fellow participants and friends at our first-ever Creating Change gathering! Whether you have been an Academy Fellow, a participant in the Trans Leadership Academy, Leadership Exchange, or Naming Our Destiny, this reunion is THE perfect time to catch up on all the amazing work we have done in the Movement since our time together.

**Presenters: Evangeline Weiss, Leadership Programs Director, National LGBTQ Task Force, Portland, ME; Daniel Moberg Leadership Programs Coordinator, National LGBTQ Task Force, Washington, DC**

## **South Asian Caucus**

### **People of Color • All Audiences**

In this interactive caucus, South Asian LGBTQ and Questioning people of all ages, from the subcontinent and diaspora, will engage in community dialogue focused on our experiences. We will share stories, learn from each other, and brainstorm ideas for moving forward as a community. Participants will have the opportunity to make personal and professional connections within the community.

**Presenters: Priyank Pillai, Member, Queer South Asian National Network, Houston, TX; Shilpen Patel, Member, Queer South Asian National Network, Seattle, WA**

## **POC and Gay for Pay Caucus**

### **People of Color • All Audiences**

With the LGBT movement's current size, it is increasingly difficult to connect as a person of color (POC) with colleagues from other LGBT organizations. This caucus aims to build bridges of communication, foster camaraderie and opportunities for mentorship. Organized as an intentional space to support POC in LGBT organizations, this caucus builds upon the current efforts for racial justice in the LGBT movement. Participants will engage in reflection and discussion on dynamics of racial inclusion.

**Presenters: Francisco Duenas, Director of Diversity and Inclusion, Lambda Legal, Los Angeles, CA**

**Filipino/Pilipino/Pin@y Caucus****People of Color • All Audiences**

This will be a caucus open to all Pilipinos/Filipinos/Pin@ys to meet each other, build connections, and becoming familia/family together at Creating Change. This caucus will focus on identifying and celebrating our intersectionalities and collective stories, as well as celebrating our heroes. A resource list will be provided on Pilipino LGBT intersections. Participants planning to attend in advance may bring pasalubong in the form of a Filipino treat to share with the group.

**Presenters: Jes Delegencia, Coordinator, Center for Lesbian and Gay Studies, Berkeley, CA**

**Academic and Advocacy Connections****Research and Policy Analysis • Intermediate**

This session brings academic researchers and policy advocates together to share strategies for prioritizing research agendas, strengthening the role of academic advocacy, and moving credible research more quickly into public discussion.

**Presenters: Michael Tew, Director, Equality Research Center, Ypsilanti, MI; Alyssa Samek, Visiting Assistant Professor, Drake University, Des Moines, IA; Jody Herman, Manager of Transgender Research, Williams Institute, Los Angeles, CA; Aisha Moodie-Mills**

**Being a Queer Teacher 101****Schools and Education, Grades K-12 • All Audiences**

Teaching is tough. Being a queer teacher? Ridiculously hard. We'll pull on our collective knowledge and stories as we advocate and lead for our kiddos/students. This session has lots of discussion time, real-life scenarios and cookies.

**Presenters: Blair Mishleau, Teacher, Teach For America, Washington, DC**

**Asexual, Demisexual, and Grey-A Caucus****Sexual Freedom • All Audiences**

This caucus is for all asexual spectrum people and their allies to get together during this year's Creating Change. We will discuss recent events in the asexual community, including the results of the 2014 AVEN census, the 2014 Worldpride conference, and recent campaign victories; we will also discuss current community needs and brainstorm future project ideas. Join together with asexual, aromantic, demisexual, grey-asexual, and allied people for great conversation and a great community.

**Presenters: Mary Ginoza, SF Organizer, Asexual Visibility and Education Network, Richmond, CA**

**Polyamory/Nonmonogamy Caucus****Sexual Freedom • All Audiences**

This polyamory and nonmonogamy caucus provides a welcoming affinity group for those who are nonmonogamous or interested in polyamory. This facilitated caucus will utilize small and large group discussions to brainstorm various polyamory and ethical nonmonogamy issues including ramifications on same-sex marriage. The session provides a safe, nonjudgmental space in which people can discuss, mingle, network, ask questions of each other and the caucus facilitators, and share ideas. Everyone with an interest is welcome.

**Presenters: Richard Sprott, Executive Director, CARAS, Berkeley, CA; Susan Wright, Spokesperson, NCSF, Baltimore, MD**

**Sexual Liberators Caucus****Sexual Freedom • Intermediate**

Calling all sexual liberators! Is your life's purpose helping to teach, train, counsel, coach, or write about sexual liberation? It's hard work, isn't it? This caucus is a supportive place to serve as a sounding board, get advice, and identify challenges and solutions for people whose passion it is to help others fulfill their sexual desires. There will also be an opportunity to join a co-coaching circle for ongoing support and conversation.

**Presenters: Roan Coughtry, MSW, Sexual Liberation Collective, Atlanta, GA; Alba Onofrio, Sexual Liberation Collective, Madison, TN**

**Queering the Rural Identity****Surviving and Thriving • Intermediate**

This caucus examines how rural regions have developed distinctive social networks for marginalized sexualities and gender identities. Participants will discuss the availability and form of such networks and how they can provide a sense of community.

**Presenters: Brandon Haddock, Coordinator, LGBT Resources, Kansas State University, Manhattan, KS**

**A Closet With A View****Surviving and Thriving • All Audiences**

This workshop will help attendees explore what it means to be out, how that connects or disconnects with being proud, and why the two are not binary states of being. We will debate questions about being out in certain places or with certain people, or about certain aspects of an identity, and we will discuss the process of coming out to yourself and how that affects coming out to others.

**Presenters: Sarah B Kent, Special Assistant to the President, University of the Ozarks, Clarksville, AR**

### **Bodies of Desire: Trans\* Men's Sexuality**

#### **Transgender Community & Issues • Intermediate**

You will become familiar with the sexuality of trans\* men and their partners while learning new ways of framing sexualities through a trans\* lens. This will assist you with advocating for trans\* inclusion in educational materials and presentations.

**Presenters: Morgan Seamont, Assistant Director, GLBTQ Resource Center, CU Boulder, Boulder**

### **Transgender Struggle in Taiwan**

#### **Transgender Community & Issues • All Audiences**

Taiwan is an East Asian country with very little transgender movement power on this little island. Come to join us, talking about knowing situations, exchanging ideas, making progress, helping each other for the transgender movements in both US and Taiwan.

**Presenters: Abbygail ET Wu, Chairman, ISTScare Taiwan, Taipei, Taiwan**

### **Trans Representation In Cinema**

#### **Transgender Community & Issues • All Audiences**

Attendees will develop the tools to better decipher subtext in works of fiction and their depictions of trans and gender non-conforming people. We will explore specific texts as well as some of the tropes commonly used in depictions of the community.

**Presenters: Eleven Groothuis, Denver, CO**

### **Trans\* Partners Caucus**

#### **Transgender Community & Issues • All Audiences**

This caucus is open for folks of any identity who have been or are currently partners of trans\* individuals. The caucus will be a participant-driven space to discuss experiences and challenges, as well as build community and find common ground.

**Presenters: Chelsea Fullerton, Program Coordinator, NYU School of Medicine, New York, NY**

### **Advocates for Trans and GNC Health**

#### **Transgender Community & Issues • Intermediate**

Working for trans or GNC health justice? Come network and share tangible strategies for the road ahead. Attendees will leave with renewed energy as well as local, state, and national resources. All are welcome - need not be trans or GNC to attend.

**Presenters: Riley Johnson, Executive Director, RAD Remedy, Chicago, IL; Rachel Hennessy, Director of Operations, RAD Remedy, Chicago, IL; Ricky Hill, Doctoral Candidate, University of New Mexico, Chicago, IL**

### **Trans Advocacy Network Member Caucus**

#### **Transgender Community & Issues • All Audiences**

Trans Advocacy Network (TAN) is an alliance of transgender organizations that work at the state and local level, coming together to build a stronger trans movement by facilitating the sharing of resources, best practices, and organizing strategies. This session is a caucus meeting for Trans Advocacy Network (TAN) member groups, or those interested in joining TAN, to share successes and challenges from their work in the last year and learn from each other's experiences.

**Presenters: Anand Kalra, Program Administrator, Trans Advocacy Network, Oakland, CA; Katrina Stewart, Executive Director, Trans Education Network of Texas, College Station, TX; Mason Dunn, Executive Director, Mass. Transgender Political Coalition, Boston, MA**

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## **FRIDAY EVENING EVENTS**

### **12 Step/Recovery Meeting**

**7:30 PM • Director's Row J**

Keep your recovery going at Creating Change!

### **Shabbat Celebration**

**7:30 PM • Windows (Tower Building, Second Level)**

Let your soul soar as we welcome Shabbat together! Officiating: Rabbi Evette Lutman, B'nai Havurah: Denver Jewish Reconstructionist Congregation

### **Transgender Law Center's Transitions Reception**

**8:30 PM • Governor's Square 15**

Please join Transgender Law Center and friends as we unveil new projects, introduce new leadership, and bid farewell to our fearless leader, Masen Davis.

### **Theological Schools Reception**

**8:30 PM • Governor's Square 14**

Conference participants are invited to join more than a dozen leading U.S. theological schools for a reception and networking opportunity to learn about the role of theological education in seeking justice and social change for our world.

### **Equality Federation Reception**

**8:30 PM • Governor's Square 16**

Enjoy light hors d'oeuvres and drinks with the Equality Federation, the strategic partner and movement builder to state-based organizations winning equality in the communities we call home. We welcome Federation members, allies and friends to join us for conversation and celebration.



### **Task Force Academy Reception**

**8:30 PM • Governor's Square 11**

This is the perfect place for organizers to meet, mingle and mull over all that is on our plates this coming year. Come connect with old friends, meet new ones, and celebrate the past year's accomplishments! Across the movement, organizers in faith communities, on campaigns and in our organizations confronted enormous challenges this year—from the loss of two local non-discrimination ballot measures in Tennessee and Arkansas to the unacceptable injustice and violence that people of color continue to face each day to the onslaught of religious exemption attacks in state legislatures. And, in the face of tremendous challenges, we can celebrate victories at the ballot box for reproductive justice in Colorado and North Dakota, the passage of trans-inclusive non-discrimination laws in Houston and Miami and important legislative updates for transgender people in Cleveland. As always, there is more to do, so come join us as we re-fuel together!

We will hear from folk working on the ground across the country to move an agenda of racial and gender justice forward and recommit ourselves to the important work ahead. This annual gathering is equal parts RE-UNION+REFLECTION+REDEDICATION+REVELRY! See you at the reception!

### **Fiesta Colorado Style!**

**8:30 PM • Governor's Square 12**

Colorado Latino/a LGBT activists have pounded the pavement with great success and continue to work in coalition to bring justice to our communities! Let's celebrate Colorado Latino/a LGBT progress with ONE Colorado, the Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR), and our allies in the Latino/a LGBT struggle. Let's put on our dancing shoes and raise the roof to kick off an amazing weekend to create change together!

### **R u UU?**

**8:30 PM • Governor's Square 10**

Come Join a Gathering of Unitarian Universalists sponsored by Interweave Continental and the UUA's LGBTQ and Multicultural Program! Meet Interweave Continental board members Maryka Bhattacharyya, Nisco Junkins, and Susan Gore. Enjoy light refreshments and camaraderie. Learn what Interweave and the UUA's LGBTQ and Multicultural Program are doing. Learn how you and your congregation can get involved! We look forward to seeing you!

### **Glitter, Glamour and Illusion: A benefit drag show at Creating Change 2015!**

**Plaza Ballroom • 10:00 PM til the Drag Stars Drop**

Proceeds to benefit: National LGBTQ Task Force Scholarship Fund for Creating Change.

\$10 suggested donation (more if you can/less if you can't)  
Brought to you by the Creating Change 2015 Host Committee.

Join Host Committee Co-Chair and Denver Diva Sydney Andrews for a night of illusion, fun and some special guests! Come see some of Denver's brightest stars, featuring legendary icons Nina Montaldo, Brittany Michaels, Christi Layne and Jazzanne Capri at our first-ever Creating Change Drag Show. Other extraordinary special guests include Shotzi and more! Sydney Andrews and her friends will werk their best faces, spill some tea for the most exciting kiki of Creating Change 2015! See you there, darling.



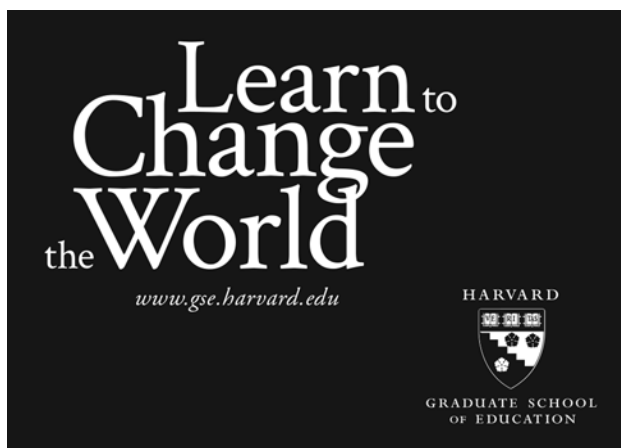
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# CONGRATULATIONS TO CARLOS PADILLA,

recipient of the 2015 Task Force Award  
for LGBT Leadership in  
Immigration Reform

Carlos' courage and perseverance have helped millions come to understand the heartbreaking injustices caused by our nation's broken immigration system and secured important pro-immigrant policy gains in Washington State and nationwide.

***Thank you, Carlos.***

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The Fund has invested nearly \$100 million to secure rights and opportunities for gay and lesbian people and immigrants. We can't begin to adequately express our gratitude to our LGBT and immigrant rights grantees for the astonishing progress they have made for freedom, justice and equality.

On Saturday, please enjoy complimentary pizza and soda in honor of Carlos at 1:00pm & come to the plenary at 1:30pm for the award presentation.

# MasQUEERade Ball for Youth



★ Saturday, February 7 ★

★ 8PM – Midnight ★ Plaza Ballroom ★

★ A special YOUTH PARTY  
for those 24 and under. ★

Come on in for fun, refreshments and dancing. No drugs or alcohol permitted.

Organized and sponsored by Urban Peak and the Youth Subcommittee of the Creating Change 2015 Host Committee.





## 12 Step/Recovery Meeting

7:00 AM • Plaza Court 8

Keep your recovery going at Creating Change!

## Morning Yoga!

7:30 – 8:30 AM • Plaza Ballroom Section D

Start the day with embodied leadership! This one-hour class includes physical practice (asana) and meditation. It is accessible and appropriate for those who are completely new to yoga as well as those who have been practicing for awhile. All bodies, gender expressions, levels of flexibility and abilities are heartily welcome!

Leader: Claudia Horwitz

## Art Studio Space – CC15

Governor's Square 17 • 9:00 AM – 1:00 PM

Creating Change is thrilled to welcome you to Art Studio Space - Creating Change. Our creative expressions foster and reflect individual visions within our communities, through the banners we carry, the logos we brand for our organizations and the art we hang on our walls. Art Studio Space - CC15 is a collaborative space in which we draw, paint, glue, sew, and weave our own personal experiences within the LGBTQ movement. The possibilities are endless! Bring your artistic LGBTQ awesome selves to the Art Studio Space CC15 Banner, weave some queer magic, or just relax and have some right brain fun! The amazing ASS staff of Tamara Galinsky, Ilene Goldstein, Rachael Shannon and Jessica Vondyke will be on hand to assist you with your whimsical and creative endeavors. Come on by!

## Love Yourself!

### Get Tested at Creating Change!

Aspen Room, Tower Building, Mezzanine Level

9 AM – 4 PM

Denver Public Health offers free HIV/STD testing at Creating Change. Take advantage of this opportunity to take care of yourself by learning your status. We can defeat HIV/AIDS with testing and treatment. Let's do it!

## ACADEMY SESSION 3

9:00 AM – 12:15 PM

All Academy Sessions 3 Hours

### Building the Board You Need to Succeed

Boards are critical to our success, but all too often board meetings feel aimless, board members are uncertain of how to help, and leaders aren't sure how to leverage the passion and skills on their board. We'll share creative ideas for better board engagement and give participants a chance to tackle board challenges. This workshop is open to all, but will be most relevant for board members

and executive directors.

**Presenters: Fran Hutchins and Ian Palmquist, Equality Federation**

### Sexual Liberation at the Intersections: An Open Space Discussion of how Race, Class, Gender, Religion, Ability, and other Identities Impact Folks' Experience of Sexual Liberation

Keeping Revolutionary Love in mind as we create a safe space for all, in this open space, we will evaluate how all of our identities impede our growth and/or benefit our well-being when it comes to how we express our sexuality. Through these lenses, we will discuss how our desires are manifested, how we express them in our sexual orientations and sex lives and how our bodies are used as signifiers to promote our sexual agencies. Our goal is to help people actively engage and take the next step towards owning their sexual liberation and express their sexuality in ideal ways that will help make them happier with their lives.

Open Space: Open spaces are more flexible and participant driven, with the topics for discussion chosen and facilitated by the host and the participants. Join this session if the theme interests you or you have a topic you would like to facilitate yourself.

**Presenters: Alba Onofrio, Vanderbilt Divinity School and Sexual Liberators Collective; Roan Coughtry, Transgender Advocates of the Capital Region and Sexual Liberators Collective; Robin Nussbaum, Robin Nussbaum Consulting and Sexual Liberators Collective**

### Engaging White People in Racial Justice

Obama's presidency and the continued economic recession have triggered a largely white racist backlash by the Tea Party, anti-immigrant organizations and conservative political commentators. More white people are needed to show up and speak out against racism. Presenters will share experiences for recruiting and engaging white people in racial justice efforts and working in alliance with organizations of color, particularly drawing on the experience of organizing in small and rural places. In this interactive session, participants will share stories and strategies and learn about the work of SURJ: Showing up for Racial Justice, a national network of white people organizing nationally and locally to confront racism.

**Presenters: Dara Silverman and Carla Wallace, Showing Up for Racial Justice (SURJ)**

### Exploring Justice in the Body

What would "justice in your body" feel like? Can "justice in our bodies" help create change? This introductory workshop explores the intersections between justice,

body, healing trauma and liberation. Understanding the basics of social and personal trauma can radically inform how we approach our work, each other and our lives. In this workshop we will walk you through the physiology of trauma. We'll look at how it shows up and impedes social justice work – in our meetings, our campaigns, our organizing, our working relationships, and in ourselves. We will present some basic principles and strategies to effectively identify when trauma is present and then how to work with it thoughtfully and productively.

**Presenters: Shannyn Vicente, MSW & LCSW, Co-Director of Justice in the Body; Sage Hayes, LMT & SEP, Co-Director of Justice in the Body**



### Practice Spirit, Do Justice: Understanding Spiritual Trauma

Doing LGBTIQ justice work within spiritual and faith communities often necessitates caring for those who have encountered spiritual trauma. This workshop will introduce and explore the topic of trauma with a spiritual origin. It will help attendees develop and practice the skills to identify spiritual trauma and better understand its impact. Participants will leave with tools to intervene with, support, and advocate for those who are suffering from spiritual trauma and its aftermath.

**Presenters: Carol Lautier, George Washington University; Jennifer Yates Claremont School of Theology; Carlin Rushing, M.Div, Vanderbilt University, Carpenter Program in Religion, Gender, and Sexuality**

### Moving Forward in Red Religious States

Moving LGBTQ rights forward can be a challenge in religious and republican dominated states. In this workshop we will share best practices and strategies used in Utah to move law makers and church leaders forward toward LGBTQ equality. During this session participants will learn how to tailor their story for religious republican decision makers.

**Presenters: Owen Smith and Preston Hilburn, Equality Utah**

**WORKSHOP SESSIONS 5 & 6**  
**9:00AM – 12:15PM**  
3 Hour Sessions

### Coding for Change

**South Convention Lobby, Tower Building Second Level  
All Audiences**

Women, people of color, queers, bi and trans folks – your creativity and ideas could bring new ways of engaging masses of people through technology! There are many ways to create change and one of them is making sure that diverse people learn how to code and are able to follow their dreams to create the next great start-up, the

next hot app or to find work in the tech world. This event is for people who are interested in learning how to code, and those who already know how to code. If you've never written code before in your life, we'll have a track for those starting from scratch at a 101 level. If you're an experienced coder, we'll have a track wherein folks will come together and create a unique group-driven project. Please join us no matter your level of experience. And, if you have a laptop, please bring it.

**Facilitators: Moof Mayeda, National LGBTQ Task Force; Leanne Pittsford, Lesbians who Tech; Shannon Turner, New Organizing Institute & Hear Me Code; Courtney Wallace, Lesbians who Tech; Jack Harrison-Quintana, National LGBTQ Task Force**

### Art and Our Activist Identities

**Art & Culture • All Audiences**

**Art Studio Space • Governor's Square 17**

Come celebrate the diverse nature of our activist community through a dynamic, interactive art workshop! Art is a wonderful way to deepen self-awareness, facilitate useful dialogue, foster better understanding of one another as activists and members of the queer movement and just plain relax and have some right-brain fun! Absolutely no art experience or skill necessary (there's no wrong way to do it!); just bring yourselves and an open mind! Limited to 12 participants. Please sign up in the Art Studio Space.

**Presenters: Tamara Galinsky, Board Certified Art Therapist, Art Studio Space, Washington, DC**

### The Art & Science of LGBTQ Funding Fundraising • Intermediate

This session will dive deep into trends, opportunities and gaps in LGBTQ foundation funding. Presenters from Funders for LGBTQ Issues will share data on the state of LGBTQ foundation funding and analyze trends in funding for trans communities, queer health funding and funding in the US South. Additionally, a panel of funders will share perspectives on opportunities and gaps in LGBT philanthropy. Finally, participants will have small group discussions with funders to explore opportunities particular to their work.

**Presenters: Kristina Wertz, Director of Engagement, Funders for LGBTQ Issues, New York, NY; Ben Francisco Maulbeck, President, Funders for LGBTQ Issues, New York, NY**

### Protect Me From What I Want Sexual Freedom • Intermediate

This is an intentional space for people of color to discuss how our desires are informed by the systems of power that oppress us (including white supremacy, capitalism, and ableism). Power affects who we sleep with, who we are friends with, what we find beautiful. We will develop a framework to narrate the relationship between desire and power and then move towards strategies that reclaim in-

timacy for ourselves.

**Presenters: Alok Vaid-Menon, Artist, DARKMATTER, New York City, NY; Janani Balasubramanian, Artist, DARKMATTER, New York City, NY; Hannah Giorgis, Writer and Organizer, New York City, NY; Malcolm Shanks, Community Organizer, National LGBTQ Task Force, Washington, DC**

## **WORKSHOP SESSION 5** **9:00 AM – 10:30 AM**

### **QPOC Elders: Needs, Rights, Resilience** **Aging and Ageism • All Audiences**

This workshop is for LGBT elders of color and other community members to share and learn about the needs unique to those who occupy this distinctive intersection of race, sexuality, and age and identify ways to make sure that our elders of color can live with grace and dignity. Come screen “The Silver Rainbow,” a short video produced by GRIOT Circle of LGBT seniors of color talking about aging, join in a discussion of the social and legal issues and rights that affect LGBT elders of color and strategize about making your work and our community more inclusive of LGBT elders of color.

**Presenters: Beverly Tillery, Deputy Director, Education and Public Affairs, Lambda Legal, New York, NY; Katherine Acey, Executive Director, GRIOT Circle, New York, NY; GRIOT Circle Leader**

### **It's Not Just About the Cake!**

#### **Anti-Discrimination Law & Policy • All Audiences**

We'll explore the use of religion to discriminate, focusing on businesses' claims that faith justifies refusing to sell LGBT customers wedding-related services. Presenters include people illegally turned away by a reception venue and a bakery, plus an ACLU lawyer.

**Presenters: Amanda Goad, Staff Attorney, ACLU LGBT and HIV Project, Los Angeles, CA; David Mullins Plaintiff, Denver, CO; Charlie Craig, Plaintiff, Denver, CO; Kate Linsley, Former Plaintiff, Denver, CO**

### **Queering Violence**

#### **Anti-Violence, including Sexual Assault and Domestic Violence • All Audiences**

This interactive, award-winning workshop uses multimedia clips from individual LGBTQ survivors and helps attendees broaden their understanding about the complex ways intimate partner violence, sexual violence and trauma affect LGBTQ survivors and communities. Participants will better understand the unique experiences of LGBTQ survivors and the intricate ways identities intersect with an individual's experience coping with trauma, violence and neglect. Participants will increase their ability

to effectively advocate and understand different transformative healing options for survivors.

**Presenter: Randall Jenson, Youth and Outreach Coordinator, Kansas City Anti-Violence Project, Kansas City, MO**

### **Host Your Own LGBTQ Film Festival**

#### **Art & Culture • All Audiences**

Dive into a quick history of LGBTQ characters on screen, learn about the groundbreaking work of activist Vito Russo in examining LGBTQ portrayals in film, and gain the tools necessary to launch your own queer film festival through this workshop led by Frameline, host of the first and largest LGBTQ film festival in the world. Inspire LGBTQ audiences and allies in your community through LGBTQ cinema!

**Presenters: Taylor Hodges, Youth In Motion Project Coordinator, Frameline, San Francisco, CA; Alexis Whitham, Director of Distribution and Educational Programming, Frameline, San Francisco, CA; Krista Smith, Director of Development, Frameline, San Francisco, CA**

### **Beyond Binaries**

#### **Bisexual Community & Issues • All Audiences**

How sexually diverse are we, anyway? Let's find out. In this interactive workshop we will conduct an anonymous survey of those present and we will look at the data: Where do we fall on the sexuality continuum? How do we label? How gender [non]conforming are we? How kinky? How monogamous? And how can we use this information to become more effective activists?

**Presenters: Robyn Ochs, Editor, Bi Women Quarterly, Educator & Activist, Boston, MA**

### **How to Make the Most of What You've Got** **College Campus Issues and Organizing for LGBT Administrators • Fundamentals**

How to make the most of what you've got: finding, promoting, and enhancing resources for LGBT students at resource challenged institutions. Every college can't all get a shiny new LGBT Resource Center, so what can we do to make sure our students are being taken care of and feel like their campus supports them? Let's talk about how we can work smarter to fill the deficits with the tools we already have.

**Presenters: Andrew Grayson, Admission Counselor, Kalamazoo College, Kalamazoo, MI**

### **Beyond #ItsOnUs:** **Queer Communities & Campuses**

#### **College Campus Issues and Organizing for Students • All Audiences**

While the US moves to address sexual assault on college campuses for the first time ever, the conversation is



dominated by the experiences of heterosexual women. It's critical that LGBTQ young people and our experiences are part of the conversation and part of the solutions. Come learn the facts about sexual assault in queer communities on campus, share your experiences and brainstorm solutions to shift the conversation on your campus.

**Presenters:** Raquel Ortega, Field Coordinator, URGE: Unite for Reproductive & Gender Equity, Washington, DC; Zenen Jaimes Pérez, Policy Advocate, Generation Progress, Washington, DC; Robyn Smith, Student, University of Florida, FL

### Work It! Making Your Workshop Work

Community Organizing • All Audiences

Effective workshops don't just happen. They require intentional planning, facilitation, and evaluation. Explore the methodology of two award-winning nonprofits that serve youth and adults. Participants will learn best practices and apply new skills.

**Presenters:** Jonathan Zur, President & CEO, VA Center for Inclusive Communities, Richmond, VA; Beth Panilaitis, Executive Director, ROSMY, Richmond, VA



### Rousing Catholics in the Age of Francis

Faith/ Practice Spirit, Do Justice • Intermediate

This workshop will expose participants to several grass-roots initiatives already in play to move Catholics and Catholic leaders to the full embrace of LGBT equality in the Catholic Church and society. Participants will practice some of those strategies with proven success mobilizing Catholic grass-roots communities. We'll practice smart messaging in conversation and in organizing efforts, and strategies to inspire distinct constituencies such as lay Catholics, pastors and bishops. Expect a creative, compelling hands-on experience.

**Presenters:** Jim Smith, Associate Director, DignityUSA, Minneapolis, MN; Tierra Ortiz-Rodriguez, Counselor/Manager, Montrose Center: Houston's LGBT Center, Houston, TX



### Religious Refusals: What You Need to Know

Faith/ Practice Spirit, Do Justice • All Audiences

Shocked by "Turn Away the Gay" laws and the Hobby Lobby case? You shouldn't be. Come learn the history and tactics of the right-wing "religious liberty" movement so you can better persuade the persuadable and overcome these new threats.

**Presenters:** Jay Michaelson, Director, LGBT Initiative, The Democracy Council, New York, NY



### Muslim-Jewish Queer Dialogue

Faith/ Practice Spirit, Do Justice • Intermediate

This workshop is an opportunity for Queer Jews and Queer Muslims to learn about each other, share experiences, process conflicts, and develop potential future collaborations between the two communities.

**Presenters:** Mordechai Levovitz, Executive Director, JQY (Jewish Queer Youth), New York, NY; Daayiee Abdullah, Imam, Muslims for Progressive Values, DC



### Turning Christian Opponents into Allies

Faith/ Practice Spirit, Do Justice • All Audiences

Some of our strongest opponents are Christians who justify anti-LGBT beliefs based on the Bible. Are they a lost cause, or is it possible to change their minds? This workshop is a step-by-step guide to turning your fiercest Christian opponents into LGBT allies. Justin Lee, executive director of The Gay Christian Network and author of Torn: Rescuing the Gospel from the Gays-vs.-Christians Debate, will show tested strategies that actually work—and common mistakes to avoid.

**Presenters:** Justin Lee, Executive Director, The Gay Christian Network, Raleigh, NC

### Queers doing Queer Community Research Health • Intermediate

While some state and federal agencies are starting to collect better data on LGBTQ disparities, they frequently don't ask the right questions of the right people. In order to have data that accurately reflects the varied experiences of LGBTQ people, we need to be able to do the work ourselves. Participants will learn promising practices in data collection and analysis and discuss how to integrate that data in to education, policy, advocacy and research.

**Presenters:** John Salisbury, Director of Programs, Rainbow Health Initiative, Minneapolis, MN; Dylan Flunker, Policy and Community Organizing Coordinator, Rainbow Health Initiative, Minneapolis, MN; EJ Olson, Education and Outreach Coordinator, Rainbow Health Initiative, Minneapolis, MN

### Seniors, Sexytime, and Staying Safe

HIV/AIDS • All Audiences

As we hold this convention, the calendar has landed on 2015, the year in which one half of all Americans who are HIV positive will be over 50. The reality is that old people have sex. And that's good news for both older adults and younger adults who want to be having sex past their 50th birthday. What can advocates and older adults do to help end HIV in this population?

**Presenters:** Aaron Tax, Director of Federal Government Relations, Services and Advocacy for GLBT

**Elders (SAGE), Washington, DC; Mark Brennan-Ing, Director for Research and Evaluation, ACRIA, Center on HIV and Aging, New York, NY; Naomi Schegloff, Project Co-Director, The Graying of AIDS, New York, NY; Daniel Tietz, Chief Special Services Officer, NYC Human Resources Administration, New York, NY**

### **Queers In Detention-Stopping Deportations Immigration • All Audiences**

QUIP, a program of United We Dream, addresses the issue of criminalization and incarceration of UndocuQueers and offer a movement building and liberation strategy that Dreamers have used to create a united front in resisting this deportation machine.

**Presenters: Carlos Padilla, QUIP Coordinator, United We Dream, Washington, DC; Carolina Canizalez, END Coordinator, United We Dream, San Antonio, TX; Daniela Hernandez, QUIP END National Lead, NC QUIP, Charlotte, NC; Cynthia Domenzain, QUIP END National Lead, AZ QUIP, Phoenix, AZ**

### **Global LGBT Activism & Solidarity International Issues • All Audiences**

The LGBTQ community in 76+ countries experiences inequality and persecution. We are part of a global LGBTQ rights movement. The United Nations Human Rights Council just passed a resolution condemning discrimination based upon sexual orientation and gender identity. Join us to learn about the LGBTQ work at the United Nations and the U.S. State Department. And help us explore together the qualities of responsible global LGBTQ activism and solidarity.

**Presenters: Urooj Arshad, International Youth Health and Rights, Advocates for Youth, Washington, DC; Maria Sjodin, Development and External Relations, IGLHRC, New York, NY; Michael Adey, Director, Global Faith and Justice Project, Santa Fe, NM; M.A. Kiefer, Advocates for Youth, Washington, DC**

### **United in the Struggle Labor • All Audiences**

This workshop delves into the nearly century-long shared history of the LGBTQ community and labor unions with an eye toward achieving workplace protections for LGBT workers and deepening the ties between the two movements.

**Presenters: Jerame Davis, Executive Director, Pride at Work, Washington, DC; Shane Larson, Legislative Director, Communications Workers of America, Washington, DC**

### **How Houston got a HERO Legislative/Policy Initiatives • All Audiences**

This workshop will provide attendees with strategies and tools to organize and pass a non-discrimination ordinance (NDO). Participants will leave with strategies, timelines and

best practices to pass an NDO based on Houston's recent successful passage of an NDO.

**Presenters: Brad Pritchett, Digital Coordinator, HOUEquality.com, Houston, TX; Noel Freeman, Houston GLBT Political Caucus, Houston, TX; Lou Weaver, Consultant on Transgender Issues, Houston, TX**

### **LGBT Veterans Strengthen Your Activism Military & Veterans Issues • All Audiences**

We will cover the importance and history of the LGBT Veterans community to the LGBT community at large and what each bring to the table. Other topics include: why Americans support veterans and the effect of repeal of DADT on the fight for marriage rights and full rights, and the current fight for Transgender rights.

**Presenters: Steve Loomis, AVER National President, American Veterans for Equal Rights, Albuquerque, NM**

### **Finding New Tools**

#### **Movement Building • Advanced**

How do we change how we make change? This session is designed for organizational and campaign leaders who are exploring ways to build the power of our movements by sharing power and changing how we structure, manage, and lead our organizations. Participants will learn from each others' experience, explore alternative leadership models, strategize together and leave with practical advice and new tools to try, as well as relationships with other leaders who can support their change efforts.

**Presenters: Kate Eubank, Waterville, ME; Susan Raffo, Minneapolis, MN; Krystal Portalatin, Co-Director, FIERCE, New York, NY; Jai Dulani, Co-Director, FIERCE, New York, NY**

### **Building Power, Starting Networks from Scratch**

#### **Organizational Development • Fundamentals**

Starting from Scratch explores the relationships, skills and resources needed to create thriving networks. We will dig deep into ways that by acting through shared values on self interest we can build power to create change.

**Presenters: Morgan Keenan, Founder, Missouri GSA Network, St. Louis, MO; Emily Danker-Feldman, Board Member, Missouri GSA Network, St Louis, MO**

### **Managing Up (and Across)!**

#### **Organizational Development • All Audiences**

Wondering how to get better results with your boss or peers? Get proven Management Center tools that'll help minimize frustration with your boss, colleagues, and coalition partners; and tools that will help you be a total rockstar at your job.

**Presenters: Bex Ahuja, Vice President, Training Services, The Management Center, Brooklyn, NY**

## **Eradicating Stigma: Homeless Youth Advocacy**

**Racial/Economic Justice • All Audiences**

Media and advocates often feed us “palatable” parables of LGBTQ homeless youth: Either their family fell on hard times and they grew up without a home; or they were rejected by their families when they came out. Ignoring equally prevalent stories of youth with histories of substance use, mental health issues, or sex work means we aren’t creating appropriate and necessary interventions. Come discuss how to build an effective homeless youth movement free of stigma.

**Presenters: Meghan Maury, Policy Counsel, National LGBTQ Task Force, Washington, DC; Jama Shelton, 40 to None Project Director, True Colors, New York, NY; Rocki Simoes, Program Manager, GLBT Host Homes Program, Avenues for Homeless Youth, Minneapolis, MN; Jack Storti, Homeless Youth Advocate**

## **Bias in Statistics: Debunking Hate “Research”**

**Research and Policy Analysis • Fundamentals**

The right wing has become skilled at producing “research” that looks legit. In this session, you will learn the basics of the research process and critique two high profile, highly flawed studies. You will grow in confidence to debunk any study.

**Presenters: Michele DiPietro, Associate Professor, Kennesaw State University, Kennesaw, GA**

## **Queering Education: Struggles & Support**

**Schools and Education, Grades K-12 • All Audiences**

We invite attendees to explore the philosophy of queering education and the difficulties of integrating LGBTQ themes in schools. Attendees will discuss current challenges of incorporating LGBTQ materials and share resources to advance dialogue in schools.

**Presenters: Paul Le, Ph.D. Student, University of Colorado Denver, Denver, CO; Blair Mishleau, Technology Instructor, Teach for America, Washington DC**

## **Navigating Kink Amidst the ISMs Sexual Freedom • Intermediate**

The realm of kink offers responsible, negotiated play that pushes the boundaries of the psychological and physical experience. It is often presented as a safe place where everyone is welcome. While advertised as “liberating,” we often witness a predominantly white, heterosexual, male-dominated, anti-trans cultures. How do queers, transfolks, people of color and women get access to this privilege of exploration? How does oppression play into our kink? Are we forced to leave some of our identities at the door? Are poor people a part of play parties/kink world? Are people with disabilities seen as sexual beings? Do kinksters operate in a vacuum? Is it possible to be kinky and

political? How can we respect one another and continue to navigate within the kink sphere? Join this interactive workshop on understanding how oppression flourishes in kink spaces and how we can work to counteract it.

**Presenters: Ignacio Rivera, Director of Training, Global Trans Research and Advocacy Project, Washington, DC; Yosenio Lewis, Independent Consultant**

## **Breaking ID Barriers**

**Transgender Community & Issues • Fundamentals**

The name and gender change process affects trans communities across the country but is often prohibitively complicated or exclusive, and local resources to help navigate the system are scarce. This workshop is designed for attendees to understand name and gender change challenges and brainstorm how we can improve the system and build support for the process in our communities. Attendees will leave with practical advice, tools, and inspiration for changing policies and expanding name and gender change services back home.

**Presenters: Arli Christian, Policy Counsel, National Center for Transgender Equality, Washington, DC; Andy Bowen, Executive Director, Garden State Equality, Montclair, NJ; Sandy James, Urvashi Vaid Research Fellow, National LGBTQ Task Force, Washington, DC; Owen Daniel-McCarter, Legal Director and Staff Attorney, TransLife Center, Chicago House, Chicago, IL**

## **Creating Social Media for Social Change Youth • All Audiences**

A workshop by TransYouth Speak about using social media platforms as avenues for social change, empowering youth to be more in control of the changes that benefit them in society.

**Presenters: Sebastian Spiegel, Outreach Coordinator, TransYouth Speak, Los Angeles, CA; Charlie Beckler**

## **Rainbow Warriors: Lifting Up Queer and Trans Youth Leaders**

**Youth • All Audiences**

Learn about a national queer and trans youth of color-led culture shift campaign on queer and trans youth resiliency. Members of the Strong Families’ RAD (Revolutionizing a Dream) Youth Movement share how their base of queer and trans youth leaders and allies have launched a campaign to counter the narrative surrounding queer and trans youth of color as victims, at-risk or powerless and lift up stories of creativity and resilience.

**Presenters: Quita Tinsley, Youth Organizer, SPARK Reproductive Justice Now, Atlanta, GA; Eleanor Dewey, Co- Executive Director, COAVP; Branching Seedz of Resistance, Denver, CO; Denicia Cadena, Communications and Cultural Strategy Director, Young Women United, Albuquerque, NM; Nathaniel**



Faulk, Leadership Development/ Healing Justice, BreakOUT!

## **WORKSHOP SESSION 6** **10:45 AM – 12:15 PM**

### **Building Age Inclusive LGBT Services** **Aging and Ageism • Intermediate**

The National Resource Center on LGBT Aging has released a new guide to improving LGBT organizations' capacity to engage and serve LGBT older adults. We will walk through this new guide and provide concrete suggestions for reaching LGBT older adults.

**Presenters: Tim Johnston, Manager of Education and Training, SAGE and the NRC, New York, NY; Hilary Meyer, Director of National Programs, SAGE and the NRC, Los Angeles, CA**

### **QPR - Ask a Question, Save a Life** **Anti-Violence, including Sexual Assault and Domestic Violence • All Audiences**

QPR is three simple steps that anyone can learn to help save a life from suicide. Just as people trained in CPR save thousands of lives, people trained in QPR learn to recognize the warning signs and connect others to care. Training includes certification.

**Presenters: Jess Stohlmann-Rainey, Senior Program Director, Carson J Spencer Foundation, Denver, CO; Heidi Lightenburger, Community Outreach Coordinator, Carson J Spencer Foundation, Denver, CO**

### **Queer Memoir Storytelling = Radical Act** **Art & Culture • Fundamentals**

This workshop will introduce participants to the concepts of radical queer storytelling as used by the founders of Queer Memoir in their events. Participants will have a chance to participate in a radical storytelling mini workshop and story share and will leave with the skills needed to apply the tenets of radical storytelling/listening to their own activism and cultural work.

**Presenters: Kelli Dunham, Co-founder, Queer Memoir, BROOKLYN, NY**

### **Campus Bystander Intervention Education** **College Campus Issues and Organizing for LGBT Administrators • Intermediate**

Change it Up! is a bystander intervention program mandated for all first-year students that includes education on identities, microaggressions, and intervention skills. This session will discuss the development, content and assessment of the program.

**Presenters: Ashley Schwedt, Bystander Intervention Coordinator, University of Michigan Spectrum**

**Center, Ann Arbor, MI; Ariana Bostian-Kentes, Program Manager for Inclusive Leadership, University of Michigan Spectrum Center, Ann Arbor, MI; Will Sherry, Interim Director, University of Michigan Spectrum Center, Ann Arbor, MI**

### **Movement Fam Across Colleges & Communities**

**College Campus Issues and Organizing for Students • All Audiences**

Working to create change on college campuses and within communities can often be an isolating experience. Not only do queer activists face institutions and community members hostile or apathetic to their survival needs, we often find ourselves lacking tangible movement family to lift us up and catch us when we fall. This workshop targets that need for movement building among young activists by examining strategies for cross-campus, cross-regional, and cross-issue solidarity among young people.

**Presenters: Jon Hoadley, President, Badlands Strategies, Kalamazoo, MI; Felipe Sousa-Rodriguez, Deputy Managing Director, United We Dream, Tampa, FL; Erik Lampmann, Klagsburn Outreach Fellow, Alliance for Justice, Washington, DC; Marion Humphrey, Fellowship Program Manager, People For the American Way Foundation, Washington, DC**

### **Coalitions that Work for Everyone** **Community Organizing • Intermediate**

Coalitions are powerful and essential forces that move equality forward in communities. But developing a strong coalition is often easier said than done. Using real-world examples from PFLAG chapters across the U.S., you'll learn how to effectively work the delicate balance of multiple interests to achieve goals and avoid internal disaster. Get information on what works, what to avoid, and how to lead these transformative efforts.

**Presenters: Brooke Senter, Field Manager, Central Region, PFLAG National, Washington, DC; Diego Sanchez, Director of Policy, PFLAG National, Washington, DC**

### **#LGBTQFerguson: Let's Talk!** **Community Organizing • All Audiences**

Sponsored by: [colorofchange.org](http://colorofchange.org)

Come hear from the trailblazers who are on the frontlines in Ferguson and have sparked the country to take to the streets to shut them down! Hear from a legal support team member, the founders of Millennial Activists United, and Socialist Alternative. Learn what you can do to stand with Ferguson and to further this critical Movement of #BlackLivesMatter.

**Presenters: Keith Rose, Queer Activist and Member, St. Louis Legal Collective, St. Louis, MO; Ashton Ro-**

mans, Organizer, Socialist Alternative, St Louis, MO; Alexis Templeton, Co-founder, Millennial Activists United, St. Louis, MO; Brittney Ferrell, Co-founder, Millennial Activists United, St. Louis, MO; Ashley Yates, Co-founder, Millennial Activists United, St. Louis, MO

### Criminal Justice System: Organizing & Engaging the LGBT Community

Community Organizing • All Audiences

Have your communities been overly policed/harassed by law enforcement or treated unfairly in detention facilities? Join us for a panel discussion and advocacy planning on how to mobilize against unfair treatment of LGBT people interacting with the criminal justice system.

**Presenters:** Joey Hernandez, Community Engagement and Policy Advocate, ACLU of Southern California, Los Angeles, CA; Chip Charles, Skadden Fellow, ACLU LGBT Project, New York, NY; Jorge Gutierrez, National Coordinator, Familia: Trans Queer Liberation Movement, Los Angeles, CA; Christopher Argyros, Project Manager, Anti-Violence Project, Los Angeles LGBT Center, Los Angeles, CA



#### Faith Response to AIDS

Faith/ Practice Spirit, Do Justice • Fundamentals

This workshop will highlight and demonstrate an evolving formula of collaboration that is paving the road to successful HIV/AIDS prevention and intervention efforts. Participants will learn successful strategies for collaborative community partnerships.

**Presenters:** Anthony Sullivan, Regional Consultant, United Church of Christ HIV/AIDS Network, University Park, IL



#### LGBT Faith Voices in the Media - YOURS

Faith/ Practice Spirit, Do Justice • Intermediate

Despite growing acceptance of LGBT people across religions, most religious messages in mainstream media are anti-LGBT. We will practice effective messages and techniques to share messages of equality in faithful, theological, and scriptural terms.

**Presenters:** Ross Murray, Director of Faith and Culture, GLAAD, New York, NY



#### Pauli Murray's Contemporary Influence

Faith/ Practice Spirit, Do Justice • Fundamentals

This session will examine the life, work, and philosophy of Pauli Murray and its repercussions for contemporary LGBT activism that engages multiple identities. Utilizing

the writings and work of Murray, the first female African-American Episcopal priest, we will begin to apply Murray's frameworks for activism to current LGBT rights issues. Participants will leave with a set of practical, group-generated, recommendations for work with religious and non-religious groups and advocates.

**Presenters:** Robert Harkrader, Educational Resources Manager, Interfaith Youth Core, Chicago, IL



#### Moved by Faith: LGBT Asylum Seekers

Faith/ Practice Spirit, Do Justice • All Audiences

Religion and faith: tools of abuse and liberation for LGBT asylum seekers.

**Presenters:** Max Niedzwiecki, Coordinator, LGBT Faith & Asylum Network (LGBT-FAN), New Orleans, LA; Eric Scharf, Co-Founder, Center Global, Washington, DC; Melanie Nathan, Director, PCI Justice, San Francisco, CA

### Families Creating Inclusive Communities

Families • All Audiences

Family acceptance is a key factor in the physical and mental well-being of youth. This workshop will explore how organizations can engage diverse families to create more inclusive homes and communities. Participants will learn from leaders who have developed models for engaging families in the Latino community and other communities of color. Together attendees will work to identify key levers for cultural and community transformation and discuss how to incorporate family leadership into their work.

**Presenters:** Laurin Mayeno, Founder, Somos Familia and Out Proud Families, Berkeley, CA; Dulce Garcia, Advisory Board Member, Somos Familia, Oakland, CA; Marco Castro-Bojorquez, Community Educator, Lambda Legal, Los Angeles, CA; Sergio Lopez, Director of Latino Programming, Freedom to Marry, Washington, DC

### Getting Past the Fear of Asking

Fundraising • All Audiences

I believe it's not enough to teach people the steps for fundraising, they need to be coached past their fear. I've been offering this session for over 6 years and it's one part coaching and one part specific how-to tutorial. Attendees report feeling more confident and ready to kick themselves out of the way and let the cause talk! Here's a testimonial from a 2011 attendee; "I can't thank you enough for your workshops on Networking and Fundraising. I was one of those people who hate to ask for money. You helped me remember how I feel when I give money to a cause I believe in. That is invaluable for me, to feel like I'm giving people an opportunity to support a cause they are passionate about." Let's ask!

**Presenters: Robbie Samuels, Speaker and Consultant, RobbieSamuels.com, @RobbieSamuels, Boston**

### **Masculinity without Misogyny**

**Gender and Identity • Intermediate**

This interactive workshop will explore traditional markers for masculinity and their relationship to gender-based violence. This is an invitation to join a multi-gendered dialogue grounded in racial justice as we explore how to be in active solidarity with survivors of violence and push back against patriarchy and femme-phobia within MOC and Transmasculine spaces. Participants will leave with an analysis to help take inventory of their own masculinities and guide messaging in their local movements.

**Presenters: Jess Clark, Education and Prevention Supervisor, Solace Crisis Treatment Center, Santa Fe, NM; Alena Schaim, Executive Director/Instructor, IMPACT (New Mexico), Santa Fe, NM; Sebastian Margaret, Co-founder, Disability Justice Collective, Santa Fe, NM**

### **Steer Queer WITH Your Doc**

**Health • Fundamentals**

This asset-based workshop focuses on the navigation of barriers that the LGBTQ community faces in engaging in healthcare. Breakouts will build on attendees skills to become leaders in their own health, organize community around health issues, and understand and navigate systems. Using real-life scenarios, attendees will learn to engage with healthcare providers to advocate for better health outcomes in the LGBTQ community.

**Presenters: Daniel Schollaert, SW Washington Services Coordinator, Cascade AIDS Project, Portland, OR; Letty Martinez, HIV Prevention Specialist, Cascade AIDS Project, Portland, OR; Joseph Sedillo, Physician Assistant Student, Oregon Health & Science University, Portland, OR**

### **Bridging the Viral Divide & HIV Allyship**

**HIV/AIDS • Fundamentals**

This workshop will give HIV-negative and HIV-positive attendees the chance to collaborate and cultivate a set of tools to practice allyship with people living with HIV. Participants will cultivate a stigma-free vocabulary when talking about HIV, as well as gain a deeper knowledge of the many issues facing HIV-positive people, including HIV criminalization and stigma.

**Presenters: Mathew Rodriguez, Community Editor, TheBody.com, New York, NY; Charlie Ferrusi, MPH Candidate, New York University, New York, NY**

### **Rainbow Corps**

**International Issues • Fundamentals**

This workshop and panel will educate attendees about both the challenges and amazing opportunities of work-

ing overseas in grassroots development as members of the LGBT family with the Peace Corps. Participants will learn about the intercultural nuances of being a queer Volunteer, the varied experiences of LGBT Returned Peace Corps Volunteers (RPCVs), the support mechanisms Peace Corps offers to LGBT Volunteers, and how to harness the Peace Corps experience for their future professional endeavors.

**Presenters: Daniel Hinkle, LGBT Training Specialist, Peace Corps, Washington, DC**

### **Build Power: Organize the Future**

**Labor • All Audiences**

Building a strong, inclusive coalition is one of the first steps to winning a campaign or initiative. In this workshop, you will learn how to organize, grow, and maintain an inclusive coalition to project power, amplify your message, and win.

**Presenters: Connie Cordovilla, Associate Director of Human Rights, American Federation of Teachers, Washington, DC; Bill Schieber, Community Engagement Coordinator, American Federation of Teachers, Washington, DC; Richard Fowler, American Federation of Teachers**

### **But We're on the Same Side: Conflict Resolution for Nonprofits**

**Organizational Development • All Audiences**

Despite shared goals, activists with a passion for equality often experience conflicts that can jeopardize the success of their important work. This workshop will explore the sources of activism conflict, teach formal and informal mediation skills, and discuss real-world PFLAG best practices to prevent conflicts before they happen as groups and individuals work to move equality forward in their communities.

**Presenters: Jamie Curtis, Field Manager, Eastern Region, PFLAG, Washington, DC; Cesar Hernandez, Field Manager, Western Region, PFLAG, Los Angeles, CA**

### **Effective Leadership: Know and Use Communications Styles**

**Organizational Development • All Audiences**

Become a more powerful leader by learning your communications style and the style of those around you. Learn how to get your board headed in the direction that will move your organization forward. Recognizing your communications style, and the styles of others, helps everyone flex to move forward together, providing the foundation for a stronger leadership team. Core leadership skills like setting the tone in the organization and conflict resolution keep your group in tune and firing on all cylinders.

**Presenters: Sherri Rase, Membership Co-Chair, InterPride, Edison, NJ; Sue Doster, Co-President, InterPride, Jersey City, NJ**



## **Basta Ya, No Mas Violencia!**

### **People of Color • Fundamentals**

This workshop will focus on the intersections of homophobia, heterosexism and racism which enhance negative stereotypes associated with being Latin@ and LGBT and lead to physical and mental violence. Attendees will explore how these portrayals increase LGBT Latin@s vulnerability in becoming targets for interpersonal violence, not only from the general populace, but within the Latino community as well. The session includes an analysis of the structures and norms in place that allow LGBT Latin@s to be victimized and what we can do to create communities that are safe for and honor LGBT Latin@s.

**Presenters: Omar Narvaez, Community Educator, Lambda Legal, Dallas, TX; Jose Juan Lara, Jr., Director of Advocacy and Training, National Latin@ Network, Austin, TX**

## **Let's Talk: Gender, Race, & Schooling**

### **Schools and Education, Grades K-12 • Fundamentals**

Participants will look inward at how they were schooled to deal with diversity and connection, a necessary prelude to creating community and curricula that empower all children and families. Participants will examine how their own stories relate to social systems, in order to turn oppression and privilege into agency and action. In addition, they will experience SEED's methods of intentionally structured group conversation to create democratic discourse that includes input from all voices.

**Presenters: Emmy Howe, Co-Director, Seeking Educational Equity & Diversity, Conway, MA; Gail Cruise-Roberson, Associate Director, Seeking Educational Equity & Diversity, New York, NY; Donald Burroughs, SEED Staff, Seeking Educational Equity & Diversity, Roxbury, MA**

## **Know Your Rights in High School**

### **Schools and Education, Grades K-12 • Fundamentals**

This workshop will inform students about several legal issues frequently faced by LGBTQI high school students and their allies and what steps they can take if they think their school is discriminating against them. We will cover such areas as free speech, Gay Straight Alliances, same-sex dates for school dances, gendered dress codes, harassment, outing, and students' right to participate in events like National Day of Silence.

**Presenters: Chris Hampton, Youth and Program Strategist, American Civil Liberties Union, New York, NY; Sara Neel, Staff Attorney, ACLU of Colorado, Denver, CO**

## **Doing Justice: A Place for Polyamorous /Non-Monogamous Communities in the LGBTIQ Movement**

### **Sexual Freedom • All Audiences**

As LGBTIQ movements strive for society to recognize and embrace a spectrum of gender and sexual identities, the polyamorous/non-monogamous (poly/NM) communities are working to gain recognition and equity within these movements. This workshop is aimed at people who are interested in having a dialogue regarding poly/NM issues in broader LGBTIQ movements. We will examine issues of "outness," inclusion in LGBTIQ movements, and strategies for raising poly/NM concerns within your own work.

**Presenters: Robin Nussbaum, Member, Sexual Liberation Collective, Seattle, WA; Daunasia Yancey, Boston, MA; Sarah Roan Coughtry, Sexual Liberation Collective, Atlanta, GA; Ariel Vegosen, Co-Founder, Gender Blender, Berkeley, CA**

## **Trans Positive Sexuality**

### **Sexual Freedom • All Audiences**

Come to talk about bodies, language, behaviors, and desires (and coming!) - presented with trans\*, gender-queer, and gender non-conforming people in mind. Our communities have particular concerns as well as special opportunities for fun and frolic that are often left out of mainstream Sex Ed. Here's a chance to learn about the care, feeding, and delight of your tingly bits (and/or those of your partner) in a safe and trans-positive environment.

**Presenters: Tobin Hill-Meyer, Director, Handbasket Productions, Seattle, WA; S. Bear Bergman, Toronto, ON Canada**

## **Dissed at the Polls: Why are Trans Voters Being Blocked from the Ballot Box?**

### **Transgender Community & Issues • All Audiences**

We know that photo ID laws impact people of color, the elderly, and low-income voters, but did you know that photo ID laws disenfranchise transgender voters too? Transgender people often lack access to identity documents that reflect their name and gender, which makes them more likely to be denied access to the voting booth. Learn from advocates about how these laws impact you and what you can do in your community to help ensure transgender people have equal access to the ballot.

**Presenters: Patrick Paschall, Senior Policy Counsel, National LGBTQ Task Force, Washington, DC; Jody Herman, Peter J. Cooper Public Policy Fellow, Williams Institute, UCLA School of Law, Los Angeles, CA; Sandy James, Steering Committee Member, TransLAW, Washington, DC**

**Now is Our Time: Youth Empowerment  
Youth • All Audiences**

Youth and millennials lead on the forefront of many social justice movements, and are simultaneously located within an economic recession, the school-to-prison pipeline, and a changing political climate. We recognize that we have deep healing to do as we struggle for liberation from the internal to the institutionalized. This session collects us as a generation to heighten our awareness of each other and step up our game for movement building. We will look at inspiring cases of youth-led anti-oppression work, and generate creative collaborations on our own frameworks for change. The second half of the session will be dedicated to a dialogue on our own strategies and commitments on the ground.

**Presenters: Chris Kontopidis, Founder, Council Co-Chair, JustUsATL, Atlanta, CA; Turner Stulting, Convener, Pennsylvania Student Equality Coalition, Lewisburg, PA; Jason Goodman, Executive Director, Pennsylvania Student Equality Coalition, Lower Merion, PA**

**Pizza and Soft Drinks**

1:00 PM • Plaza Ballroom Pre-Function Area



**PLENARY SESSION**

1:30 PM • Plaza Ballroom

**Mobilize for Reproductive Justice!**

**Panelists:**

**Kierra Johnson**

Executive Director, Unite for Reproductive and Gender Equity (URGE)

**Jessica González-Rojas**

Executive Director, National Latina Institute for Reproductive Health

**Kris Hayashi**

Executive Director, Transgender Law Center

**Stacey Long Simmons, Esq.**

Director of Public Policy & Government Affairs, National LGBTQ Task Force

**ACADEMY SESSION 4**

**3:00 PM – 6:15 PM**

**All Academy Sessions 3 Hours**

**Proud Shoes: LGBTQ History and Activism**

We have always been here and we have a right to our history, our ancestors and leaders. We owe it to ourselves to bring back those that history has tried to erase and to prevent ourselves from being erased. We have to tell our own stories because if we don't, someone else will. And they'll tell it wrong. Join us and find yourself in our history.

**Presenters: Dolores Chandler and Barbara Lau, Pauli Murray Project, Duke University Human Rights Center**

**More than Money**

As staff, board members and volunteers, our organizations call on us to raise the resources to support the important work of creating change. This workshop will help movement builders apply their organizing skills toward fundraising and serve as stronger ambassadors for their organizations. More than Money will be an interactive space for participants to reflect, practice and share ideas. No previous fundraising experience required!

**Presenters: Maria De La Cruz, Headwaters Foundation for Justice; Rosa Yadira Ortiz, Illinois Caucus for Adolescent Health**

**Power = Organized People + Organized Money: Organizing Open Space**

As organizers, we create change using an array of tools and tactics. Whether we're talking with our neighbors about a local ballot initiative, or meeting with elected officials to help ensure LGBTQ people can keep their jobs without fear of discrimination, our ultimate goal remains the same: securing justice and liberation for us all. Come join in a conversation about tools for victory, as well as an opportunity to reflect on when and where we could have done things differently. Bring your questions and your best practices, and let's keep upping our game!

**Presenters: Sarah Reece, Rodney McKenzie, and Malcolm Shanks, National LGBTQ Task Force**

**Teaching Trans\***

Join us to reflect on experiences that have helped shape our notions of gender identity and expression and acknowledge the complexities of trans identities. Participants will build their skills related to interrogating teaching tools and using their own experiences with gender as a basis for developing educational plans.

**Presenters: Gabe Javier, University of Wisconsin-Madison LGBT Center; Will Sherry, UM-Ann Arbor Spectrum Center**

## **WORKSHOP SESSION 7** **3:00 PM – 4:30 PM**

### **Film Screening: Limited Partnership**

**3:00 PM • Plaza Ballroom Section A**

Filipino American Richard Adams and Australian Tony Sullivan met in 1971 at a Los Angeles bar called The Closet, fell in love, and spent the next 40 years fighting the system in order to stay together. In 1975 they became one of the first same-sex couples to be legally married and the first to be denied legal immigration status. Long before the current battle over same-sex marriage was even a twinkle in a modern activist's eye, Richard and Tony were boldly suing the U.S. government for the right to be married, and then for the right to have that marriage recognized so Tony could get a green card and not be deported. But in the age of Anita Bryant, the backlash to their love-story-turned-legal-challenge proved to be fierce. First came an utterly shocking response from the U.S. Immigration and Naturalization Service, then an unexpected outpouring of hate and bigotry from the general public, and then the ludicrous choice to either live apart or leave the country together. Limited Partnership takes us back and forth through the decades with this pioneering and persistent bi-national gay couple, two unsung heroes who paved the way for the eventual defeat of DOMA. Written and directed by Thomas G. Miller. 74 minutes. (USA/2014)

### **Aging With Sexcitement**

**Aging and Ageism • All Audiences**

We invite people of all ages to examine common myths about sexuality and aging. We will discuss programs and cultural changes that address stigmas and bias around the natural process of aging and loving, as well as sexciting ways to advance sexual health and pleasure.

**Presenters: Terri Clark, Prevention Services Coordinator, ActionAIDS, Philadelphia, PA; Tim Johnston, Manager of Education and Training, SAGE, New York, NY; Sue Katz, Wordsmith and Rebel, Boston, MA**

### **Accountable Communities**

**Anti-Violence, including Sexual Assault and Domestic Violence • Intermediate**

This skills based workshop is focused on addressing domestic and sexual violence within our LGBTQ communities. Designed around a multi-tiered interactional scenario this workshop is meant to surface illicit tensions around "community accountability" while tapping into the inherent resiliency of queer and trans communities and the many ways we thrive while creating the conditions to support loving equitable relationships.

**Presenters: Shannon Perez-Darby, Youth Services Program Manager, The Northwest Network of LGBT Survivors, Seattle, WA**

### **Got Your Back:**

#### **Queer Student/Staff Solidarity**

**College Campus Issues and Organizing for Students**  
**• All Audiences**

This workshop will explore creative ways for activist students, faculty, and staff to overcome institutional constraints by examining queer strategies of visible/invisible coordination and mentorship within and across higher education.

**Presenters: Erik Lampmann, Klagsbrun Fellow/ Alum of University of Richmond, Alliance for Justice, Washington, DC; Ted Lewis, Associate Director of LGBTQ Campus Life, University of Richmond, Richmond, VA; Glyn Hughes, Director, Office of Common Ground, University of Richmond, University of Richmond, VA**

### **The Art of Calling In and How to Apologize**

**College Campus Issues and Organizing for Students**  
**• All Audiences**

This workshop focuses on "Calling In" (rather than calling out) - a practice of addressing oppressive language and behavior in a positive way that invites others into the conversation rather than having them feel isolated and shamed. This workshop will mainly focus on addressing microaggressions and folks who do not intentionally use language to oppress. Participants will practice using the Calling In model in various scenarios in order to get a better understanding of the language and idea. Participants will leave with practical tools to use for their own advocacy.

**Presenters: Robert Penaherrera, Graduate Hall Director, Rutgers Department of Residence Life, Piscataway, NJ; Xochilt Lamas, Graduate Assistant, Rutgers Center for Social Justice, Piscataway, NJ**

### **National Grassroots Organizing**

**Community Organizing • Advanced**

Facilitated by leaders of national low-capacity organizations devoted to grassroots activism, this workshop will create space for activists to share challenges and strategies to successfully include and engage communities and effect social change.

**Presenters: Katherine Koster, Sex Workers Outreach Project, Chicago, IL**

### **Beyond Choice: Reproductive Justice Organizing & Advocacy (And How You Can Get Involved)**

**Community Organizing • All Audiences**

Come join the discussion about "where are we now" in the movement for Reproductive Justice, hear about where the conversation is going, and learn how you can get involved. The discussion will broadly cover the landscape of the national RJ conversation, including struggles and successes. The panel of activists will dive into



the legislative and systematic barriers shifting the RJ landscape (such as Hobby Lobby, McCullen). Attendees will learn about what's next for RJ and how they can get involved as RJ advocates in their regions.

**Presenters: Dominique Chamely, Moderator, National LGBTQ Task Force, Washington, DC; Kimberly Inez McGuire, Director of Public Affairs, National Latina Institute for Reproductive Health, Washington, DC; Mari Schimmer, Program Director, URGE (Formerly Choice USA), Washington, DC; La'Tasha Mayes, Founder, Executive Director, New Voices Pittsburgh, Pittsburgh, PA**

### **Accessibility in the LGBT Community Disability and Accessibility • Fundamentals**

This workshop will teach attendees about issues that people with disabilities face, especially surrounding access to the LGBT Community. Participants will engage in an interactive group discussion about techniques they have used for helping people with disabilities access their local LGBT community. Attendees will leave with valuable skills and tools that they can use to help people with disabilities access their local community and LGBT community.

**Presenters: Kimberley Jackson, DO, Medical Director, Gender Identity Center of Colorado, Denver, CO**



### **Battling Bigotry in the Black Church**

**Faith/ Practice Spirit, Do Justice •  
All Audiences**

This workshop is designed for persons who refuse to accept heterosexism and who also refuse to abandon the rich heritage of the Black Church. Join us to discuss strategies for change.

**Presenters: Rev. Dr. Kenneth Samuel, Victory for the World Church - UCC, Stone Mountain, GA**



### **Mindful Activism as Buddhist Practice**

**Faith/ Practice Spirit, Do Justice •  
All Audiences**

Engaged Buddhists take spiritual practice from the cushion into society. Demonstrating and advancing social justice is a vocation, compassion a shield, and the goal is to leave no one behind. Intersectionality and Engaged Buddhism are a perfect match.

**Presenters: Zoe Nicholson, Buddhist Monk & Teacher, The Lantern Initiative, Newport Beach, CA**



### **Bi and Trans Adventures in Judaism**

**Faith/ Practice Spirit, Do Justice •  
Intermediate**

Participants will experience an immersion in chant, prayer, ritual, text study and discussion that lifts up queer sensibilities with a focus on celebrating the gifts of bisexual and transgender Jews. All can be replicated in home congregations, chavurot and ad hoc communities (queer or not) as well as in interfaith and political settings where spiritual experiences frame, support, inform and uplift. Attendees will leave refreshed, renewed, inspired and empowered. Hebrew used will be transliterated and translated.

**Presenters: Debra Kolodny, Executive Director, Nehirim, LGBT Jewish Working Group, Portland, OR; Rafi Daugherty, Colorado Regional Manager, Keshet, Denver, CO**



### **Creating a Safety Net @ Christian Colleges**

**Faith/ Practice Spirit, Do Justice •  
Fundamentals**

Christian colleges and universities around the country are graduating the next generation of leaders in the Church and have a significant influence on current theology and practice in the Church. Additionally, college students are in crucial stages of navigating their own identity and their own theology. What is happening at these schools around issues of LGBTQ inclusion? Come and hear about the network of (often underground) LGBTQ groups that have sprung up at Christian colleges around the country. How can we support these students? How can we create dialogue at these schools? This workshop is for students, parents, alumni or anyone interested in what is happening in higher education around issues of sexuality and gender identity.

**Presenters: Paul Southwick, Board Member, Safety Net and OneGeorgeFox, Portland, OR; Heath Adam Ackley, Board Member, Haven at Azusa and Safety Net, Los Angeles, CA; David Olsen, Board Member, CedarvilleOut and Safety Net, Los Angeles, CA**

### **Transformation - One Family's Journey Families • All Audiences**

How do you take yourself to the next level of transformation? A mother and her transgender son will delve into their journey, sharing some of the lessons they have learned. Then workshop participants will be given the opportunity to reflect on their journey and next steps. We want each attendee to walk away knowing who they need to be, what they need to know or what they can do to be even more effective than they already are.

**Presenters: Marsha Aizumi, PFLAG National Board, PFLAG, Pasadena, CA; Aiden Aizumi, Executive Board, Pasadena PFLAG, Duarte, CA**

### **Family Building Options for LGBT People Families • All Audiences**

As a leader and organizer in your community we understand your unique needs in regards to time and family building. This session aims to provide you with detailed information and shared experiences about the many options and the affordability of building a family.

**Presenters: Mark Leondires, Medical Director, Reproductive Medicine Associates of CT, Norwalk, CT**

### **Engaging New Donors and New Dollars Online**

**Fundraising • Intermediate**

You've seen other groups engage hundreds of new donors and raise thousands of dollars on Give OUT Day, but what will work best for your organization? Join us for a hands-on workshop to learn about the successes from groups big and small across the country and begin developing your own, customized strategy to get the most out of Give OUT Day 2015.

**Presenters: Jason Franklin, Executive Director, Bolder Giving, New York, NY**

### **TRANSformational Impact: An Inside Look**

**Fundraising • Intermediate**

This session will provide ground breaking new data on the current state of foundation funding for trans communities with the launch of a new report, TRANSformational Impact. In addition, leaders in the growing field of trans philanthropy will share their analysis on trends, opportunities and gaps in trans funding. We will also discuss ways to grow the leadership of transgender people in LGBT philanthropy and to increase trans funding overall.

**Presenters: Kristina Wertz, Director of Engagement, Funders for LGBTQ Issues, New York, NY; Gabriel Foster, Director, Trans Justice Funding Project, Brooklyn, NY; Rye Young, Director, Third Wave Fund**

### **Addressing the LGBTQ Generation Gap HIV/AIDS • All Audiences**

This workshop will help attendees identify the differing impacts HIV has on the LGBTQ community. Participants will gain knowledge and skills necessary to deconstruct stigma, humanize and validate all generations of our community and honor the history of HIV/AIDS. Participants will actively engage in intergenerational discussions and learn how to take the knowledge gained back to their communities. Attendees will leave with a commitment to develop a local plan for their community.

**Presenters: Boone Kizer, Bilingual HIV Prevention Specialist, Cascade AIDS Project, Portland, OR; John Motter, Special Projects Coordinator, Cascade AIDS Project, Portland, OR; Maura Riordan, Vice President of Access & Innovation, AIDS Unit-**

**ed, Washington, DC; Patrick Ingram, Founder and Co-Creator, ThePozLife.com, Washington, DC**

### **Trans and Queer Immigrant Rights Direct Action Organizing: A Case Study Immigration • All Audiences**

This workshop will highlight the current momentum and importance of intersectional organizing between LGBTQ and immigrants rights across the country. Attendees will be trained on direct action organizing as a tool/tactic to push for pro-LGBTQ and immigrant rights policies and legislation. The workshop will look at a trans and queer civil disobedience action that took place in May 2014 in Santa Ana, CA as a case study. Currently, the Santa Ana city jail includes an LGBTQ pod where LGBTQ undocumented immigrants are held. Attendees will engage in skill-sharing and learn about the process of organizing an effective direct action in order to advance a message and demands. Also, the workshop will present attendees with a model to ensure that communities most affected by issues take front center and are part of the strategy and organizing process from beginning to end.

**Presenters: Marco Castro-Bojorquez, Community Educator, Lambda Legal, Los Angeles, CA; Jorge Gutierrez, Director, Familia: Trans Queer Liberation Movement, Los Angeles, CA; Isa Noyola, Community Advocate, El/La Para TransLatinas, San Francisco, CA**

### **“No Problem Man”: Jamaican Les/Bi Womyn**

**International Issues • All Audiences**

Attendees will become familiar with & improve their knowledge of the work of lesbian & bisexual women in Jamaica. Participants will discuss the issues of the community and ways to build transnational solidarity.

**Presenters: Angeline Jackson, Executive Director, Quality of Citizenship Jamaica, Kingston, Jamaica; Jalna Broderick, Director of Administration, Quality of Citizenship Jamaica, Kingston, Jamaica**

### **Let's Talk About it: Ageism, Feminism Lesbian Community & Issues • Intermediate**

This will be an interactive conversation type of workshop where participants will be discussing the oppressions of Sexism and Ageism and their interconnections and their impact on us and then will move on to how Lesbian feminism is the tool we use to counter these oppressions and also how others who are not Lesbian can find their own ways of countering ageism and sexism with the underlying premise that homophobia is a product of sexism.

**Presenters: Ruth Debra, National Steering Committee, OLOC, Palm Springs, CA; Sally Tatnall, National Steering Committee, OLOC, Lyndhurst, OH; Jan Griesinger, Co-Director, OLOC, Millfield, OH**

**Leading Change****Movement Building • All Audiences**

Participants will become familiar with leadership development theories, examine their role as leaders, identify personal strengths, and examine their sphere of influence through self-reflection exercises, small group activity, and facilitated discussion.

**Presenters: Julia McKenna, Public Policy Graduate Student, Oregon State University, Corvallis, OR**

**Mapping Power:  
LGBTQ AAPI Organizing for Change****People of Color • All Audiences**

Asian American, South Asian, Southeast Asian and Pacific Islander (AAPI) LGBTQs are organizing like never before. This workshop will give an overview of the nation's LGBTQ AAPI groups, and will provide comparative information about their infrastructure, capacity, and challenges. Leaders of LGBTQ AAPI organizations will showcase local multilingual education campaigns to counter anti-gay bias and organizing campaigns for immigrants' rights and marriage equality. Participants will discuss ways to build a queer AAPI movement.

**Presenters: Glenn Magpantay, Co-Director, National Queer Asian and Pacific Islanders, New York, NY; Elise Griffin, Core Member, Invisible to Invincible: API Pride of Chicago, Chicago, IL; Monna Wong, Executive Director, API Equality Northern California, San Francisco, CA; Eri Oura, Board Member, National Queer Asian and Pacific Islanders, Honolulu, HI**

**Yonce Taught Me: Black Femme Solidarity****People of Color • Intermediate**

In the time of Beyonce, much of what we learn about Black Femininity comes from outside of the black femm[inine] community. How can we use our collective super powers to re-construct a flawless feminism that centers black culture? In this workshop we will develop strategies for interrupting transphobic and anti-black representations of black femininity as well as build a stronger network of black cis femmes in solidarity with our black trans femm[inine] family. This workshop is geared towards black folks who are femme or identify somewhere on a feminine spectrum.

**Presenters: CheJ Long, Founder, Femmes are From the Future, Atlanta, GA**

**Leadership with LGBTQ Youth of Color****Racial/Economic Justice • Intermediate**

Commit to working with LGBTQ youth of color to create leadership pipelines through three core concepts: concurrent integrative services, code shifting, and project-based experience.

**Presenters: Tom Kiely, Youth Leadership and Advocacy Coordinator, Ruth Ellis Center, Detroit, MI; Kon Salkeld, Mental Health Counselor, Ruth Ellis Center,**

**Detroit, MI; Tayvion Lyles, Youth Organizer, Ruth Ellis Center, Detroit, MI; Brion Edwards, Youth Organizer, Ruth Ellis Center, Detroit, MI**

**The State of Education in LGBTQ America****Schools and Education, Grades K-12 • All Audiences**

Many low-income students of color identify as LGBTQ. This identification exacerbates existing challenges to getting a quality education. Join a distinguished panel of community activists working to fight for educational equity for LGBTQ students K-12.

**Presenters: Mandy Carter, Consultant, Mandy Carter Consulting, Durham, NC; Samantha Master, Youth and Campus Outreach Assistant, Human Rights Campaign, Washington, DC; Blair Mishleau, Teach for America, Washington, DC**

**Sex and the People****Sexual Freedom • All Audiences**

LGBTQ people have increasingly exchanged sexual liberation for a homogeneous asexual culture. This silencing has personal, political and policy consequences. The panel will explore those consequences and steps to greater openness and policy changes.

**Presenters: Carmen Vazquez, Coordinator, LGBT HHS Unit, NYS DOH AIDS Institute, Brooklyn, NY; Kenyon Farrow, US and Global Health Policy Director, Treatment Action Group, New York, NY; Gabby Santos, Director of LGBT Services, In Our Own Voices, Albany, NY; Jose Juan Lara Jr., National Trainer, Casa de Esperanza, Austin, TX; Jade McGleughlin, Moderator, Cambridge MA**

**Building an All Gender Softball Team****Sports • All Audiences**

The Trailblazers formed in 2008 when a group of trans\* people and allies came together to play softball in a co-ed league. That same core group of people continues to play around Boston, forming lasting bonds and creating a space for good sportsmanship, good allyship, and good fun. Come learn how to build an all gender team in your community!

**Presenters: Maxwell Ng, Coach, Trailblazers, Boston, MA; Daniel O'Donoghue, Coach, Trailblazers, Easthampton, MA; Sarah Morton, Coach, Trailblazers, Cambridge, MA**

**Queering Sobriety****Surviving and Thriving • Fundamentals**

This workshop aims to gather sober, straight-edge and otherwise substance-conscious queers to explore our experiences of addiction and sobriety within our intimate and movement lives. We will share our stories of struggle, loss, and resilience to build community and support one another at this conference and beyond. We will also cen-



ter a political framework for intoxication culture in queer community that allows us to see sobriety in the context of movement building and envisioning a future where addiction and self-medicating multigenerational trauma is not killing us and splintering our movements.

**Presenters: Jaime M. Grant, Director, Global Trans Research and Advocacy Project, Washington, DC; Alok Vaid-Menon, Co-Founder, DARKMATTER**

### **Know Your Trans\* Rights/ Spread the Word!**

**Transgender Community & Issues • All Audiences**

Want to address community needs by presenting effective know-your-legal-rights trainings in trans\* spaces? Attendees will participate in an abbreviated training and discuss ways to optimize trainings depending on context, presenters, and audience.

**Presenters: Amanda Goad, Staff Attorney, ACLU LGBT and HIV Project, Los Angeles, CA; Kate Walsham, 2013-14 Tom Steel Fellow, ACLU of New Mexico/TGRCNM, Oakland, CA; Jess McCafferty, Education and Outreach Coordinator, ACLU of Idaho, Boise, ID**

### **The POWER to Create an Inclusive Culture Workplace • Intermediate**

How to create and maintain a culture of inclusion: Through sharing stories and considering policy and training, the workshop will query whether organizations, individual employees, or both have the power to effectively create a culture of inclusion.

**Presenters: Terri Gomez, Aurora, CO; Oliver McKinstry, Ethics Officer, Lockheed Martin, Littleton, CO; Dr. Gina Lasky, Health Management Associates, Denver, CO; Dr. Marci Eades, Health Management Associates, Denver, CO**

### **Queering the Narrative: Non-traditional Programs**

**Youth • All Audiences**

This workshop will help attendees become familiar with how non-traditional, client-led life skills curriculum facilitates conversation within communities of young people. The workshop will focus on engaging reluctant communities through well-crafted workshops that tackle issues of power, privilege and oppression. Participants will brainstorm different curriculum ideas and challenges within breakout groups, and use these exercises to discover how to initiate these conversations. Participants will leave with concrete advice and areas for non-traditional program growth.

**Presenters: Ashley Arens, Life Skills Counselor, Urban Peak, Denver, CO; Kelsey Antun, Life Skills Counselor, Urban Peak, Denver, CO**

### **Stop Saving Youth and Help Us Save Ourselves**

**Youth • Intermediate**

Tryna get real and be direct? This experiential workshop, will use TYSN as a model to share and develop strategies of healthy youth-adult partnerships that support work ranging from youth empowerment to becoming a youth-led organization. This workshop is open to all young people who want to use their power and voices to f#ck sh\*t up and anyone who believes in those youth. Participants are encouraged to come with youth/adults they'd like to build with.

**Presenters: Shay(den) Gonzalez, Program Director, Safe Spaces Project, Philadelphia, PA; Jahleel Arcani, Development and Sustainability Director, Trans Youth Support Network (TYSN), Minneapolis, MN; Tayvon Capels, Program Director, Trans Youth Support Network, Minneapolis, MN**

### **Fostering Resilience in Homeless Youth Youth • All Audiences**

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, Policy Counsel, National LGBTQ Task Force, Washington, DC; Jama Shelton, 40 to None Project Director, True Colors Fund, New York, NY; Bonn Wade, Consultant/ Adult Ally, Chicago, IL**

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## **WORKSHOP SESSION 8 4:45 PM – 6:15 PM**

### **Film Screening: Corpus Christi: Playing with Redemption Plaza Ballroom Section A**

Inspired by Terrence McNally's 1997 passion play, "Corpus Christi," which is told through the lens of a young gay Jesus and the Apostles as gay men living in modern-day Texas, *Corpus Christi: Playing with Redemption* follows a group of actors who began production on the play in 2005 in a small church. Within months they suddenly found themselves thrust in the world spotlight, touring to international acclaim. The documentary follows the troupe and the playwright sharing their stories with supporters and protesters as they continue their tour across the world to communities where hate and bigotry are prevalent. Mirroring the reflections of dialogue in society today, especially in regards to civil rights, marriage equality, HIV/AIDS, and separation of church and state, this production

has become a vehicle of change for a community struggling to find its voice. Meanwhile, the company of actors find themselves on a journey that would forever change their lives. Written and directed by James Brandon & Nic Arnzen. 75 minutes. (USA/2012)

### **Access to Justice in the Courts**

#### **Anti-Discrimination Law & Policy • All Audiences**

This workshop will explore how judicial independence and judicial diversity impact access to justice in the courts for LGBT people, people living with HIV, people of color, women, immigrants, limited English proficient individuals, low-income individuals, and people with disabilities. Participants will also learn important rights they have as court users, including rights related to language accessibility, court fees and fines, non-discrimination, and disclosure of sexuality, gender identity and HIV status.

**Presenters: RJ Thompson, Fair Courts Project Community Educator, Lambda Legal, New York, NY**

### **The Federation's Fairness Project**

#### **Anti-Discrimination Law & Policy • All Audiences**

The Federation's new Fairness Project seeks to address the needs of organizations and individuals working to pass local and statewide nondiscrimination protections. The centerpiece of this project is our Fairness Project site, an online community providing resources and technical assistance. Come learn more about what this project offers and how you can be part of it.

**Presenters: Andy Garcia, Program Manager, Equality Federation, Washington, DC; Roey Thorpe, Director of Advocacy Programs, Equality Federation, Portland, OR**

### **Theater for Social Change**

#### **Art & Culture • Fundamentals**

Basic theater skills can help make speakers more confident, messages more artful, and audiences more emotionally connected to your work. In this interactive workshop participants will learn basic performance principles to apply to their LGBTQ activist work. Participants will learn to use theater exercises, writing prompts and group discussion to explore personal stories and how they can inspire constructive community dialogue.

**Presenters: Kaamila Mohamed, Community Activities Manager, The Theater Offensive, Boston, MA; Julia Lillis, True Colors Youth Leader, Boston, MA; Evelyn Francis, Director of Programs, The Theater Offensive, Boston, MA; ViQuan Smith, True Colors Youth Leader, The Theater Offensive, Boston, MA**

### **Seven Cs: Igniting Queer Student Leaders**

#### **College Campus Issues and Organizing for LGBT Administrators • Intermediate**

This workshop will help attendees become familiar with the Seven C's leadership model and see how a queer student leader series has created change at a comprehensive university. Participants will engage in activities and create their own learning series.

**Presenters: Brianna Serrano, Coordinator, LGBTQ Resource Center, Associated Students, Inc. CSUF, Fullerton, CA; Dinorah De La Torre, Intern, LGBTQ Resource Center, California State University, Fullerton, Santa Ana, CA; Russell Nelson, Intern, LGBTQ Resource Center, California State University, Fullerton, Fullerton, CA**

### **Not Your Average Sex Talk**

#### **College Campus Issues and Organizing for Students • Fundamentals**

Facilitated by two college queer sex advocates, this workshop will engage students in an interactive experience that will empower them to create peer-to-peer, inclusive sexual education programs on their campuses. Participants will enhance their communication skills, learn to discuss safer sex health information, and participate in a simulation "Not Your Average Sex Talk" discussion while challenging their expectations of what sex education means and leave prepared to create more inclusive, sex-positive spaces on their campus.

**Presenters: Emmett Patterson, Secretary, American University Queers & Allies, Washington, DC; Lex Loro, Executive Director, American University Queers & Allies, Washington, DC**

### **Envisioning Liberation**

#### **Community Organizing • All Audiences**

This workshop will examine power and privilege, while also inspiring us to envision a world without oppression. We will generate vision statements, examine personal values, and create a course of action to actualize our liberatory vision of the world.

**Presenters: Chelsea Fullerton, Program Coordinator, NYU School of Medicine, New York, NY; Andy Cofino, Program Coordinator, Princeton University LGBT Center, Princeton, NJ**

### **At The Table Making Changes:**

#### **LGBTQ Leadership**

#### **Elections/Campaigns • Fundamentals**

To achieve real change any movement needs people in the streets and people at the table. Come hear from out LGBTQ elected and appointed officials, staff from inside the government and LGBTQ movement leaders on how they got there, the work that they do and how change is made from the inside.

**Presenters: Jaan Williams, Director of Domestic Programs, Victory Fund and Institute, Washington, DC; Jeffrey Slavin, Mayor of Somerset, Maryland, Somerset, MD**



**Be/Coming:  
Gender, Sexuality, and Spirit  
Faith/ Practice Spirit, Do Justice •  
All Audiences**

A secular transman who came of age (and came a lot) in a queer liberation context meets a traditional Christian heterosexual woman saving it for Jesus - and the two fell madly in love. Add to our story as we make space to talk about queer spirituality, interfaith paths to sexual agency, and the role of spirit in the fight for our lives, our bodies, and the justice we all claim to seek.

**Presenters: Scott Turner Schofield, Cultural Competency Trainer, Speaker & Storyteller, Atlanta, GA; Jessica Lynn Johnson, Storyteller, Teacher, Soaring Solo, Sherman Oaks, CA**

**A New Model for Gender/Sexual Identities  
Gender and Identity • Intermediate**

This workshop will discuss common models of gender and sexuality, their limitations, and how a new concept can accommodate the ever-expanding identities of gender and sexuality. Attendees will participate in a discussion and activity, and then the lecturer will propose the new idea. The goal of the workshop is to give attendees a new way to understand, talk about, and teach gender and sexual identities that can incorporate a variety of identities and any new identity that may come up in the future.

**Presenters: Jason Rathsack, Counselor, The Gender Identity Center of Colorado, Denver, CO**

**Kink Health Project: Stigma and Access  
Health • All Audiences**

This study reports on preliminary results around healthcare access and healthcare experiences of kink-identified people in the San Francisco Bay Area. An exploratory, qualitative study gathered interview data from 30+ individuals, four focus-groups with a total of 21 members, and two "town hall" meetings of the organized kink community in San Francisco with a total attendance of 70 individuals. Data were analyzed for themes using a grounded theory approach.

**Presenters: Anna Randall, Executive Director, TASHRA, San Francisco, CA; Richard Sprott, Executive Director, CARAS, Berkeley, CA**

**Nelly Queen: The Times of Jose Sarria  
History • All Audiences**

Jose Sarria became the first openly gay person to run for political office in the U.S. in 1961 in San Francisco. Sarria rose to fame by performing nightly one-woman camp op-

eras at the bohemian Black Cat Bar. He closed each night by having the audience hold hands and sing "God Save Us Nelly Queens" a kind of anthem of resistance for his police-harassed gay audience and created an early and rare outpost of pride and gay solidarity. The San Francisco native and World War II veteran is also known for founding the Imperial Court System, a nationwide, charity-generating social organization.

**Presenters: Dante Alencastre, Director/Producer, Nelly Queen LLC, Los Angeles, CA; Joe Castel; Daniel Carrera**

**Moving the HIV/AIDS Movement for  
MSM of Color**

**HIV/AIDS • All Audiences**

This workshop will provide information, foster discussion, and offer measurable steps to influence decision makers to create policies that address the health and social determinants that lead to disproportionate HIV/AIDS rates in MSM of color. Through the Steps Toward Equitable Prevention Strategies (STEPS) initiative, attendees will learn how to take action that lead to concrete policies that will improve healthcare outcomes and reduce new infections among MSM of color.

**Presenters: Demetrius Thomas, Policy Associate, Gay Mens Health Crisis (GMHC), New York, NY; Jason Cianciotto, Director, Public Policy, Gay Mens Health Crisis (GMHC), New York, NY**

**BX Burning:  
Healthcare Reform Under Siege**

**HIV/AIDS • All Audiences**

Home to one of the poorest congressional districts in the country with a disproportionately high rate of HIV/AIDS infection, the Bronx Latino and Black LGBTQ communities have unabashedly advocated for local and regional healthcare reform, creating a strategy suitable for geographic replication. This session examines race-based social determinants that directly contribute to the trajectory of treatment services in marginalized communities in urban settings.

**Presenters: Demetrius McCord, Harm Reduction Coalition of NY, New York, NY; Christopher Collazo, Capacity Building Services Program Coordinator, Harm Reduction Coalition of NY, New York, NY**

**A Queer Response to Climate Change  
International Issues • All Audiences**

How on earth is Climate Change a Queer Issue? How are LGBTQ folks especially positioned to creatively address Global Warming? This interactive workshop explores the role of LGBTQ people on a new planet.

**Presenters: Rev. Nancy Wilson, The Global Justice Institute, Sarasota, FL; Peterson Toscano, Citizens Climate Lobby, Sunbury, PA; Keisha McKenzie, Washington, DC; J Mase III, Brooklyn, NY**



**Federal Efforts to Achieve Safer Schools  
Legislative/Policy Initiatives • All Audiences**

This workshop will examine current federal efforts around safe schools legislation, specifically related to anti-bullying and anti-harassment legislation. The importance of such legislation will be discussed, as well as current status, likely legislative initiatives and opportunities for progress.

**Presenters: Nathan Smith, Public Policy Manager, GLSEN, Washington, DC; Chris Hampton, Youth and Program Strategist, ACLU LGBT and HIV Project, New York, NY**

**How to Recruit for Your Board****Organizational Development • All Audiences**

Does your organization have a high functioning Board of Directors? Do you need more diversity, access to major donors or key skill sets missing from your current governance team? If so, how do you identify and attract good candidates beyond your existing networks? Our panel will discuss effective strategies for building a strong and well balanced board for your organization.

**Presenters: Joe McCormack, Managing Partner, WBB+McCormack, Los Angeles, CA; Michelle Kristel, Former Executive Director, In the Life; Morris Price, Denver, CO**

**The Psychology of Debunking LGBT Myths  
Media, Communications, and Messaging • Intermediate**

Anti-discrimination laws infringe on religious liberty. Trans-inclusive restrooms result in sexual assault. Opposing homophobia is an affront to the First Amendment. Sound familiar? From the team that brought down Glenn Beck and takes on the right-wing noise machine led by Fox News and Rush Limbaugh comes a workshop to examine the psychology behind effectively combating myths about the fight for LGBT equality. Participants will learn about the science and best practices for debunking anti-LGBT misinformation.

**Presenters: Rebecca Lenn, Director of Outreach, Media Matters for America, Washington, DC; Zeke Stokes, Vice President of Programs, GLAAD, New York, NY; Danielle Moodie-Mills, Advisor, LGBT Policy and Racial Justice, Center for American Progress, Washington, DC**

**Influencing Skills for LGBT Leaders  
Media, Communications, and Messaging • All Audiences**

Creating a Winning LGBT Brand: In this interactive workshop, participants will use a brand marketers toolkit to build their own winning brand for their organization, key initiatives or even themselves as LGBT leaders. By applying these skills that major brands, corporations and national non-profit organizations use to stand out from the

crowd and break through the noise, participants will learn how to identify the target audiences they serve, design a brand foundation of what they are or want to be known for, define key attributes that they want to be described as and develop a filter to execute everything from a visual identity to live events designed for their daily interactions.

**Presenters: Jayzen Patria, Executive Director, Talent Development, NBCUniversal, Universal City, CA**

**Coming Out Twice: Atheist and Queer  
Movement Building • All Audiences**

This workshop will help attendees become familiar with important parallels – and differences – between coming out as LGBT and coming out as a non-believer. It is aimed at non-believers and believers. LGBT non-believers will discuss and practice methods of coming out as non-believers, both within the LGBT community and outside it. Believers will learn about the lived experience of LGBT non-believers, and will practice listening to “coming out atheist” stories with compassion and respect.

**Presenters: Greta Christina, Writer, Freethought Blogs, San Francisco, CA; Cara Zelaya, Regional Campus Organizer, Secular Student Alliance, Tallahassee, FL; Debbie Goddard, Outreach Director, Center for Inquiry, Buffalo, NY; Zack Ford, LGBT Editor, ThinkProgress, Washington, DC**

**Building Interracial Alliances  
Movement Building • All Audiences**

This workshop provides participants with strategies for establishing and deepening relationships among LGBTQ leaders, allies, community members, and social justice movements. This interactive workshop focuses on developing the social justice leaders and long-term partnerships necessary to challenge issues of power, privilege and oppression comprehensively across our communities/region.

**Presenters: Dr. Eddie Moore, Jr., Founder and Director, White Privilege Conference, Greenwood Village, CO; Storme Lynn M.D., NM Equity and Social Justice Movement, Albuquerque, NM; Jordon Johnson, NM Equity and Social Justice Movement, Gallup, NM**

**The I Is Not Invisible****Movement Building • All Audiences**

The objective of this workshop is to educate and inform LGBTQIA communities about intersex identities, bring awareness to the different issues our community faces and to begin discussions around intersex inclusive LGBTQIA movements.

**Presenters: Axel Keating, Activist, Otter Activism, New York, NY**

## **How to Become “Gay for Pay”**

### **Movement Building • All Audiences**

Are you starting to think about your professional future and contemplating a career in the LGBT movement? Then this is the workshop for you! Through practical information and tips as well as personal stories of how some of us working in the movement now have gotten here, we'll help you decide whether a “queer career” is right for you, learn how to be the best candidate you can be, and begin to develop a personal action plan for reaching your goals. There will be plenty of time for Q&A, so bring your questions!

**Presenters: Robbie Samuels, Co-Founder and Co-Organizer, Socializing for Justice, Boston, MA; Somjen Frazer, Strength in Numbers, Brooklyn, NY; Bryan Pacheco, Director, PR and Communications, Hetrick-Martin Institute, New York, NY; Raffi Freedman-Gurspan, Policy Advisor, National Center for Transgender Equality, Washington, DC**

## **Our Community Is Our Campaign**

### **People of Color • All Audiences**

In this workshop participants will get a better understanding of how queer justice looks like through media justice. Participants will be lead through the process of creating a queer people of color campaign through the usage of in-person surveying, photography, and videography. Participants will get an insight on how to build and maintain cross racial and intergenerational organizing, through lessons learned and best practices on how to create culturally specific spaces and making sure those who are most impacted lead.

**Presenters: Zon Moua, Community Organizer, Freedom Inc, Madison, WI; Monica Adams, Community Organizer, Freedom Inc, Madison, WI; Kayleb Her, Freedom Inc, Madison, WI; True Yee Thao, Freedom Inc, Madison, WI**

## **Latino (LGBT) Community Outreach 101**

### **People of Color • All Audiences**

In the past 20 years, the US Latino population has both grown, as well as migrated to states that had not previously seen Latino communities. This workshop is designed to help LGBT activist and organizations begin and/or strengthen their Latino outreach efforts. Let's increase your capacity to both meet the needs of LGBT Latinos, as well as collaborate and build relationships with your larger Latino communities.

**Presenters: Francisco Duenas, Director of Diversity & Inclusion, Lambda Legal, Los Angeles, CA**

## **LGBTQ Prisoners: Needs and Access**

### **Racial/Economic Justice • All Audiences**

Join LGBT Books to Prisoners for a discussion and workshop on incarceration and resource access for queer and trans prisoners. LGBTQ+ incarcerated people face spe-

cific challenges which we can help address through resource sharing, critical politics, and different levels of action. Get curricular materials surrounding abolition, hate crime legislation, and prisoner support and leave with a plan to engage from the outside in your community or with your organization.

**Presenters: Karma Chávez, Organizer, LGBT Books to Prisoners, Madison, WI; Katherine Charek Briggs, Organizer, LGBT Books to Prisoners, Madison, WI**

## **Asexuality Research: What We've Learned**

### **Research and Policy Analysis • All Audiences**

In this workshop we'll discuss the experiences of asexual people and how that relates to research studies conducted that either focus on or include asexuality. You will learn the foundation of the current literature on asexuality and how that compares to real life experiences of asexual people. In addition, we will use live examples to teach basic research methodologies for working with small samples and populations.

**Presenters: Bauer McClave, Founder, Aces NYC, New York, NY**

## **Porn This Way: Queering Porn**

### **Sexual Freedom • Intermediate**

Explore the ethical considerations in the production and consumption of pornography and how feminist porn can serve the LGBT community as both a site of resistance and of transformation. The radical potential of porn to deconstruct mainstream ideas of gender will be explored.

**Presenters: Amber Coyne, Public Health Graduate Student, Oregon State University, Albany, OR; Julia McKenna, Oregon State University, Corvallis, OR**

## **Mapping Our Desires**

### **Sexual Freedom • All Audiences**

Desire Matters. Claiming and acting on our desires creates a more sustainable life path for all of us. Fully embodying our desire gives us an integrity and a fierceness that we take into our families, our communities and our work for justice. The key treasure trove of what turns us on and what keeps you interested lies deeply in your own sex story. This workshop will provide an introduction to Desire Mapping, a tool for your life long journey toward sexual empowerment and a more just world.

**Presenters: Jaime M. Grant, Washington, DC**

## **Trans Women to the Front!**

### **Transgender Community & Issues • All Audiences**

In this interactive workshop, we will explore how we can dismantle the barriers that prevent trans women from engaging and assuming leadership in our organizations, agencies, and communities.

**Presenters: Laura Sorensen, Trans\* Wellness Proj-**

ect Coordinator, Mazzoni Center, Philadelphia, PA; Deja Alvarez, Peer Outreach Staff, Mazzoni Center/Trans\* Wellness Project, Philadelphia; Tatyana Woodard, Peer Outreach Staff, Mazzoni Center/Trans\* Wellness Project, Philadelphia, PA; Celena Morrison, Peer Outreach Staff, Mazzoni Center/Trans\* Wellness Project, Philadelphia, PA

### Writing the Trans Experience

#### Transgender Community & Issues • All Audiences

This workshop, run by authors of the book *Trans Bodies, Trans Selves*, will be a space for those who are thinking about writing about transgender issues to explore their ideas. Participants will practice thinking through their own writing projects, considering purpose, content, media, audience, tone, and stance. Attendees will leave with more fully formed plans to improve the world through the written word.

**Presenters:** Genny Beemyn, PhD., Stonewall Center, UMass Amherst, Amherst, MA; Tobi Hill-Meyer, *Trans Bodies, Trans Selves*, Seattle, WA; Aidan Key, *Gender Odyssey*, Burien, WA; Yosenio Lewis, Center of Excellence for Trans Health, San Francisco, CA

### Creating Legends: Develop Youth Leaders

#### Youth • Intermediate

This workshop will assist with developing young people into leaders focused on improving sexual health outcomes. Participants will gain skills to: identify key youth; strengthen youth insights, skills and increase experiences; and facilitate the process of creating youth leaders. Participants will examine the developmental needs of youth, as well as explore what it means to DEVELOP leadership. Attendees will leave with practical skills and tools for use with youth in their own community settings.

**Presenters:** Lazara Paz-Gonzalez, Assistant Director, Health & Wellness, Hetrick-Martin Institute, New York, NY; Bridget Hughes, Director, Youth Services, Hetrick-Martin Institute, New York, NY; Lillian Rivera, Director, Advocacy & Capacity Building, Hetrick-Martin Institute, New York, NY

### Know Your Rights, Get Your Rights

#### Youth • All Audiences

In this workshop participants will learn about a growing national network of LGBTQ youth-serving organizations, Get Yr Rights, who are doing “know your rights” work around youth interactions with law enforcement. We will focus on three projects Get Yr Rights has developed over the last year, including a website, policy toolkit and curriculum. Participants will learn how to navigate the online database of KYR tools and tactics, as well as how to use the policy toolkit, which highlights the strategies of organizers in achieving effective change. The final project discussed in this workshop will include interactive role-plays

in which participants will have the opportunity to act out portions of the KYR curriculum, as well as ask questions and share experiences from their own work.

**Presenters:** Mitchyll Mora, Researcher and Campaign Staff, Streetwise and Safe (SAS), Brooklyn, NY; Andrea Ritchie, Coordinator, Streetwise and Safe (SAS), New York, NY; Wes Ware, Director, BreakOUT!, New Orleans, LA

## CAUCUS SESSION 2 6:30 PM – 7:30 PM

### LGBT Elder and Provider Caucus

#### Aging and Ageism • All Audiences

In this caucus, LGBT older adults and providers will work together to create a snapshot of important LGBT older adult advocacy and service initiatives around the country. Everyone in the room will have the opportunity to participate by sharing their knowledge of new and established programs and advocacy initiatives.

**Presenters:** Serena Worthington, Director of National Field Initiatives, SAGE, Chicago, IL

### Queer, Brown and Artsy

#### Art & Culture • All Audiences

Were you the only black person at your predominantly white art school? Do you want to advance your career in the arts without a BA or MFA? Then this workshop is for you. Queer, Brown and Artsy will be a space for participants to meet other queer and brown artists and discuss the difficulties of surviving as a radical artist, accessibility and consumption of art and the classism of it all.

**Presenters:** Tiph Browne, Photographer, Youth Organizer, Nerdscarf Photography, Brooklyn, NY; Morgen Bromell, Awesome, Good Vibes Collective, Brooklyn, NY

### Sustaining Campus Organizations

#### College Campus Issues and Organizing for Students

#### • All Audiences

A strategizing and networking session for current and emerging student leaders to explore the unique obstacles faced in sustaining organizations on campus. Students can share their challenges and strategies for maintaining organizational continuity.

**Presenters:** Kolia Kroeger, President, Emory Pride, Atlanta, GA; Syeda Nowmee Shehab, Vice President, Emory Pride, Atlanta, GA



## **LGBT international students in U.S. Higher Education**

### **College Campus Issues and Organizing for Students • All Audiences**

This workshop introduces the audience to an often invisible, yet hypervisible and exoticized population. The audience will be given some background on the topic, then have an interactive discussion on the issues that LGBT international students face in the United States. Attendees will have an opportunity to contribute ideas and potential best practices that can prove to be beneficial for administrators and community partners who work with LGBT international students.

**Presenters: Bryan Hubain, Ph.D. Candidate, University of Denver, Denver, CO**

## **Inclusive Fraternities & Sororities**

### **College Campus Issues and Organizing for Students • Fundamentals**

Fraternities and sororities have changed in numerous ways since their creation. One change that has come about more recently is transgender presence, membership, and inclusion in some fraternal organizations. Where some are successful, others still struggle. This workshop will provide college students, professionals, and their supporters an opportunity to develop strategies that will help connect the LGBTQIA community and collegiate fraternal organizations.

**Presenters: Juan Martinez, Program Coordinator, Colorado State University, Fort Collins, CO**

## **Carrying the Torch: Olympics Out of Cobb**

### **Community Organizing • All Audiences**

A clash of wills ignited between Olympics Out of Cobb and the Atlanta, and International, Committees for the Olympic Games. Cobb County Georgia Commissioners passed a resolution against LGBT people because we were, "incompatible with the standards to which this community subscribes." It was shocking when the Atlanta Committee for the Olympics awarded Cobb County a venue for the Games. And the struggle began. Come hear from organizers and allies as we celebrate that victory, 20 years ago.

**Presenters: Pat Hussain, Co-Chair, Olympics Out of Cobb/Southerners on New Ground, Decatur, GA; Jon Ivan Weaver, Co-Chair, Olympics Out of Cobb, San Francisco, CA; Miss Cherry Hussain, Organizer, Olympics Out of Cobb/Southerners on New Ground, Decatur, GA**

## **Laying the Foundation: Queer Mentorship**

### **Community Organizing • All Audiences**

The caucus will explore mentorship as a unique and essential aspect of the maintenance of the queer community from generation to generation. Discussion will examine the adaptive nature of mentorship within the community as

needs and mediums of communication change. Greater focus will be on identity formation, activism, passing of traditions and resources, and community creation. Overall, the caucus aims to appreciate the historical value of mentorship in the advancement of queer visibility and values.

**Presenters: Isabella Fry, CU Boulder, Boulder, CO; Elleayla Batjargal, CU Boulder, Boulder, CO; Kristopher Giltz, CU Boulder, Superior, CO**

## **Book Talk: How We Won Marriage—The personal story, the grassroots movement, and the organizers behind it**

### **Community Organizing • All Audiences**

All of us have read about governors, senators and powerful attorneys who are known as leaders on marriage equality. And yet, the true story of how we've won the freedom to marry in 36 states (and counting) is through the creation of an unstoppable movement with same-sex couples, LGBT individuals, family members and allies who have stepped out of their comfort zones to share why marriage is important to them. And behind those stories are grassroots organizers who have worked tirelessly to ensure that the strongest, most powerful case is being made to the right people at the right times. Books will be available for purchase and signature. Wine will be available for toasting our victories!

**Presenter: Marc Solomon, author of Winning Marriage: The Inside Story of how Same-Sex Couples Took on the Politicians and Pundits—and Won (ForeEdge/University Press of New England 2014), a Slate Magazine Best Book of 2014**



## **Queer Jewish Caucus: Being LGBT & Jewish**

### **Faith/ Practice Spirit, Do Justice • All Audiences**

How does being LGBTQ and Jewish shape our identities? Are we Queer Jews or Are We Jewish Queers? Does it even matter? What does it even mean to be Jewish? Does being LGBTQ affect our perspective on Jewish issues such as Israel? Marriage? Social Justice? Bagels? Streisand? Should Queer Jews try to date other Queer Jews? What are the issues that come up in interfaith Queer Relationships? Let's explore, affirm and question our identities together in this stimulating discussion.

**Presenters: Debra Kolodny, Rabbi, Nehirim, Portland, OR**



## **Envisioning New Possibilities in Queer Theological Schools**

### **Faith/ Practice Spirit, Do Justice • All Audiences**

Join us to explore the LGBTQIA work already being done in theological schools as well as areas where growth is needed. Led by students and staff of several theological schools from across the United States, this caucus will:

deepen staff and student relationships across theological schools; allow theological seekers to explore the educational possibilities; and create tactical goals to connect and leverage the work already happening in these spaces.

**Presenters: Lyndsey Godwin, Asst. Director of the Carpenter Program, Vanderbilt Divinity School, Nashville, TN; Justin Tanis, Managing Director, Center for Gay and Lesbian Studies at Pacific School of Religion, Berkley, CA; Deseree Fontenot, Programs Manager, Center for Gay and Lesbian Studies at Pacific School of Religion, Berkley, CA**



### Introduction to Buddhism

**Faith/ Practice Spirit, Do Justice • All Audiences**

Come learn about Nichiren Buddhism as practiced in the SGI, a liberationist, anti-authoritarian, humanistic philosophy and practice that millions around the world have used to deeply transform our lives and communities. We will discuss the basics of Buddhism, share faith experiences of how we have overcome tremendous obstacles through this practice. We will have an opportunity to chant Nam Myoho Renge Kyo together and to learn about the SGI movement for peace, culture and education, including our LGBT activities. ALL are welcome!

**Presenters: RJ Thompson, Convent Gardens District Men's Leader, Soka Gakkai International USA, New York, NY**



### UCC Caucus

**Faith/ Practice Spirit, Do Justice • All Audiences**

The United Church of Christ is home to more than 1,200 Open and Affirming churches—the largest LGBT-affirming church movement in the world. This caucus for UCC participants at Creating Change is a chance to share your ideas about the future goals of our movement. Hosted by Andy Lang, executive director of the UCC Open and Affirming Coalition.

**Presenters: Rod Mundy, UCC Coalition for LGBT Concerns, Cleveland, OH**

### Parent Pride: Queer Family Connections Families • All Audiences

Raising children while being a part of the LGBT movement is a uniquely challenging and wonderful experience. As more and more of us choose to become parents, how do we balance that with the many other facets of our activist lives? This casual facilitated discussion will provide an open space for parents and prospective parents to talk, ask questions and share experiences. Please join us!

**Presenters: Jen Murray, Director, UWM LGBT Resource Center, Milwaukee, WI; Tom Bourdon, President, Greater Boston PFLAG, Boston, MA; Alex Kent, Columbia, MD**

### Genderqueer/Gender Non-Binary Caucus Gender and Identity • All Audiences

Do you identify as genderqueer, gender non-conforming, agender, genderfucked, or otherwise gender non-binary? Then this caucus is for you. In this caucus session, we will be organizing and brainstorming how to prioritize the struggles of gender non-conforming people in our movement.

**Presenters: Jacob Tobia, Out Leadership Fellow, Out Leadership, New York City, NY; Renee Reopell, LGBT Social Worker, Children's Hospital Montefiore, New York City, NY**

### Global Rights Watch

**International Issues • Fundamentals**

Come learn from U.S. and global activists on the front lines who are identifying common adversaries and defending LGBTQ and reproductive rights worldwide. Learn, too, what you and your community can do to advance global justice by bringing the international struggle back home. We'll identify practical action opportunities, principles for effective and accountable cross-border partnerships, and responses to the opposition's tactics and claims, such as "homosexuality is a Western import" or "abortion and contraception threaten traditional family values."

**Presenters: Leila Darabi, Director of Global Partnerships, Planned Parenthood Federation of America, New York, NY; African LGBTQ Activist; Latin American Researcher; U.S.-based human rights advocate**

### Digital Communicator's Caucus

**Media, Communications, and Messaging • All Audiences**

Digital technology. Our movement gets it. Digital communicators should join this caucus for a conversation on trends, observations and learnings that we can use to keep our digital movement fresh.

**Presenters: Zack Langway, VP, Digital, Fenton, Washington, DC; Heather Faison, Brand Manager, Social Capital Markets (SOCAP), Oakland, CA; Krishnanand Kelkar, Student, Brown University, Providence, RI**

### Air Wave Lessons: More than Feedback!

**Media, Communications, and Messaging • All Audiences**

This caucus gathers individuals already working in or with commercial or community radio, TV, or other media focused on GLBTQIA+ programs for our community or public. Topics might include conceptual, logistical, managerial, marketing, production, or community engagement issues. Each caucus participant is asked to share one program or good idea others might implement. Then we will provide space for all to ask for creative thinking from a small group on a barrier, concern or problem.

**Presenters: Karen Raforth, OutSources Producer,**

**KGNU Radio, Lafayette, CO; Shevonne Nelson, Assistant Director ODA, Coordinator GLBTQ Services, Miami University, Oxford, OH; Sean Kenney, Program Coordinator, University of Colorado-Boulder, Denver, CO; Joel Edelstein, OutSources Advisor, former News Director, KGNU Radio, Boulder, CO**

### **Using Media to Empower the Marginalized**

**Media, Communications, and Messaging • All Audiences**  
This panel will provide attendees with insights into successful use of media to elevate the voices of underrepresented communities. The diversity of the panelists and the variety of platforms they use will make this a compelling discussion for anyone interested in using media to further social justice in the LGBT community.

**Presenters: Jen Richards, Director, Trans 100 / We Happy Trans, Chicago, IL; Kimberley McLeod, Founder/Editor-in-Chief, ELIXHER Magazine, Brooklyn, NY; Jamil Fletchen, Publisher, Swerv Magazine, Washington, DC; Fawzia Mirza, Writer, Los Angeles, CA**

### **Trans/GQ/GNC in Reproductive Justice Movement Building • Intermediate**

Are you trans, genderqueer, gender nonconforming, otherwise gender-variant, or an ally? Are you an organizer/activist in reproductive justice? Reproductive justice is often framed as a cis women's issue. This caucus is a chance for those of us in the movement who are T/GQ/GNC/allies to talk about our work and increasing trans-inclusivity in our organizations. This is not a FAAB-only caucus; we welcome you regardless of assigned sex at birth.

**Presenters: Jessie Lowell, Board Member, Eastern Massachusetts Abortion Fund, Arlington, MA**

### **What are You?: Multiracial/LGBTQ Caucus**

**People of Color • All Audiences**

Are you tired of that question? We are too. This session will provide an opportunity for those who identify as multi-racial to explore what it means to navigate the LGBTQ community, our racial communities and often dichotomous social justice spaces. Participants will have time to connect with one another around the, at times, complex experience of being bi/multi-racial/ethnic and/or mixed, and hopefully gain a network both at Creating Change and beyond.

**Presenters: Zaneta Rago, Acting Director, Rutgers Center for Social Justice Education, New Brunswick, NJ; Chris Woods, Program Administrator, NYU LGBTQ Student Center, NYC, NY**

### **Asian/South Asian/Southeast Asian/ Pacific Islander**

**People of Color • All Audiences**

Join other LGBT Asian Americans, South Asians, Southeast Asians and Pacific Islanders (AAPIs) to tell about

your organizations, share strategies, and plan for a national Queer Asian conference.

**Presenters: Joy Messinger, Core Member, Invisible to Invincible: API Pride of Chicago, Chicago, IL; Vivian Chung, Board Member, National Queer Asian and Pacific Islander, Philadelphia, PA**

### **Queer Arab, MENA Caucus**

**People of Color • All Audiences**

Queer Arab, Middle Eastern and North African (MENA) people are organizing and mobilizing across the nation in their local communities. Join fellow Arab, MENA queers as we share stories and learn from each other's experiences as well as share ideas for building a strong national (and international) movement of Arab, MENA Queers. If you are Queer, Arab, MENA or an ally, we invite you to join us for this very important conversation.

**Presenters: Bashar Makhay, Board Member, Tarab NYC, New York City, NY**

### **Kink/BDSM/Leather Caucus**

**Sexual Freedom • All Audiences**

The Kink/BDSM/Leather caucus offers a welcoming place for anyone with any level of interest in kink, leather or related sexualities. This facilitated session will be organized around small group discussions followed by a larger discussion among all those in attendance. Open networking will wrap up the caucus. This session provides a safe space in which people can discuss, mingle, network, ask questions of each other, and share ideas. Everyone with an interest is welcome.

**Presenters: Richard Sprott, Executive Director, CAR-AS, Berkeley, CA; Anna Randall, Executive Director, TASHRA, San Francisco, CA**

### **Advanced Polyamory/Nonmonogamy Caucus**

**Sexual Freedom • Advanced**

The Advanced Polyamory/Nonmonogamy Caucus provides an important affinity group and learning opportunity for those who are experienced in poly/NM. Perhaps you have questions regarding raising a family in a poly context or supporting a partner through a breakup. Come to this session to talk it out with other experienced practitioners of poly/NM. (Those new to polyamory/nonmonogamy, please try to attend the Alternative Relationship Structures 101 Workshop.)

**Presenters: Robin Nussbaum, Member, Sexual Liberation Collective, Seattle, WA; Aaron Eckhardt; Mija Cloverdale; Roan Coughtry**

### **Butch Femme Dialogue**

**Sexual Freedom • All Audiences**

Butch Femme identities have evolved over decades and span the entire spectrum of gender identities. A source



of controversy for some, a wealth of research for some and a well of joy for many. We propose a highly interactive workshop dedicated to the joy of Butch Femme love and sex, past and present. Open to people of all genders who embrace the identity.

**Presenters: Carmen Vazquez, Coordinator, LGBT HHS Unit, New York State Department of Health AIDS Institute, Brooklyn, NY; Jamie M. Grant, Washington, DC**

### **Fat: Big and Beautiful Queers**

**Surviving and Thriving • All Audiences**

This session will bring together queer individuals who identify as fat, chub, big, full-figured, and other similar identities. Participants will have an opportunity to discuss size and sizeism as they relate to the queer community and movement.

**Presenters: Ben Huelskamp, Residence Hall Director, Iona College, New Rochelle, NY**

### **Transgender Grass Roots Activism**

**Transgender Community & Issues • All Audiences**

This workshop focuses on Transgender grass roots activism...from creating and finding funding to empowering individuals with the tools to go home and create change in their communities.

**Presenters: Blue Montana, Executive Director, Gender Coalition, San Diego, CA; Brooke Sullivan, Vice President, TSpot, San Diego, CA**

### **True Grit: Building Critical Structures**

**Transgender Community & Issues • All Audiences**

Transgender people face many challenges including employment discrimination, disparities in health care, legal barriers, and a lack of understanding about gender identity from the cisgender community. Few avenues of financial support exist for trans\* people in the South, especially outside of large metropolitan areas. This caucus will provide opportunities for people to strategize ideas and solutions to building practical and financial resources for trans\* people living in the South and in smaller cities and towns.

**Presenters: Melissa Moore, Executive Director, We Are Family, Charleston, SC; Melinda Scharstein, Board Treasurer, We Are Family, Charleston, SC**

### **Trans Legal Services Network Caucus**

**Transgender Community & Issues • All Audiences**

Come learn about the exciting work of the Trans Legal Services Network and how we are improving and expanding access to legal services for transgender communities across the country! Meet current and interested Network members and discuss initiatives to expand name and gender change resources and other legal services for transgender communities. Share ideas on how the Network can best provide legal assistance, space for conversation, and technical support for Network members.

**Presenters: Arli Christian, Policy Counsel, National Center for Transgender Equality, Washington, DC**

### **Caucus: The "T" in LGBT Orgs**

**Transgender Community & Issues • All Audiences**

This workshop will give transgender and gender non-conforming people working within LGBT organizations (of any size) a space to share their experiences and build community. Attendees will leave with new strategies for capacity building, a wider network of trans activists doing similar work, and strengthened capacity to serve our transgender communities and care for ourselves, while working with and/or for LGB causes and people.

**Presenters: Crispin Torres, Community Educator, Lambda Legal, Chicago, IL; M. Dru Levasseur, Director, Trans Rights Project, Lambda Legal, New York, NY; Angelica Ross, CEO, Trans Tech Social Enterprises, Chicago, IL**

### **A Narrative Report: LGBTQ Youth of Color**

A Hetrick-Martin Institute Narrative Report: Living at the Intersections: LGBTQ Youth of Color in New York City. Numbers often fall short of telling the entire story, so HMI staff will highlight their learnings about the lives of LGBTQ Youth of color.

**Presenters: Lillian Rivera, Director of Advocacy & Capacity Building, Hetrick-Martin Institute, New York, NY; Thomas Krever, Chief Executive Officer, Hetrick-Martin Institute, New York, NY**

### **Empowering Trans Youth in Transition**

**Youth • Intermediate**

Lifeties Inc. is one of the few Group Homes dedicated to servicing LGBTQI youth. We recently began assisting trans youth in transition and are calling this caucus to meet with others doing similar work. Please join us in a roundtable discussion so that we can hear from each other about best practices.

**Presenters: Emily Mattek, Director of Clinical Services, Lifeties, Inc., Ewing, NJ; Mary Inzana, CEO and Founder, Lifeties, Inc., Ewing, NJ**

### **LGBT Workers: Young, Diverse & Closeted**

**Youth • Intermediate**

This workshop will engage attendees in a conversation and develop advocacy skills on the specific challenges LGBT young people face in the job market and workplace. The participants will enhance their knowledge on workplace issues and how LGBT young people often face the brunt of discrimination. This will enhance their messaging talents and allow them to engage local, state, and federal government decision makers on possible solutions beyond federal workplace protections.

**Presenters: Nasario Zenen Jaimes Perez, Policy**

Advocate, Generation Progress, Washington, DC;  
Sarah McBride, Special Assistant, Center for American Progress, Washington, DC

### Life After Youth

Youth • All Audiences

As the LGBTQ Youth Movement has grown, we have seen youth centers sprout up around the country. But what happens when you are too old for the safe spaces you once called home? Where do you go to find support and acceptance? This caucus will provide a space for open dialogue around ideas for creating a safe and empowering space for young adults who are aging out of youth programming.

**Presenters: Logan Ferraro, Boston, MA; Ryan La Rosa, Boston, MA; Julia Lillis, Boston, MA**

## SATURDAY EVENING EVENTS

### CC15 Art Studio Gallery

6:30 PM - 8:00 PM • Governor's Square 17

Saturday evening, Art Studio Space – CC15 transforms to CC15 Art Studio Gallery, a venue in which artists will have the opportunity to display and celebrate the work created over the course of the conference. Come check out the magic that has been spun during Creating Change!

### 12 Step/Recovery Meeting

7:30 PM • Director's Row J

Keep your recovery going at Creating Change!

### MasQUEERade Ball for Youth

8:00 PM – Midnight • Plaza Ballroom

A special YOUTH PARTY for those 24 and under. Come on in for fun, refreshments and dancing. Organized and sponsored by Urban Peak and members of the Youth Subcommittee of the Creating Change 2015 Host Committee. Free and open to all who are 24 and under. No drugs or alcohol permitted.



### A One-Person Comedy by Peterson Toscano

9:00 pm • Governor's Square 14

### Does This Apocalypse Make Me Look Fat? A Comedy about Broken Bodies

Peterson Toscano presents his newest edgiest one-person comedy yet, playfully exploring the serious worlds of gender, religion, and climate change. In it, he takes on broken bodies, large and small, finding humor in the oddest places—cancer, climate change, and even childhood trauma. But instead of the tired old gloom, doom, guilt, and shame tactics, Peterson opens up new worlds through his character transformations and oddball approaches to some of the biggest problems facing us today. Artful, insightful, and hilarious, this comic theater experience honestly explores catastrophes, personal and global, while revealing our extraordinary ability to resiliently respond, adapt, and thrive. With the help of his comic creations, Marvin Bloom and Dr. Meadows, Peterson takes his audience for a ride back into the past, forward to the future, and deep into resources we never know exist until we need them most. Peterson Toscano is the creator of “Doin’ Time in the Homo No Mo Halfway House,” “Transfigurations—Transgressing Gender in the Bible,” and “I Can See Sarah Palin from My Window.” [www.petersontoscano.com](http://www.petersontoscano.com). [www.climatestew.com](http://www.climatestew.com).

### 50s+ Allies Dance Party All Welcome!

Be you, create change, dance.

9:00 PM – 12:30 AM • Majestic Ballroom

This annual event is free and open to people of all ages, races, faith traditions, sexual orientations and gender identities. Join the fun! Tracks Nightclub resident DJ Markie will be spinning and taking requests. Brought to you by: AARP



# 50s+ and Allies Dance Party

## All Welcome!

**be you, create change, dance.**

Saturday Night • 9:00 pm – 12:30 am • Majestic Ballroom

*This annual event is free and open to people of all ages, races, faith traditions, sexual orientations and gender identities.*

**Join the fun with Tracks Nightclub resident DJ Markie!**

*NEW this year, we will be taking REQUESTS all night long. Make it YOUR dance!*

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# GIVE OUT DAY

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- Build the team
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we win equality in the communities we call home.**

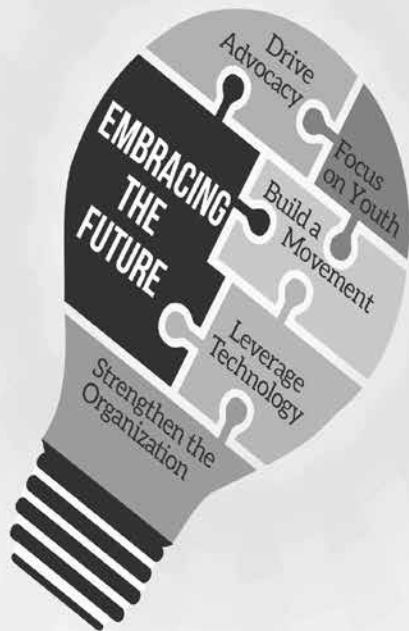
The work of **Equality Federation** has been a **game changer** in Pennsylvania. Thanks to Equality Federation's strategic guidance and ongoing support, Equality PA is now poised to make history.

- **Ted Martin, ED of Equality Pennsylvania**  
*Equality Federation Board Member*



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## Queer Creation: An Interfaith Gathering

9:30 AM – 11:00 AM • Majestic Ballroom

Religious traditions use stories to explain our existence as part of a much larger cosmos. Creation stories have guided generations of listeners in understanding their inherent relationships to one another, the Earth, and to that which is greater (be that the universe, God, community, Love...). All are invited to this interfaith worship in which we will explore some of these stories from queer perspectives, offering what we uniquely bring to our relationships with the Earth. Come participate in the exploration, healing, renewing, and reclaiming of sacred space! Faith traditions participating: Jewish, Buddhist, Hindu, Christian, Two Spirit, Pagan, and Muslim. Lead Officiant: Rev. Beth Chronister, Assistant Minister, First Unitarian Society of Denver.

## WORKSHOP SESSION 9 9:30 AM – 11:00 AM

### Bi the Agenda: Shaping Bi Inclusive Advocacy

Bisexual Community & Issues • Intermediate

This workshop will gather bi- pan- fluid, queer-identified folks and allies for a presentation that marks out the institutional and structural basis of bi stigma using new data specific to the bisexual community and then brainstorming ideas for the next generation of bisexual-specific advocacy. Bisexuals suffer unique disparities like higher rates of cancer, addiction, and intimate-partner violence and have correspondingly unique advocacy needs. Join bi leaders and advocates to brainstorm advocacy priorities for our community.

**Presenters: Emily Dievendorf, Equality Michigan, Detroit, MI; Heron Greenesmith, Movement Advancement Project, Policy Researcher, Somerville, MA; Paul Nocera, Bi Request, Brooklyn, NY; Denise Penn, Mission Viejo, CA**

### Getting Trans Healthcare for Your Campus College Campus Issues and Organizing for Students • All Audiences

This session will help those who attend become familiar with the skills and strategies necessary to obtain trans+ inclusive campus healthcare. Attendees will learn to use their existing skills to create and maintain a campaign to obtain that coverage.

**Presenters: Stephanie Skora, CUT\*ES UIUC, Urbana, IL**

## LGBTQ+ Work Beyond College Gates

College Campus Issues and Organizing for Students  
• All Audiences

Graduation may be the end of college, but it does not have to be the end to your life changing work. This workshop will give you the tools needed continue this work post college life and give you the tools needed to talk about your leadership experiences

**Presenters: Katie Barnes, First Year Advisor, Miami University, Oxford, OH; Romeo Jackson, Student Activist, Northern Illinois University, Delkall, IL**

## Effemiphobia in the Gay Community

Gay Male Community & Issues • Fundamentals

This workshop addresses effemiphobia and how it impacts the ability to form a cohesive community within the GLBTQIA community. Effemiphobia, or the stigmatization of effeminacy among gay men, has led to divisions that prevent the creation of solutions to community wide problems. Participants will identify their own effemiphobic patterns and behaviors and practice how to address these issues within their own communities. Attendees will leave with practical solutions to address effemiphobia and build better communities.

**Presenters: Brandon Mack, National Secretary, Delta Phi Upsilon Fraternity, Inc., Houston, TX**

## Community Based Suicide Prevention

Health • All Audiences

Suicide affects LGBTQ youth and adults at disproportionate rates, and there are very few opportunities for folks to speak openly about how the topic of suicide has impacted their lives. There are also limited resources that provide information about ways to support peers who may be in crisis. This workshop will create an intentional space to discuss the impact of suicide within Trans and LGB youth and adult communities, will help people explore how to ask about suicidal ideation, and will provide the opportunity for attendees to learn and practice talking with others about safety planning.

**Presenters: Jesse Begenyi, Director of Community Advocacy, Mass Transgender Political Coalition, Boston, MA; Ni Wallace, Member, BAGLY, The Boston Alliance of GLBT Youth**

## Going Viral with HIV

HIV/AIDS • Intermediate

Participants will actively dialogue to increase awareness of the impact of HIV on young persons of color, and the impact of stigma in our communities. Participants will explore the intersections of identities and the role these play in community organizing and activism. Individuals will explore and create their own social media messaging campaign addressing HIV awareness, education and stigma.

**Presenters: Vanessa La Torre, Youth HIV Education**

**Coordinator, Cascade AIDS Project, Portland, OR;  
Cree Gordon, Outreach Coordinator, Cascade AIDS  
Project, Portland, OR**

### Documenting Inequality

**Legislative/Policy Initiatives • All Audiences**

Data collection might not be what you talk about over dinner and drinks, but the fact remains: it's difficult to get voters, legislators, or school administrators to work with you until you have stats to show there's a problem. More importantly, it's easier for us to tailor services if we know who we're creating them for. Chat with experts about how you can use data to better advocate and provide services.

**Presenters: Meghan Maury, Policy Counsel, National LGBTQ Task Force, Washington, DC; Kellan Baker, Senior Fellow, Center for American Progress, New York, NY; Jody Herman, Manager of Transgender Research, Williams Institute, Los Angeles, CA**

### End the Newsletter: 5 Ways To Use Email

**Media, Communications, and Messaging •  
Intermediate**

For the one-person communications team, the outdated email newsletter is an often-used tool to save time and engage supporters and donors. However, newsletters are used in the absence of strategy and at the expense of growth. For small organizations where policy or organizing is the primary effort, this workshop provides participants with methods for evaluating the success of their newsletters and highlights five different ways organizations could be using their email program.

**Presenters: Vincent Villano, Director of Communications, National Center for Transgender Equality, Washington, DC; Rohan Grover, Senior Business Intelligence Analyst, Upworthy, Washington, DC**

### Creating a Gender Diverse Organization

**Organizational Development • Intermediate**

This session will discuss how the Gender Identity Center of Colorado has grown from a small, grass-roots group into a thriving, non-profit organization serving the transgender community and general public. Participants will be presented with an example of how to grow their organization while maintaining friendly, personal service, and a neighborhood-like atmosphere. A panel will present the topics of staffing, finance, infrastructure, leadership and community building. Strategies will be shared for no-cost staffing, successful grant applications, continuous revenue streams, low-cost technology, essential infrastructure, elements of key leadership, and the importance of mixed-use space, community involvement, and food.

**Presenters: Karen Scarpella, Executive Director, The Gender Identity Center of Colorado, Denver, CO; Margaret Hade, Executive Assistant, The Gender**

**Identity Center of Colorado, Denver, CO; Elizabeth Barber, Treasurer, The Gender Identity Center of Colorado, Denver, CO**

### Support Groups for API Communities

**People of Color • All Audiences**

We'll discuss the importance of a support group, how it can help community members navigate internal/external conflicts within their various communities, empowerment, and the key ingredients to running a successful support group. (Does not replace a facilitator training.)

**Presenters: Mashuq Deen, Facilitator Trainer, SALGA, Brooklyn, NY; Aneesa Sen, Facilitator Trainer, SALGA Plainsboro, NY**

### Uniting Latin@ Pride

**People of Color • All Audiences**

This workshop will provide attendees with an action plan towards intersectional community strengthening around queer/trans Latinidad in their communities at home. Participants will learn to target existing community resources to promote intracommunity dialogue and strengthen relationships in ways that encourage respect, visibility and inclusivity for the LGBTQ Latin@ Community. Attendees will leave with a tool kit that will help them get started in creating a unified Latin@ pride initiative in their communities at home.

**Presenters: Danny Olvera, Public Relations Co-chair, United Latin@ Pride, Cicero, IL; Jessica Carrillo, Support Services Supervisor, Youth Service Project, Chicago, IL; Crispin Torres, Community Educator, Lambda Legal, Chicago, IL**

### Critical Race Perspective on Orientalism

**People of Color • All Audiences**

This workshop will explore salient questions of our time. Have you ever wondered why people in the Western world conflate Arab with Muslim or why monolithic stereotypes of Arabs, and subsequently, LGBT/Queer Arabs prevail? What is Orientalism and how does it impact LGBT perspectives? How do mainstream LGBT communities view Arabs? What assumptions do we have when we talk about Arab? How does this impact the larger Muslim and Queer Muslim community in relation to Queer Arabs? This is but a brief sampling of questions participants will debate and discuss in this workshop. Worded differently, how does Orientalism and western appropriation of those immigrants and refugees affect queer people and their organizing efforts?

**Presenters: Sid AbuDabbouseh, Collective Member, Arab Queer Collective, San Diego, CA; Hilal Khalil, Collective Member, Arab Queer Collective-NYC, New York City, NY; Mirs Haidar, Collective Member, Arab Queer Collective-NYC, Brooklyn, NY**

## **Organizing Across Class Differences**

### **Racial/Economic Justice • Intermediate**

If you've ever worked or organized with people from different socio-economic class backgrounds than yourself, you may have felt as though you're operating in different languages...and you're right. This interactive workshop examines the vital role our personal class backgrounds hold in our movements and workplaces, from donor relations to organizational culture. We'll explore our challenges and leave with communication and action tools to support the health of our work environments, organizing efforts, and selves.

**Presenters: Lyndon Cudlitz, Founder and Director, CampOUT Maine, Albany, NY**

## **PolyAnarchy**

### **Sexual Freedom • Intermediate**

Rule: noun, a prescribed guide for conduct or action. The first rule of polyamory is.... wait, what if there were no rules? What if rather than regulating each other, we talked to each other? How would that feel? Join me for this intimate discussion on what your poly life can look like if you throw the rule book out the window! While this workshop explores ways in which poly relationships can be ill-served by rule making it does not assert that rules are always bad or wrong and celebrates the ways in which guidelines work for many couples. Whether you are new to poly, old hat or just curious about the idea, your voice is welcome in this discussion. No late admittance permitted.

**Presenters: Jessica VonDyke, Owner/ Educator, The Garden, Washington, DC**

## **Jack'd and Grinded**

### **Sexual Freedom • All Audiences**

According to a 2013 research study, 60% of gay men (and about half of lesbians and bisexuals) say that they have met a new LGBT friend online. Online dating, social networking sites, and mobile phone apps have, in some ways, replaced bars, and bathhouses. But what is this new world of social networking?

**Presenters: Cary Johnson, Brooklyn, NY; Robert Smith, PhD Student, University of Minnesota Minneapolis, MN**

## **Renaming Desire: Trans/Non-Trans Sex**

### **Sexual Freedom • Fundamentals**

This workshop will focus on sex between trans and non-trans people, and the assumptions, desires and fears about that sex. This will be an opportunity for people to gather and talk honestly about sexual attraction between and among trans and non trans people and the political implication(s) of manifesting that attraction. This will be a respectful, trans-led, frank and explicit exchange about sexual attractions, choices, behavior and our bodies. All are welcome.

**Presenters: Ignacio Rivera, Training Director, Global Trans Research and Advocacy Project, Washington, DC; Yosenio Lewis, Activist and Consultant, San Francisco, CA**

## **Leaving Fundamentalism**

### **Surviving and Thriving • All Audiences**

Though the fastest-growing group within LGBT American is comprised of the Nones, the effects of growing up with and leaving fundamentalist religion are not always well understood. This workshop aims to not only demystify the lesser-known aspects of more-involved religions, but also to develop strategies for helping LGBT individuals re-negotiating their identities and lives after leaving such religions. Participants will learn to better engage with, understand, and aid those who have left such religions, and, accordingly, leave them socially, economically, and personally vulnerable post-deconversion.

**Presenters: Heina Dababhoy, Ex-Muslims of North America, Yorba Linda, CA**

## **Sanity in the Face of Anti-queer Bias**

### **Surviving and Thriving • All Audiences**

This workshop offers concrete information for surviving anti-queer actions and politics. It helps make sense of the psychological toll of such experiences. This workshop helps people who have been impacted by anti-gay rhetoric and offers others skills to protect themselves in the face of everyday encounters with bias and larger encounters with anti-queer politics. Not only can we survive these experiences, we can use them to become stronger as individuals, as activists, and as communities.

**Presenters: Glenda Russell, Louisville, CO**

## **Gender Identity and Feminist Allyship**

### **Transgender Community & Issues • Intermediate**

This workshop moves beyond TERF wars and explores connections between gender identity and feminism by having participants employ narratives that expose shared barriers and identify what feminist allyship around gender inclusion looks like for them.

**Presenters: Shanna Katz Kattari, Social Work Student, Denver University, Denver, CO; Andrea Tucker, GLBT Center Colorado, SOFFA Group Denver, CO; Courtney Gray, GLBT Center Colorado, Trans Programs, Arvada, CO**

## **Protect and Serve**

### **Transgender Community & Issues • Intermediate**

This will be a discussion about working collaboratively with police departments and other law enforcement agencies to achieve trans-inclusive policies and cultural competency. We will discuss the need for collaboration, methods in approaching law enforcement agencies, policies already in place, and considerations for effective partnerships.



**Presenters: Mason Dunn, Executive Director, Mass Transgender Political Coalition, Boston, MA**

**Working While LGBTQ  
Workplace • Fundamentals**

A fundamental promise that America is built on is that if you work hard, and play by the rules, you can get ahead. However, there are millions of LGBT Americans in most states who go to work every day fearing that they could lose their jobs simply because of who they are or who they love. No current federal law adequately protects LGBT workers from employment discrimination. This workshop will help you identify ways that you can get involved in LGBT & HIV rights work in your community and/or at your job.

**Presenters: Omar Narvaez, Community Educator, Lambda Legal, Dallas, TX**

**Feedback Session with  
Conference Managers**

**2:00 PM • Plaza Ballroom**

We Love Your Feedback! Our annual Creating Change Conference offers a rich and rigorous program of workshops, trainings, film screenings, caucuses and networking sessions, meetings and social and spiritual gatherings. For attendees who want to participate in a face-to-face conversation about your experience at Creating Change 2015, the Conference Director conducts a Feedback Session on Sunday following the closing plenary in the Plaza Ballroom. Join in for a round robin, fun process that will help shape the 2016 Creating Change Conference in Chicago.

**CLOSING PLENARY  
SESSION WITH BRUNCH**


**11:30 AM – 1:00 PM • Plaza Ballroom**

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## NOTES



## NOTES

## Leadership Council

We extend a heartfelt thanks to our Leadership Council members for their continued support of the Task Force Foundation and the Task Force Action Fund. Leadership Council members make an annual gift of \$1,500 or more and give the Task Force the flexibility to build grassroots lesbian, gay, bisexual and transgender political power across the nation. If we have inadvertently omitted or incorrectly listed your name, please contact Saurabh Bajaj, Director of Individual Giving, at 646.358.1478. *Current Leadership Council donors as of December 1, 2014.*

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## **Father Robert Nugent, SDS**

Co-Founder with Sister Jeannine Gramick of the New Ways Ministry

## **Daniel H. Renberg**

Philanthropist and supporter of the Los Angeles LGBT Community Center, Gay, Lesbian & Straight Education Network (GLSEN), the Victory Fund

## **Gwen Avery**

African American lesbian musician best known for her composition "Sugar Mama," featured on Olivia Records' groundbreaking collection, *Lesbian Concentrate*, 1977

## **Henry Messer**

Physician, longtime activist, hero and mentor to many LGBT people in Detroit; active in many groups including Michigan Organization for Human Rights, the Triangle Foundation, and Equality Michigan; author of a chapter entitled "The Homosexual as Physician" for *Human Sexuality: A Health Practitioner's Text*, the first account of gay doctors to be included in a medical textbook; regular attendee of Creating Change Conferences

## **Alain Dang**

Former Policy Analyst at The Task Force; co-author of two historic reports, "Black same-sex households in the United States: A report from the 2000 Census," and "Living in the margins: A national survey of lesbian, gay, bisexual and transgender Asian and Pacific Islander Americans"; leader in Asian and Pacific Islander LGBT community, including serving on the founding Board of National Queer Asian Pacific Islander Alliance

## **David A. Cohen**

Founder and publisher of the LGBT publications the PINK Pages, Pride Magazine, and subsequently PINK magazine

## **Greg Gravemier**

Early member of the Gay and Lesbian Association of Decatur (IL); organized purchase of five billboards in Decatur marking "Equality Begins at Home," a 1999 project of the Task Force and LGBT groups around the U.S.

## **Vernita Gray**

Revered, beloved and ubiquitous Chicago activist for LGBT rights; a founder of the Women's Caucus of Chicago Gay Liberation in 1970; Gray and wife Pat Ewert were the first same-sex couple married legally in Illinois, Nov. 27, 2013, after winning a court victory because of Gray's critical health situation, paving the way for additional court rulings that hastened marriage equality in Illinois

## **Frankie Knuckles**

Legendary DJ and House music pioneer

## **Storme DeLaverie**

Iconic New York City activist; performer in the Jewel Box Revue, a traveling troupe of drag queens and drag kings that formed in 1939

## **Matt Kailey**

Denver-based trans man and nationally known activist, teacher, writer and journalist; Managing Editor of *OutFront*; author of the 2005 memoir *Just Add Hormones: An Insider's Guide to the Transsexual Experience*; creator of the award-winning blog *Tranifesto*

## **Joseph Theodore Barna**

Photographer who documented New York City's Pride marches for 30 years; unsung hero and much loved by Heritage of Pride organizers

## **Zoraida Reyes**

Transgender Latina activist and advocate for the federal DREAM Act; and called on President Obama to put an end to the deportations that separate LGBT families

## **Nancy Garden**

Lesbian award-winning author of fiction for young adults including *Annie on My Mind*

## **Naya Taylor**

Plaintiff in country's first transgender discrimination case under the Affordable Care Act

## **Frank M. Robinson**

Speechwriter for gay politician Harvey Milk; drafted Milk's famous "Hope Speech"; journalist, novelist, and award-winning science fiction writer

## **Maya Angelou**

Renowned artist poet, singer, dancer; a voice for voiceless delivering clarion calls for social change, activism, and constant agitation against racism; author the celebrated *I Know Why the Caged Bird Sings*, her iconic contribution to the literary arts

## **Carl Strickland**

Point Foundation co-founder with his partner Bruce Lindstrom in 2001 to provide scholarship funds to LGBT students

## **Andrew Cray**

Fierce advocate and activist for LGBTQ health access; Policy Analyst at the Center for American Progress; founding member of Trans Legal Advocates of Washington (TransLAW), a legal assistance organization for the transgender people Washington, DC area; a 2009 Holley Law Fellow at the Task Force

## **Lily McBeth**

Transgender New Jersey woman whose work as a substitute teacher became a public controversy; she kept her job, but later reported that she was rarely called to teach and remarked, "All they did was to put me in a closet again."

## **Bernard Mayes**

Anglican priest, journalist and LGBT rights activist; started the country's first suicide hotline in the San Francisco in 1961; founding chairman of National Public Radio

## **Gloria Casarez**

Beloved and respected first director of the Philadelphia Office of LGBT Affairs, 2008; organized the Mayor's Advisory Board on LGBT Affairs; former coordinator of the LGBT Center at the University of Pennsylvania; former executive director of the Gay and Lesbian Latino AIDS Education Initiative; founding member of and community organizer for Empty Shelters, a housing rights and economic justice organization

## **Don King**

Early LGBT activist and leader in Charlotte, NC; first editor of QNotes, co-founded in 1981 the Queen City Quordinators (QCQ), a fundraising umbrella group for Charlotte-area LGBT organizations

## **Leslie Feinberg**

Anti-racist white, working-class, secular Jewish, transgender, lesbian, female, revolutionary communist who had broad cultural and political impact through her 1993 novel, *Stone Butch Blues*, widely considered a groundbreaking work about the complexities of gender

## **Jane Byrne**

Former Mayor of Chicago and the city's first and only woman elected to that office; issued first Mayoral designation of "Gay Pride Parade Day in Chicago" in 1981; first major political figure to join the Pride Parade in 1983; ended police raids on gay bars; issued first executive order banning discrimination against LGBT city workers

## **John F. "Jack" Modica**

Owner and operator of The Eagle NYC, 1970 – 2000; offered safe refuge during an unsafe time for the LGBT community; several Eagle bars worldwide champion virility and sexual energy of gay men, having been influenced by The Eagle NYC

## **Ross M. Ramsey**

Founder of House of Infinity in 1990, a prominent house ball organization comprised of Black and Latino gay men and transgender people; a community advocate, mentor and creative director who worked to decrease HIV

## **Danny Garvin**

One of the few remaining "Stonewall veterans"; participant in and witness to the Stonewall Riots, June 28, 1969, which is widely recognized to have given rise to the LGBTQ political movement

## **Lelah Alcorn**

17-year-old transgender woman, by suicide, near Kings Mill, Ohio. "My death needs to mean something....Fix society. Please."





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