

TIME = TO THRIVE

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

APRIL 28-30, 2017
WASHINGTON, D.C.



PRESENTING TIME TO THRIVE



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SCHEDULE AT A GLANCE

Friday, April 28th

- 1:00 p.m. **Conference Registration Opens** (Location: Salon Ballroom Foyer)
- 2:00 – 4:30 p.m. **Optional Pre-Conference for Beginners** (Location: Maryland A-C)
- 5:00 – 6:30 p.m. **Attendee Welcome Reception with Exhibitors** (Location: Salon Ballroom Foyer and Salon Ballroom 1) *More details on page 12.
- 6:30 – 8:30 p.m. **Opening Plenary** (Location: Salon Ballroom 2-3)
*More details on page 12.
- 8:31 – 10:30 p.m. **Optional Late Night Networking Social** (Location: Lobby Lounge)
*More details on page 15.

Saturday, April 29th

- 7:00 a.m. – 5:00 p.m. **Conference Registration is Open** (Location: Salon Ballroom Foyer)
- 7:30 – 8:45 a.m. **Breakfast Buffet** (Location: Salon Ballroom Foyer and Salon Ballroom 1)
- 8:45 – 9:45 a.m. **Saturday Plenary: Keynote Speakers** (Location: Salon Ballroom 2-3)
- 10:00 – 11:00 a.m. **Workshops A** (Location: Various workshop rooms)
- 11:15 a.m. – 12:15 p.m. **Workshops B** (Location: Various workshop rooms)
- 12:15 – 2:00 p.m. **Luncheon with Keynote Speakers and Special Guests**
(Location: Salon Ballroom 2-3)
- 2:15 – 3:15 p.m. **Workshops C** (Location: Various workshop rooms)
- 3:15 – 3:50 p.m. **Afternoon Coffee and Snack Break with Exhibitors**
(Location: Salon Ballroom 1)
- 4:00 – 5:00 p.m. **Workshops D** (Location: Various workshop rooms)
- 5:15 – 7:15 p.m. **Dinner on your own**
- 7:30 – 9:15 p.m. **Film Screening by National Geographic: Gender Revolution** (Location: Maryland A-B)
*More details on page 29.

Sunday, April 30th

- 7:00 a.m. – 12:30 p.m. **Conference Registration is Open** (Location: Salon Ballroom Foyer)
- 7:30 – 8:30 a.m. **Breakfast Buffet** (Location: Salon Ballroom Foyer and Salon Ballroom 2-3)
- 8:30 – 9:30 a.m. **Workshops E** (Location: Various workshop rooms)
- 9:45 – 10:45 a.m. **Workshops F** (Location: Various workshop rooms)
- 11:00 a.m. – 12:30 p.m. **Closing Plenary: Keynote Speakers**
(Location: Salon Ballroom 2-3)
- 12:30 p.m. **Conference Concludes for Adult Attendees** (Lunch on your own)
- 12:45 – 3:00 p.m. **Conference Continues for Youth Attendees & Chaperones**
(Location: Delaware A-B) *More details on page 37.

WELCOME

Thank you for attending the Human Rights Campaign Foundation's fourth annual Time to THRIVE conference, co-presented by the National Education Association and the American Counseling Association. For three empowering and enriching days, we will focus on how to help promote safety, inclusion and well-being for LGBTQ youth. This conference would not be possible without support from our partners and sponsors, especially our two presenting sponsors, Toyota and AT&T. Throughout the conference, inspiring speakers, esteemed guests, expert presenters and special exhibitors will provide you with the answers and resources you need to help LGBTQ youth in your lives. Whether this is your first time at the conference or you've joined each of the last three years, Time to THRIVE is a one-of-a-kind experience on your path toward supporting young people on their journeys. Thank you so much for joining us this weekend and for the life-saving work that you're doing in your own communities! — **Dr. Vincent "Vinnie" Pompei, Director of Time to THRIVE.**

THE TIME TO THRIVE TEAM



Vincent "Vinnie" Pompei, Ed.D., *Director of Time to THRIVE*

Dr. Vincent "Vinnie" Pompei is the Director of the Youth Well-Being Project at the Human Rights Campaign Foundation. One of his primary roles at HRC is to direct Time to THRIVE, an annual national conference for educators and other youth-serving professionals to promote safety, inclusion and well-being for LGBTQ youth. Before joining HRC, Dr. Pompei served as President for the California Association of School Counselors and spent more than 10 years as a middle school teacher and high school counselor. He was an LGBTQ cadre trainer for the National Education Association and authored the LGBTQ section of the American School Counselor Association's National Model. In addition, he was a Chapter President for PFLAG and an Ambassador for The Trevor Project. Dr. Pompei was named one of the *Advocate Magazine's* Top 40 Under 40 in 2012 and selected by the National Education Association as a Classroom Superhero. He holds two Master's Degrees in Education and a Doctorate in Educational Leadership.

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

Judy Zambrano, M.S., *HRC Conference Planning Fellow*



Ellen Kahn, *HRC Director of the Children, Youth & Families Program*

Since 2005, Ellen Kahn has served as Director of the Human Rights Campaign Foundation's Children, Youth & Families Program. In her role, Ellen provides national leadership and expertise in public education and advocacy efforts to achieve full equality for LGBTQ families. Under Ellen's leadership, HRC's Foundation launched three highly successful, innovative programs that promote fair and inclusive policies and practices; All Children—All Families, promoting LGBTQ cultural competency among child welfare agencies; Welcoming Schools, a comprehensive approach to improving school climate in elementary school environments; and the Youth Well-Being Project, overseeing the preeminent Time to THRIVE conference. Ellen is an esteemed expert on LGBTQ adoption and child welfare policies and practices, speaking at numerous national and regional conferences, and providing training for thousands of professionals. Prior to joining HRC, Ellen spent 13 years at the Whitman-Walker Clinic in various roles; Director of the Lesbian Services Program, Associate Director of LGBT Health Promotion, and as supervisor of a behavioral health program for people with HIV/AIDS.



Mary Beth Maxwell, *HRC Senior Vice President for Programs, Research and Training*

A longtime leader in social justice movements, Mary Beth (M.B.) Maxwell leads the groundbreaking and innovative efforts of HRC's educational arm, the HRC Foundation. She oversees the organization's public education and programmatic initiatives covering a wide range of issues affecting LGBTQ people in the United States and around the globe. Maxwell previously served as the Principal Deputy Assistant Secretary for Policy at the U.S. Department of Labor where she was a key figure in shaping the Obama Administration's policy agenda for working families. Prior to joining the administration, Maxwell was the Founding Executive Director of American Rights at Work, a leading voice for modernizing and reforming our nation's labor laws. She has also served in various other senior-level positions at Jobs with Justice, NARAL Pro-Choice America, and the United States Student Association.

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

Conference Host Committee

Carmen Ashley, MPH, CHES

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

JoAnn Bartoletti

Executive Director, National Association of Secondary School Principals

Betty DeGeneres

National LGBTQ rights activist & mother of Ellen DeGeneres

LZ Granderson

ESPN Columnist and CNN Contributor

Dolores Huerta

President, Dolores Huerta Foundation

Lynn Hunt, M.D.

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

Earvin "EJ" Johnson III

Son of Magic and Cookie Johnson

Kate Kendell, Esq.

Executive Director, National Center for Lesbian Rights

Becky Pringle

Vice President, National Education Association

Lacey Rosenbaum

Director, Safe and Supportive Schools Project, American Psychological Association

Scott Sapperstein

Assistant Vice President, AT&T

Richard Yep

Chief Executive Officer, American Counseling Association

PRONOUNS AND ALL-GENDER RESTROOMS

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

- Offer your own pronouns. It seems simple enough, but it can also make some people uncomfortable or nervous. Take a breath and offer your own pronouns, then ask their pronouns. For example, "By the way, I use 'she' and 'her' pronouns. Which pronouns do you use?" It is possible that the person will have no idea what you are talking about — and now you have a teachable moment.
- Avoid pronouns or use gender-neutral pronouns "they, them and theirs" until you learn someone's pronouns.
- However the person responds, respect their wishes and use those pronouns.
- If you accidentally misgender someone, simply apologize and correct yourself. And then move on. Overly focusing on your mistake, especially in a group environment, can make things worse.
- Practice on your own. If someone uses pronouns that are new for you, it can help to practice — washing dishes, walking your dog or driving to work are all great opportunities to try it out.
- In group settings you can give folks the opportunity to self-identify. When introducing yourself, include "my pronouns are ____" If you are facilitating a group, ask each participant to include their pronouns when introducing themselves.
- Use nametags or buttons to allow participants to indicate their pronouns. This last point is one reason why you are reading this in the Time to THRIVE program. At Time to THRIVE, we offer pronoun stickers you can place on your nametags. Please take a few moments to do so!



All-Gender Restrooms: In addition to gender-specific restrooms available throughout the hotel, we have provided a few all-gender restrooms on the ballroom level to ensure that conference participants of all genders have access to restroom facilities that are safe and comfortable. According to the 2015 U.S. Transgender Survey, 59 percent of transgender respondents said they avoided using a public restroom in the past year because they were afraid of confrontations or other problems they might experience. If you're cisgender (not transgender) and never experienced an all-gender restroom, take this opportunity and imagine what it may feel like to be denied access to safe restrooms on a daily basis.



CEUS AND COLLEGE CREDIT

CE Hours

Time to THRIVE attendees can earn continuing education clock hours from the National Board of Certified Counselors (up to 6 hours), the National Association of Social Workers (up to 14.5 hours) and the Commission on Rehabilitation Counselor Certification (up to 14.5 hours). Clock hours are based on the number of workshops and plenaries an individual attends during the Time to THRIVE conference. CE registration will take place at the beginning of the conference near the conference registration tables.

Professional/University Credit

Conference attendees can receive one University Credit for Professional Development for a fee of \$60. Participants will also have an opportunity to take a credit bearing degree course, for a fee of \$230 per unit. A reflection/implementation paper will be required for the credit bearing degree course.

For questions regarding professional or university credit, or to register for the course, please see the CSU, Chico representative near the registration tables beginning Friday, April 28th.



CONFERENCE EVALUATIONS

Every year, feedback from Time to THRIVE participants helps us improve next year's conference. About ten days after the conference, you will receive an email with a link to a brief survey about your experience. Participants who complete the survey will be entered into a drawing for one of five \$50 gift cards, to your choice of Starbucks or Barnes & Noble. Please keep an eye out for this email and check your spam folder if it doesn't arrive!

HRC wants you to join the conversation on social media! Share your favorite photos, videos and highlights from Time to THRIVE using the hashtag #TimeToTHRIVE. Be sure to follow and tag Human Rights Campaign on Facebook, Instagram, Snapchat and Twitter!

When capturing your top moments on Snapchat, use our custom Time to THRIVE Snapchat filter throughout the weekend.

**If you are unable to see our Time to THRIVE filter, ensure that Location Services for Filters is set to "on" via your Snapchat settings.*

#TimeToTHRIVE

Follow and add HRC:



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Welcoming Schools



A PROJECT OF THE HUMAN RIGHTS CAMPAIGN FOUNDATION

CHECK OUT OUR WORKSHOPS!

SATURDAY

- **Workshops A: 10:00 — 11:00 a.m.**
Intersectionality & Privilege: Showing Up for LGBTQ Youth in More Ways Than One
- **Workshops C: 2:15 — 3:15 p.m.**
Creating Gender-Inclusive Schools for All Students
- **Workshops D: 4:00 — 5:00 p.m.**
An Intersectional Approach to Proactive Measures that Prevent Bias-Based Bullying

SUNDAY

- **Workshops E: 8:30 — 9:30 a.m.**
The Teachable Moment: Responding to LGBTQ and Gender Comments and Questions
- **Workshops F: 10:00 — 11:00 a.m.**
Intersectionality & Privilege: Showing Up for LGBTQ Youth in More Ways Than One

The nation's premier professional development program dedicated to creating respectful and supportive elementary schools by:

- Embracing family diversity
- Creating LGBTQ-and gender-inclusive schools
- Preventing bias-based bullying
- Supporting transgender and non-binary students

Bring a Welcoming Schools facilitator to your school!

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The only elementary school resource of its kind that is LGBTQ- and gender-inclusive.

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The Human Rights Campaign Foundation's Youth Well-Being Project would like to introduce this year's group of youth ambassadors. These amazing young people were invited to participate in the program because of their courage in sharing their own stories, and their demonstrated commitment to speaking out about issues facing all LGBTQ youth. As youth ambassadors, they will represent the HRC Foundation and help to raise awareness about its youth-focused programs to a wider audience. These young people will also add their voices and experiences to many of the Foundation's programs, including All Children — All Families, Welcoming Schools, Youth and Campus Engagement, and the annual Time to THRIVE Conference.



Weston Alexander (he/him/his)

Weston entered the foster care system at age 14, and after several placements, found his forever family with his two dads and six siblings. Now Weston is a competitive cheerleader and a member of the Youth Speak Out Team (YSO), which works to raise awareness of the experiences of foster youth and the challenges they face. At school Weston is a member of the Diversity Council, Family Career Community Leaders of America and a member of yearbook staff as a contributing partner, where he captures stories of his student body. In his spare time, Weston enjoys spending time with his friends and family. He also enjoys writing poetry.



Roddy Biggs (he/him/his)

Roddy Biggs is a proud LGBTQ advocate working to end bullying and suicide. When he came out as gay at age 12, he experienced bullying and a lack of support. That did not cause Roddy to give up. He went on to lead his high school and college GSA, and worked with local organizations to facilitate numerous trainings on diversity and inclusion. Roddy now works to promote the message that life gets better, and it is important to never give up.



Daniella Carter (she/her/hers)

Daniella Carter is a young Phoenix advocate who has risen from the ashes to become an influential advocate for other LGBTQ youth. She has appeared on MSNBC and ABC, and been featured in the *Daily News*, *People Magazine* and the *Wall Street Journal*. She was recognized on the 2015 Trans 100 list. Daniella recently started a project designed to bring visibility to the issues facing transgender youth, and has collaborated with Miss Universe and other celebrities to share their experiences in overcoming homelessness, which disproportionately affects LGBTQ youth. Under the mentorship of Laverne Cox, Daniella was featured in the Emmy Award-winning MTV and Logo TV documentary "*Laverne Cox Presents: The T Word*." She also shared her experience at the HRC Foundation's 2015 Time to THRIVE Conference.



Javier Cifuentes Monzón (he/him/his)

Realizing that he was queer, Javier's mother made the difficult decision to immigrate to the United States from Guatemala when he was just 6 years old. Inspired by his mother's sacrifice, Javier chose to take a gap year to advocate for LGBTQ immigrants and relocate to Washington, D.C., where he currently serves as the Global intern at the Human Rights Campaign. Following the 2016 presidential election, Javier courageously shared his story of growing up as an undocumented queer immigrant and publicly reached out to the LGBTQ immigrant community through a video produced by HRC. By working to highlight the challenges facing queer immigrants, Javier has become an outspoken advocate for the community and continues to share his story through interviews and at rallies — most recently the historic We Are Here to Stay rally.



Alex Cooper (she/her/hers)

When she was only 15, Alex Cooper's life changed when she came out to her Mormon family as a lesbian. Her parents took her to Utah where, for eight months, she was subjected to dangerous "conversion therapy" practices. That was seven years ago. Now, in her new book, *Saving Alex*, she writes: "My story is not an easy one to tell. No one should be beaten, or be told that God doesn't want them, or be sent to dangerous so-called 'conversion therapy' because they are gay. No family should feel they have to choose between their faith and their child." Today Alex uses her voice to speak out against the dangerous practice of so-called "conversion therapy." Alex lives in Portland, Oregon, with her girlfriend, and works on behalf of a children's charity.



Tyler Eilts (he/him/his or they/them/their)

Tyler Eilts graduated in 2015 from Illinois State University with a degree in Interpersonal Communications. They are currently pursuing a master's degree in Communications with a certificate in Women and Gender Studies. In addition to a summer fellowship with Campus Pride, the leading national nonprofit organization for LGBTQ student leaders and campus groups, Tyler served as the Director of Programming and Logistics for the 2015 Midwest Bisexual Lesbian Gay Transgender and Ally Collegiate Conference (MBLGTACC), the largest LGBTQIA conference in the nation.



Adriana Ibanez (she/her/hers)

Adriana Ibanez is a Filipino-American transgender woman who began public speaking at the start of her high school career. She focuses on raising the consciousness of the people around her on what it means to be transgender, advancing intersectionality by incorporating a "we are all people" theme in her speeches. Adriana works with human rights and educational groups that encourage the understanding of the experiences of LGBTQ people, and plans to continue doing so. Her ultimate aim is to ensure the acceptance of LGBTQ people in society, not just mere tolerance.



Jazz Jennings (she/her/hers)

Jazz Jennings is an openly transgender youth whose activism began at age 6 when she appeared on 20/20 with Barbara Walters. Now 16, she is stars in TLC's GLAAD Award winning docu-series "I am Jazz". She has been featured on a variety of major programs and news outlets, including two interviews with Katie Couric and Oprah. Jazz speaks at venues all over the country. She has been recognized by HRC, Trevor, GLAAD, *The Advocate*, *OUT Magazine*, and was on the 2014 Trans 100 list. Jazz is the co-author of the book, "I am Jazz," and released her memoir, "Being Jazz" in 2016. She is the co-founder of the TransKids Purple Rainbow Foundation, which assists transgender youth. She has also been named one of TIME's 25 Most Influential Teens of 2014 and 2015, and was the youngest Grand Marshal in the NYC 2016 Pride Parade.



Justin Jones (he/him/his)

Justin Jones is a Detroit native who experienced tragedy early in life when his mother passed away. At 16, Justin moved to Arizona to live with his aunt and cousin, where he came out as gay. After experiencing homelessness because of his own financial hardships, Justin was able to live independently with the aid of a transitional housing program through one•n•ten, an LGBTQ youth program. Now, Justin is a proud youth leader and volunteer with one•n•ten, where he advocates for the LGBTQ community. Recently, Justin earned an AmeriCorps certificate in National Service for completing 1,700 hours of community service and learning.



Brendan Jordan (he/him/his or she/her/hers)

Brendan Jordan is a 16-year-old social media sensation whose stardom began with a viral video of him dancing behind a local reporter during a live news report. Jordan's coming out video went viral in 2014, and has inspired LGBTQ youth around the world. He has advocated against drug use through SoCrush, appeared in advertisements for American Apparel and participated in Miley Cyrus's #InstaPride campaign. At HRC's third annual Time to THRIVE Conference for LGBTQ youth in February 2016, Brendan came out as identifying as both male and female, and using both pronouns "he" and "she." "I'm still figuring it out. I'm starting to identify as one or as part of the trans community," Jordan said to the crowd. While Jordan admitted that being a teenager and dealing with bullying can be tough, his shared this advice to young people, "Be true to yourself and don't care about anything anyone else says about you."



Zachary Mallory (they/them/theirs)

Zachary Mallory is a suicide attempt survivor and is an award-winning Mental Health, Suicide Prevention and LGBTQ Advocate. They're the Founder and President of The VoiceMatters Project and they volunteer for other organizations, including The Peyton Heart Project, Red Cross, and the American Foundation for Suicide Prevention. Zachary is dedicated to raising awareness about the issues surrounding our community, and sharing their story in hopes of inspiring others to do the same.



Miles Sanchez (he/him/his)

As a transgender and queer person of color, Miles is working to challenge the stigma of being called "gay" and "queer" in schools. After experiencing bullying, Miles has chosen to live proudly and openly, rather than letting bullies define him. He knows that, as a middle schooler, it is important for him to be open and visible for other students who are LGBTQ, especially if they are not comfortable living openly. He is an outspoken advocate for LGBTQ issues — working as a Youth Leader at Rainbow Alley, a youth-led LGBTQ center in Denver focusing on peer-to-peer support and education.



Lucas Segal (he/him/his)

Lucas Segal is a senior at Lakeside High School in Arkansas, where he's an active member of the Showband, the President of Partner's Club and the Family, Career, and Community Leaders of America (FCCLA). In recognition for his advocacy work to allow transgender people to use the restroom that corresponds with their gender identity, Lucas won a trip to San Diego through the Students Taking Action with Recognition competition. "Being transgender is not something that's easy for us to do," Segal said in an interview in HRC's Winter 2015 *Equality Magazine*. "And it's not easy to tell people about it because you're scared, and you don't know what they'll think."



Paolo Veloso (he/him/his)

Paolo grew up in the Philippines in a conservative religious environment where people constantly tried to "fix" him. After moving to Southern California at age 16, he was finally allowed to be himself, but found a new kind of pressure to conform — to either be gay or straight. He eventually learned about and identified with the concept of sexual fluidity and now advocates for greater visibility for those who identify as bisexual, queer, pansexual, fluid and other similar identities. Paolo served as a student manager at the LGBT Student Services Office of Loyola Marymount University in Los Angeles, where he is majoring in psychology and is currently president of its Gender-Sexuality Alliance.



Val Weisler (she/her/hers)

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



Tyler Yun (she/her/hers)

Tyler Yun is queer person of color of Korean and Laotian descent. Tyler's passion for social justice started in high school when she became involved with Memphis-based organizations including Bridge Builders, Memphis Ambassadors and Youth Court. Currently, she works with Public Allies, an AmeriCorps effort focusing on developing young, diverse leaders; and volunteers with College Track, an organization devoted to giving marginalized communities access to higher education.

FRIDAY, APRIL 28TH

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

Optional Pre-Conference 2:00 – 4:30 p.m. | LGBTQ 101 | Maryland A-C

Not Your Parent's Rainbow: An Exploration of Gender & Sexual Orientation Today

This workshop is an important building block for conference attendees who are newer to LGBTQ topics and/or those who've had limited experience working with LGBTQ youth. In this interactive "101" workshop we will explore and unpack the vast and evolving LGBTQ terminology to build a foundation of understanding. We will then discuss some of the key challenges and concerns facing LGBTQ youth today, and we will share best practices and resources that can be directly applied to the work. Come and explore this rainbow and be ready to launch into the amazing Time to THRIVE workshops ahead!

Presenters: Sharifa Love, Communications and Development Coordinator, SMYAL, **Sarah Beasley**, Operations and Volunteer Coordinator, SMYAL, **Adalpie Johnson**, Programs Director, SMYAL



Attendee Welcome Reception

5:00 – 6:30 p.m. | Washington Marriott Wardman Park, Salon Ballroom Foyer and Salon Ballroom
Washington Marriott Wardman Park, 2660 Woodley Rd NW, Washington, DC 20008

After you get your conference badge, join us for a Welcome Reception with food and cash beverages. This is a great time to socialize, network and kick-off an exciting and empowering weekend! We encourage all attendees to wear red or pink as a sign of support for LGBTQ youth. (Conference badge required for entry.)



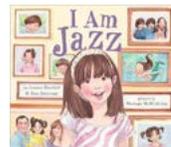
During the Welcome Reception, conference attendees can meet the authors and purchase signed copies of several popular books.



Raising Ryland, by Hillary and Jeff Whittington



It's Ok to Sparkle!, by Avery Jackson



I Am Jazz, by Jazz Jennings and Jessica Herthel



My Life as a (Transgender) Teen, by Jazz Jennings

Opening Plenary

6:30 - 8:30 p.m.

Salon Ballroom 2-3, at the Washington Marriott Wardman Park, 2660 Woodley Rd N.W., Washington, D.C. 20008

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



Chad Griffin
President, Human Rights Campaign



Lily Eskelsen Garcia
President, National Education Association



Rich Yep
Chief Executive Officer, American Counseling Association



Dr. Beverly Hutton
Deputy Executive Director, National Association of Secondary School Principals



Dennis & Judy Shepard
Co-Founders, Matthew Shepard Foundation



Zack Hicks
Chief Executive Officer and President, Toyota Connected, Inc.



TOYOTA

Parents for Transgender Equality Council

HRC's groundbreaking Parents for Transgender Equality Council was launched during HRC's 2016 commemoration of Transgender Week of Awareness, dedicated to the progress, continued challenges, and unfinished work in the fight for transgender equality. The Council is comprised of 15 of the nation's leading families/parents working for equality and fairness for transgender people.

HRC's Parents for Transgender Equality Council will connect, mobilize, and amplify many of the most powerful voices of love, inclusion, and support for transgender equality. The new Council includes many prominent parent-advocates, including: Jeanette Jennings, Debi and Tom Jackson, Jodie Patterson, Ofelia Barba Navarro, Michelle Honda-Phillips and Travis Phillips, Amber and Adam Briggie, Wayne and Kelly Ann Maines, Amy D'Arpino, Louis Porter II and Ea Porter, Marsha Aizumi, Joanne and Changho Lee, Peter and Sarah Tchoryk, Vanessa and JR Ford, Jeff and Hillary Whittington, and Deshanna and Chris Neal



Youth Speaker: Adriana Ibanez

Adriana Ibanez is a Filipina-American transgender woman who began public speaking at the start of her high school career. She focuses on raising the consciousness of the people around her on what it means to be transgender, advancing intersectionality by incorporating a "we are all people" theme in her speeches. Adriana works with human rights and educational groups that encourage the understanding of the experiences of LGBTQ people, and plans to continue doing so. Her ultimate aim is to ensure the acceptance of LGBTQ people in society, not just mere tolerance.



Al Franken, *United States Senator*

U.S. Senator Al Franken was born on May 21, 1951, and grew up in St. Louis Park, Minnesota. Before running for office, Senator Franken spent 37 years as a comedy writer, author, and radio talk show host. Senator Franken has built a successful record of legislative accomplishments by standing up for Minnesota's interests and finding commonsense, bipartisan solutions that improve people's lives.

First elected to the Senate in 2008, and re-elected in 2014, he currently sits on the Health, Education, Labor, and Pensions Committee; the Judiciary Committee; the Energy and Natural Resources Committee; and the Committee on Indian Affairs.

Senator Franken has long been a champion for LGBTQ equality, especially fighting to protect LGBTQ youth. He is the Senate's primary sponsor of the Student Non-Discrimination Act, which would prohibit discrimination based on sexual orientation and gender identity in K-12 public schools, and he was an original co-sponsor of the Equality Act. Throughout his more than eight years in the U.S. Senate, Senator Franken has consistently earned a perfect score of 100 percent on every HRC Congressional Scorecard.

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



Ruby Corado, *Casa Ruby*

Ruby Corado is a tireless advocate for transgender, genderqueer and gender non-conforming gay, lesbian and bisexual people. In 2004, she founded Casa Ruby, a one-of-a-kind bilingual multicultural LGBT organization in Washington, D.C., providing life-saving services and programs. Casa Ruby was born to address the needs of the most vulnerable in the LGBT community: Latina transgender women and LGBT immigrants. Today, Casa Ruby operates a drop-in center and safe space program, providing hot meals, clothing exchange, career development and social services.

Born in El Salvador, Corado fled civil war when she was 16 years old and has lived in Washington, D.C., for the last three decades. She is a self-made leader for social justice and has helped secure legal protections for transgender people in the nation's capital.

Ruby's work has been featured by *Newsweek Magazine*, the *Washington Post*, the *Washington Blade*, *NPR*, *NBC Latino*, *CBS Radio* and other outlets.

She has received numerous honors, including the Capital Pride Heroes' Award (2005), Metro Weekly's Trans America (2006), Latino Voice's 25 Most Influential Latino LGBT activists (2009), Stein Democrats' Heil-Balin Community Service Award (2011), Gay And Lesbians Activists Alliance's Distinguish Service Award (2012), African American Prism Awards' Activist of the Year (2012) and The DC Center Community Center's Service Award (2013).

Photo credit: Washington Blade, Michael Key



Dr. Thomas Aberli, *Secondary School Principal*

Tom Aberli received his doctorate in Educational Leadership from the University of Kentucky and has been the principal of Atherton High School since 2010. He was elected to the Board of Directors of the Kentucky Association of School Administrators, served on the Principal's Advisory Committee to the Kentucky Commissioner of Education and was selected by the Governor to be a member of the Kentucky Youth Bullying Prevention Task Force.

In response to the transitioning of a ninth-grade transgender student at Atherton High School in 2014, Dr. Aberli led the school's Site-Based Decision Making Council, a twelve-member leadership body of teachers and parents, through a nationally publicized two-month process developing policies that included the protection of rights of transgender students.

Dr. Aberli has presented several times at Education Law Institutes in Kentucky and Indiana about this work. He also provided testimony before the 2015 Kentucky Senate Committee on Education in response to a bill that targeted his school's policy on transgender inclusiveness; the bill ultimately failed. He has also contributed to advancing the understanding of transgender rights among school administrators by writing articles and speaking in several local and national media forums, including *MSNBC*, *PBS* and *NPR*.

His school was identified as a national model for implementation of a transgender-inclusive policy by the US Department of Education. For his leadership, Dr. Aberli was honored as the 2016 Kentucky Administrator of the Year.



Katie Couric, *Executive Producer of National Geographic's Gender Revolution*

Katie Couric (@katiecouric), Yahoo Global News Anchor, is an award-winning journalist and TV personality, cancer advocate, documentary film producer and *New York Times* best-selling author of *The Best Advice I Ever Got: Lessons From Extraordinary Lives*.

Couric joined Yahoo in 2014, reporting on live world events and interviewing major newsmakers. She created Katie Couric Media in spring 2015 and is actively involved in a number of projects including *Full Plate with Katie and John* and the *Katie Couric* podcast.

Couric is the executive producer of *Gender Revolution: A Journey with Katie Couric*, which explores our scientific, cultural and historical understanding of gender; *Fed Up*, which looks at the obesity epidemic; and *Under the Gun*, which traces the history of gun violence.

In September 2006, Couric became the first woman at the helm of an evening newscast when she became solo anchor of the *CBS Evening News*. Prior, she spent 15 years as co-anchor of *NBC's Today Show*.

Couric is a co-founder of Stand Up To Cancer and the National Colorectal Cancer Research Alliance and spearheaded the establishment of the Jay Monahan Center for Gastrointestinal Health at NewYork-Presbyterian / Weill Cornell Medical Center.

Born in Arlington, Virginia, Couric graduated with honors from the University of Virginia in 1979 with a bachelor's degree in English and a focus on American Studies. She has two daughters, Ellie and Carrie, and lives in New York City with her husband, John Molner.

ENTERTAINMENT PROVIDED BY:



Syesha Mercado, *Second Runner-Up Contestant, American Idol, Season 7*

In 2008, Syesha Mercado auditioned for the 7th season of *American Idol*, Fox's phenomenally popular show and one of the top-rated programs in the country. That season saw a record turnout of over 100,000 hopefuls, but Syesha breezed through the audition process, nailing Aretha Franklin's "Think" with the confidence and poise of a skilled veteran. Syesha's *American Idol* experience in Hollywood found her rubbing elbows with legends like Dolly Parton, Donna Summer, Seal, and Mariah Carey, and winning the hearts of millions of fans who responded to her warmth, beauty and stylistic range. Ultimately, Syesha ended the season as second runner-up (and the last female standing), creating many memorable moments, like her stirring rendition of the classic "A Change Is Gonna Come."

Syesha's success on *American Idol* resulted in a windfall of accolades and professional opportunities. She even landed a lead role in the national touring production of "Dreamgirls" and was cast in the smash hit musical "Book of Mormon."



Optional Late Night Networking Social

8:31 – 10:30 p.m. | Hotel's Lobby Lounge



Hungry or Craving a Late Night Beverage?

If you are not ready for the night to end, head to the Lobby Lounge for a drink, or a quick bite to eat. The Lobby Lounge is located next to hotel guest registration. See hotel diagram on page 1.

SATURDAY, APRIL 29TH

Conference Registration Opens

7:00 a.m. | Salon Ballroom Foyer



Breakfast Buffet

7:30 – 8:45 a.m. | Salon Ballroom Foyer

Saturday Plenary: Keynote Speakers

8:45 – 9:45 a.m. | Salon Ballroom 2-3



Dr. Eliza Byard
Executive Director,
GLSEN



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



Johanna Eager

Director, Welcoming Schools, Human Rights Campaign Foundation

Welcoming Schools, a project of the Human Rights Campaign Foundation, is a comprehensive approach to improving school climate. The only one of its kind that is LGBTQ-inclusive, Welcoming Schools helps elementary schools to: embrace family diversity, develop LGBTQ-inclusive schools, prevent bias-based bullying and gender-stereotyping, and support transgender and gender-expansive students.



Erin O'Flaherty

First Out Lesbian to Compete at Miss America and Suicide Prevention Advocate

Erin O'Flaherty is the reigning Miss Missouri 2016. Devoting her time to philanthropic and social causes, she focuses on suicide prevention efforts in conjunction with The Trevor Project and The American Foundation for Suicide Prevention. Last September, she was heralded as a trailblazer in the LGBTQ community, making history as the first openly lesbian woman to compete on the Miss America stage. She has been featured on *CNN*, *Good Morning America*, *Entertainment Tonight*, and in *The New York Times*, among others. A member of HRC since 2013, Erin holds a Bachelor of Science in Legal Studies from the University of Central Florida and currently resides in St. Louis, Missouri.



Alex Cooper
Youth Speaker

YA

When she was only 15, Alex Cooper's life changed when she came out to her Mormon family as a lesbian. Her parents took her to Utah where, for eight months, she was subjected to dangerous "conversion therapy" practices. That was seven years ago. Now, in her new book, *Saving Alex*, she writes: "My story is not an easy one to tell. No one should be beaten, or be told that God doesn't want them, or be sent to dangerous so-called 'conversion therapy' because they are gay. No family should feel they have to choose between their faith and their child." Today Alex uses her voice to speak out against the dangerous practice of so-called "conversion therapy." Alex lives in Portland, Oregon, with her girlfriend, and works on behalf of a children's charity.

WORKSHOP TRACKS

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



Transgender and Gender-Expansive Youth

"Being in high school is tough. Being a young transgender woman of color in high school is even tougher. Educators who have supported me in my journey have made all the difference. I know a lot of the people attending this conference may still be learning about transgender people — most people are! What matter is that you're here and you're listening and you're committing to raising the consciousness of others who are even earlier in their understanding. Being tolerant isn't enough. We deserve full acceptance and educators, counselors and child welfare workers are crucial to helping us get there."

— **Adriana Ibanez, HRC Youth Ambassador**



Intersectionality

"I can't tell you how important your job is right now. Listen, I'm an immigrant, bisexual and I'm Filipino. This year hasn't been easy for me and it hasn't been easy for young people like me. We live in a country now where any one of our identities is not only misunderstood, it's villainized. And the teachers, counselors, and others who are working with young people like me have an enormous amount of responsibility to ensure that we can be our true selves with as little fear as possible and with as much freedom as we can find. All my life people have been trying to tell me I'm not straight enough, not American enough, not white enough. But I know who I am. I'm a proud bi immigrant of color. I'm all of these things. And I'm so grateful that there are folks out there like you all — working to help young people live in the light, not forcing us into the shadows. Thank you."

— **Paolo Veloso, HRC Youth Ambassador**



Addressing the Current Realities of HIV & AIDS

"A lot of people think of HIV as a relic, a thing of the past. But if you're a young gay Black man like me, it can be ever-present and far too few adults are educating us about the current realities of HIV. Thankfully, there are now more ways to prevent HIV than ever before, and people living with HIV are leading longer, healthier lives with the help of effective medications. Coming to Time to THRIVE and attending these workshops will help you become a better advocate for the young people in your lives, because you'll walk away better-equipped to address one of the major issues facing LGBTQ youth today."

— **Justin Jones, HRC Youth Ambassador**



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



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Advocating for LGBTQ Youth in Foster Care

Human Rights Campaign Foundation and Lambda Legal
Location: Maryland C

LGBTQ youth are over-represented in foster care and far too many of them enter systems that are failing to meet their needs. Learn how you can create real change for LGBTQ young people in foster care by advocating for policy and practice changes.

Presenters: **Alison Delpercio**, *MSW, Deputy Director, Children, Youth & Families, Human Rights Campaign*; **Currey Cook**, *Esq., Director, Youth in Out-of Home Care Project, Lambda Legal*



Beyond the Bathrooms: Supporting Transgender Students in North Carolina

NC Department of Public Instruction
Location: Virginia B

In collaboration with SHIFT NC, NC Healthy Schools developed “Supporting Transgender Students: A Primer for Administrators.” This session provides guidance on creating a safe and supportive environment for transgender students; addressing questions; and offers recommendations for supportive policies, procedures, and protocols to support transgender students. This abbreviated version includes an overview of key terms, statistics, video/discussion, and a few scenarios to engage in practicing responses.

Presenter: **Susanne Schmal**, *MPH, HIV Policies and Program Consultant, NC Department of Public Instruction*

Boosting Resilience in LGBTQ Youth, an Intervention

Affirmative Foundations
Location: Balcony A

Achieve a deeper understanding of resilience and why it remains the number one intervention for overcoming “adverse childhood experiences” also known as “toxic stress.” This presentation presents recent neurobiological research on the correlation between childhood trauma exposure and adult poor health outcomes. With advancements in neuroscience we know that “toxic stress” (exposure to child abuse domestic violence, bullying, homelessness and anti-LGBTQ bias) physiologically impacts the developing brain causing regulatory, sense-making and attachment difficulties, addictions, aggressions, anxiety and depression, poor cardiovascular and immunological outcomes. Resilience helps to mitigate these poor health outcomes and boosts learning by teaching students how to utilize these eight simple principles.

Presenter: **Cory Schneider**, *LMFT, Educational Consultant, Inclusion, Affirmative Foundations*

Bullying Prevention Begins on #Day1

The Tyler Clementi Foundation
Location: Balcony B

The Tyler Clementi Foundation works to address all online and offline bullying in schools, workplaces, and faith communities. #Day1 is an innovative new campaign, rooted in research, which aims to change school climates across the U.S. to prevent bullying, harassment and humiliation before it begins. This interactive workshop will give youth-serving professionals and students the opportunity to learn the #Day1 approach to bullying prevention and participate in a demonstration of #Day1. The presentation will include slides, video and other materials.

Presenters: **Jane Clementi**, *Co-founder and Trustee, The Tyler Clementi Foundation*; **Sean Kosofsky**, *Executive Director, The Tyler Clementi Foundation*

Case Management for LGBTQ Youth: Creating a Safe Place and Advocating Properly

Center for Family Services

Location: McKinley

Our workshop focuses on the needs of the LGBTQ youth, allies and professionals involved in determining their care. This includes issues regarding their health and the systems in place to aid in their positive development throughout adolescence. We will give information on the most current trends within the LGBTQ , life skills, team building, and relationships. Lastly, how to better aid the LGBTQ population with housing (i.e.: Safe Place Shelters/Transitional living programs) and case management will be discussed.

Presenter: Shannon DiBlasio, RN-BSN, BA, Program Director, Center for Family Services



Connect, Accept, Respond, Empower: How to Support LGBTQ Youth in the Classroom

The Trevor Project

Location: Virginia C



This interactive, research-based workshop will provide an overview of suicide among LGBTQ youth and the environmental stressors that contribute to their heightened risk for suicide. There will be an emphasis on best practices, including how to teach a Lifeguard Workshop, and practical steps educators can take to promote a positive environment for all youth. The Lifeguard Workshop includes free online curriculum that teaches youth how to recognize the warning signs of suicide and respond to a friend who may be in crisis.

Presenter: Danielle Orner, Senior Education Manager, The Trevor Project

Engaging Parents and Guardians In The Quest For Gender-Inclusive Schools (and Other Spaces)

Gender Spectrum

Location: Delaware B

Parent and caregiver engagement is critical to creating gender-inclusive schools. Effectively involving them increases the likelihood that they will understand and potentially support your efforts- and their own child's gender journey. This is particularly important for transgender and non-binary identified young people; research shows that parental support is one of the most important factors associated with their health and well-being. This workshop will provide an overview of strategies for engaging parents in school efforts, and include research related to effective parenting practices.

Presenter: Lisa Kenney, Executive Director, Gender Spectrum



Intersectionality & Privilege: Showing Up for LGBTQ Youth in More Ways Than One

Human Rights Campaign Foundation

Location: Delaware A



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What does it mean to be intersectional? Critical race theorist, Kimberlé Crenshaw, coined the term to mean that each person has multiple, intersecting identities within the web of oppression and privilege that shapes each person's individual experience. In this highly-interactive session, we will explore this term and others in order to provide an opportunity for youth-serving professionals to unpack how our privileged identities, in particular, may sometimes limit our ability to show up for LGBTQ youth in all areas of their lives. Specifically, participants will explore how their own socialization has had an impact on their understanding of who LGBTQ youth are and what it is they're facing. The workshop will close with a

focus on developmental next steps appropriate to each participant, many of which can be applied immediately at the conference and the next day at work.

Presenters: Johanna Eager, Director, Welcoming Schools, Human Rights Campaign; Noël Gordon Jr., Senior Program Specialist, HIV Prevention & Health Equity, Human Rights Campaign

SESSION
REPEATS IN
WORKSHOPS F

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



It's Up to Us: How to Build HIV Social Justice Leaders at Your Youth Organization

The LGBT Community Center

Location: Virginia A

Youth listen to each other far more than any other source about sex, relationships and their bodies. At the LGBTQ Center in NYC, youth go through a training program to gain skills to discuss with their peers consent, and to discuss to discuss HIV and sexual safety in an affirming and gender-inclusive manner. In this workshop, we will share these teaching tools, hear from youth graduates about how they are talking about HIV prevention in their schools and communities, and strategize how you can start a peer-led sexual health program.

Presenter: Joanna McClintick, *LMSW, Youth Sexual Health Specialist, The LGBT Community Center*



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Juvenile Justice and LGBTQ/GNC Youth

Human Rights Campaign and National Juvenile Defender Center

Location: Maryland A-B

A disproportionate number of youth in juvenile detention facilities in the United States identify as LGBTQ. Although LGBTQ youth make up 7-9% of the U.S. population, they make up 20% of youth in juvenile justice facilities. This workshop will provide educators, child welfare professionals, policy advocates, and youth an overview of harmful policies and practices that lead to overrepresentation, as well as resources and recommendations on what we can do at the federal and state level to ensure the well-being and safety of LGBTQ youth involved with the juvenile justice system.

Presenters: Breanna Diaz, *Legislative Counsel, Human Rights Campaign*; **Christina Gilbert**, *Senior Staff Attorney and Policy Counsel, National Juvenile Defender Center*

Telling Your Story to Cultivate Respect and Create Safer Space for LGBTQ Youth

PFLAG National

Location: Harding

SESSION
REPEATS IN
WORKSHOPS D

Youth advocates are often asked to make the case for policies and programs that will create safer space for young people. This highly interactive session will teach you to think about your personal experiences, develop them into engaging narratives, and make a difference. With our opposition focused on shifting the debate using stereotypes and scare-tactics, LGBTQ people and allies need to know how to resist these efforts and how to reframe the conversation so that colleagues, friends and family understand the need for true equality.

Presenter: Jamie Curtis, *Field Manager, East Region, PFLAG National/Straight For Equality*

What is OUT for Safe Schools™?: Our Campaign and Your Approach

Los Angeles LGBT Center

Location: Hoover

Participants will learn about the goals of OUT for Safe Schools™ campaign while analyzing what it means to be OUT for Safe Schools™. Co-sponsored by the Los Angeles LGBT Center and GSA Network, OUT for Safe Schools™ is in 9 major districts across the country to promote the visibility and support of adult allies on school campuses. We will highlight best practices of the campaign, introduce OUT for Safe Schools™ tools, and invite participants to analyze their practices as an adult ally to LGBTQ young people.

Presenters: Krystal Torres-Covarrubias, *OUT for Safe Schools Coordinator, Los Angeles LGBT Center*; **Joey Hernandez**, *Education Policy & Programs Manager, Los Angeles LGBT Center*

Workshops B: 11:15 a.m. – 12:15 p.m.

AFFIRMative CBT: An evidence-informed approach to working with LGBTQ+ youth

University of Toronto and Barry University

Location: Virginia B

This workshop will describe emerging best practices with LGBTQ+ youth through a presentation of an evidence-informed intervention with community based youth. The presenters will describe AFFIRM, a CBT coping skills group intervention for LGBTQ+ youth, and their research findings that demonstrate that AFFIRM holds the promise of reducing depression and improving coping skills among LGBTQ+ young people. The presenters will describe clinical considerations for affirmative CBT and provide opportunities for the participants to engage in program activities.

Presenters: Shelley L. Craig, PhD, LCSW, Associate Dean & Associate Professor, University of Toronto; Ashley Austin, PhD, LCSW, Associate Professor of Social Work, Barry University

Bisexual+ Youth: Challenging Stigma and Reducing Disparities

Robyn Ochs Consulting

Location: Delaware B

Bisexual+ youth (bisexual, pansexual, queer, fluid, etc.) comprise a majority of LGBTQ+ youth, and face higher rates of suicidality and intimate partner violence than even their lesbian and gay counterparts. In this program we will look at the concept of minority stress as it relates to LGBTQ+ people and highlight specific challenges faced by bisexual+ youth. We will challenge negative messages and stigma that surround bisexual+ identity, explore what it really means to identify as bisexual+, and discuss strategies for supporting our bisexual+ youth.

Presenter: Robyn Ochs, Owner, Robyn Ochs Consulting



From M*A*S*H to PrEP: Remembering the Deaths, Protecting the Lives

American Counseling Association

Location: Virginia A



Led by veterans in the HIV prevention battle, this session explores how the history of HIV in this country impacts medical/behavioral threats and prevention counseling approaches for LGBTQ young people in 2017 and beyond. Why? Because it's not over yet! Mike's work began in the early 80's, when AIDS was GRID and HIV was unidentified. Bill continues today, when PrEP is a powerful addition to our prevention arsenal. Getting young people to take life-saving precautions was, and is, a major challenge. Let's win this battle.

Presenters: William Hight, PhD, Licensed Staff Psychologist, Augusta University; Michael Kaiser, M.D. HIV Policy Activist; Dr. Catherine B. Roland, President, American Counseling Association, Professor and Chair, Chicago School of Professional Psychology, Washington DC campus



Intentional Space: Creating Safer Spaces Through Assessment and Technology

True Colors Fund

Location: Virginia C

This workshop will explore the ways in which the True Colors Fund has utilized technology, tool kits, and assessments to create safer spaces for LGBTQ young people across the country. First, hear about the three-pronged survey tool True Inclusion, which helps build inclusive environments. Next, watch a demo of the brand new online interactive platform True U, a free resource that brings LGBTQ competency trainings directly to you. Participants will receive access to the 40 to None Network and checklists for creating safer spaces.

Presenter: Justin Rush, JD, Director of Public Policy, True Colors Fund



Legal Rights of LGBTQ Youth in K-12 Public Schools

Human Rights Campaign

Location: Maryland A-B

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The deck is stacked against young people growing up lesbian, gay, bisexual, transgender, or queer in American public schools. LGBTQ youth are more than two times as likely as non-LGBTQ youth to say they have been verbally harassed, called names, physically assaulted, kicked, or shoved at school. All students deserve to learn in a safe and supportive school environment. On the federal and state levels, HRC advocates for legislation that protects LGBTQ young people from discrimination, bullying, and harassment and promotes improvements to the ways current laws are implemented for LGBTQ youth. Join HRC Legal Director Sarah Warbelow in a review of how the law protects LGBTQ students and an overview of pending relevant litigation and legislation.

Presenter: Sarah Warbelow, *Legal Director, Human Rights Campaign*

Measuring Impact: How Effective Are Your Efforts to Make Schools Safe and Supportive for LGBTQ Youth?

American Psychological Association

Location: Balcony B

You work hard to create safe and supportive environments for LGBTQ youth in your school or community. But how can you determine the quality and impact of your work? In this workshop, participants will learn how the American Psychological Association uses evaluation to monitor and improve the Respect Workshop, which teaches professionals knowledge and skills to make schools safe and supportive for LGBTQ youth. Participants will then discuss ways they have used evaluation to monitor their impact on LGBTQ youth and/or youth providers in their schools or programs.

Presenters: Jana Sharp, *MPH, President/ Founder, Sharp Insight, LLC*; **Clinton Anderson**, *PhD, Director, LGBT Concerns Office, American Psychological Association*



Serving Undocumented Youth

Human Rights Campaign Foundation

Location: Maryland C

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There are over 11 million undocumented immigrants in the USA. Over 2 million identify as LGBTQ and many are under the age of 25. These facts mean many Queer Undocumented students are currently attending schools across the country. What are signs to look for? How can we help these students thrive in the current climate? How do initiatives such as Deferred Action for Childhood Arrivals (DACA) can assist students? How can organizations such as United We Dream, Immigration Equality and others offer local support? This workshop will focus in the issues and questions above and aims to help the professionals working with this vulnerable population achieve a better understanding and obtain sound strategies for support.

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

Substance Use and Mental Health Services Administration Efforts on behalf of LGBTQ Youth

Substance Abuse and Mental Health Services Administration

Location: Balcony A

This workshop will explore the Substance Abuse and Mental Health Services Administration (SAMHSA)'s work on behalf of LGBTQ youth including: resources on family acceptance, culturally competent care for individuals with mental illness, and ending conversion therapy; programs that reach LGBTQ youth related to suicide prevention, traumatic stress, and homelessness; and SAMHSA's LGBTQI2-S Children's Mental Health Initiative Workgroup.

Presenters: Brian Altman, *JD, Director, Division of Policy Innovation, Substance Abuse and Mental Health Services Administration*; **Amy Andre**, *M.A., M.B.A., Public Health Advisor, Substance Abuse and Mental Health Services Administration*



The Intersectional Lens: Envisioning Multiple Paths to Permanency

Los Angeles LGBT Center

Location: Delaware A

LGBTQ+ youth of color in deep-end systems of care experience incredible disparities in juvenile justice, child welfare, runaway and homeless youth settings. Youth report disparate treatment in care, lower rates of permanency, higher rates of hospitalization, etc. An intersectional lens reveals that LGBTQ+ youth combat systemic barriers related to multiple types of oppression. In this workshop, participants will practice recognizing these identity-based barriers using stories from youth involved in multiple systems, discuss needed policy changes and share strategies for addressing barriers in their own communities.

Presenters: *Jesi Harris, BA, Training and Coaching Instructor, Los Angeles LGBT Center; Ange Castellanos, RISE Training and Coaching Instructor, Los Angeles LGBT Center*

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

National Association of School Psychologists

Location: Hoover

LGBTQ+ youth are often classified as a homogeneous group, but the diversity among and within them is more distinct than many people realize. The need for school-based counseling supports for LGBTQ+ youth is evident due to higher rates of unhappiness, drug use, drop-out rates, decreased academic performance, truancy, suicide, harassment, family discord, and reduced referral rates for mental health assistance. Despite the need and demand, little is available in terms of resources to use in a counseling format. This program is designed to empower school-based mental health staff to serve as advocates for LGBTQ+ youth, provide counseling support for students in grades 6-12, and foster resiliency in at-risk students. Participants will leave with the ability to effectively advocate for sexual minority and gender diverse youth as well as implement an innovative counseling program within their own schools to support these students.

Presenter: *Amy Cannava, Ed.S., Nationally Certified School Psychologist, Chair, National Association of School Psychologists, LGBTQI2-S Committee*

What's Sex Got to Do With It: Talking With Clients About Risk Behaviors and Harm Reduction

Whitman-Walker Health and National Association of Social Workers

Location: Harding

Reducing risk-taking behaviors and promoting harm reduction practices with youth and young adults requires real talk about intimacy, sexual practices, substance use, and self care. How we approach these topics may differ based on the age of the client, the practice setting, their history of trauma, or even our own comfort. Come ready to discuss risk and protective factors across the lifespan, review and share risk assessment tools, and learn how to initiate conversation on sex, sexuality, and harm reduction.

Presenters: *Evelyn P. Tomaszewski, ACSW, Senior Policy Advisor, National Association of Social Workers; Melissa Sellevaag, LCSW, Whitman-Walker Health*

When the Door is Closed Find a Window: Advancing LGBTQ Policy in Michigan Schools

Michigan Department of Education

Location: McKinley

In this interactive workshop, participants will learn about Michigan's turbulent story of working with the State Board of Education to develop a statement and guidance supporting LGBTQ students. Participants will analyze various approaches and how they apply beyond Michigan. We will examine key learnings, including building relationships within educational systems, framing messages, mobilizing parent and youth voices, knowing how and when to compromise. Participants will leave with valuable strategies and lessons learned for advancing LGBTQ policy and practice in less progressive states and local school-communities.

Presenter: *Kim Phillips-Knope, MSW., Diversity & Inclusion Consultant, Michigan Department of Education; Laurie Bechhofer, HIV STD Education Consultant, Michigan Department of Education; Shane Shananaquet, Sophomore, Adrian High School; Stella Shananaquet, Parent*



Luncheon Buffet with Speakers

12:15 – 2:00 p.m. | Salon Ballroom 2-3



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



Nayef Hrebid & Btooo Allami
Stars of the Daytime
Emmy-nominated
Logo documentary
Out of Iraq



Noël Gordon, Jr.
Senior Program
Specialist for HIV
Prevention and Health
Equity, Human Rights
Campaign



Youth Speaker: **Javier Cifuentes Monzón**

Realizing that he was queer, Javier's mother made the difficult decision to immigrate to the United States from Guatemala when he was just 6 years old. Inspired by his mother's sacrifice, Javier chose to take a gap year to advocate for LGBTQ immigrants and relocate to Washington, D.C., where he currently serves as the Global intern at the Human Rights Campaign. Following the 2016 presidential election, Javier courageously shared his story of growing up as an undocumented queer immigrant and publicly reached out to the LGBTQ immigrant community through a video produced by HRC. By working to highlight the challenges facing queer immigrants, Javier has become an outspoken advocate for the community and continues to share his story through interviews and at rallies — most recently the historic We Are Here to Stay rally.



Charles Blow, *Op-Ed Columnist at The New York Times, CNN Commentator, and Presidential Visiting Professor at Yale*

Charles M. Blow is an Op-Ed columnist at *The New York Times* where his column appears on Thursdays and Mondays. Mr. Blow's columns tackle hot-button issues such as social justices, racial equality, presidential politics, police violence, gun control, and the Black Lives Matter Movement. Mr. Blow is also a CNN commentator and a Presidential Visiting Professor at Yale, where he teaches a seminar on media and politics.

Mr. Blow is the author of the critically acclaimed New York Times bestselling memoir, *Fire Shut Up in My Bones*. The book won a Lambda Literary Award and the Sperber Prize and made multiple prominent lists of best books published in 2014. *People Magazine* called it "searing and unforgettable."

Mr. Blow graduated magna cum laude from Grambling State University in Louisiana, where he received a B.A. in mass communications, and he holds an honorary doctorate from Massachusetts College of Art and Design in Boston. He lives in Brooklyn and has three children.



Bathrooms and Facilities: Collaborating with Students and Schools to Build Affirming Accommodations

DC Public Schools
Location: Virginia B

Transgender and gender-nonconforming students face enough challenges; being able to use school bathrooms consistent with their gender identity shouldn't be one of them. Using the District of Columbia Public Schools' "Transgender and Gender Non-Conforming Policy Guidance" as a model, this session will illustrate the strategies used by DCPS to partner with architects, families, students and school staff to coordinate bathroom accommodations across schools. Participants will hear directly as these stakeholders identify ways in which school districts can make transgender and gender-expansive bathroom access a priority.

Presenter: Diana Bruce, *Director, Health and Wellness, DC Public Schools*

Building a Pool of Affirming Families for LGBTQ Youth in Foster Care

The Adoption Exchange
Location: Balcony B

LGBTQ youth are overrepresented in foster care and face worse experiences while in foster care and worse outcomes than their non-LGBTQ peers. Agencies across the county need new, focused strategies for recruiting, developing, and supporting a pool of foster, adoptive, and kinship families who can meet LGBTQ youths' needs and can provide welcoming, affirming homes. This workshop will present strategies and key considerations for how to build a pool of families who can provide placement stability and permanency for LGBTQ youth — whether or not youth have self-identified as LGBTQ. This session will highlight how our organization is implementing our own processes to increase the number of resource families for LGBTQ youth and resources that agencies can use to help with their recruitment planning and implementation and will provide opportunities for discussion and learning from your colleagues.

Presenter: Jill Marshall May, *L.M.S.W., Project Director, The Adoption Exchange*

Creating Gender-Inclusive Schools for All Student



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Human Rights Campaign Foundation and Equality North Carolina (ENC)
Location: Maryland A-B

This session will share key strategies for creating a gender-inclusive classroom, including an exploration of all of the ways that gender may impact students at school. Participants will have an opportunity to practice interrupting gender stereotypes as well as sharing ideas for affirming non-binary and transgender students. Welcoming Schools elementary school lesson plans and up-to-date book lists that look at gender identity with children will be reviewed and shared.

Presenters: Johanna Eager, *Director, Welcoming Schools, Human Rights Campaign*; **Todd Rosendahl**, *Director of Youth Policy, Equality North Carolina*

Getting Bi+ Youth

Saint Paul Public Schools
Location: Balcony A

From the White House to Miley Cyrus, bi+ people are moving an agenda. In this session, we'll smash the myth of bi+ privilege, interrupt biphobia, and put our pansexual people in the spotlight as we rocket beyond sexual orientation binaries. You'll leave ready to support those attracted to more than one gender in your GSA (Gender and Sexuality Alliance). We'll highlight resources like HRC's *Supporting and Caring for our Bisexual Youth* and a guide for making student groups bi+ affirming.

Presenter: Mary Hoelscher, *LGBTQ+ Program Specialist, Out for Equity, Saint Paul Public Schools*



Intervening Where it Counts: How to Get Schools to Adopt a Model Suicide Prevention Policy for LGBTQIA+ Youth

The Trevor Project
Location: Virginia C



New research from the Centers for Disease Control shows that LGBTQIA+ students attempt suicide at almost five times the rate as heterosexual students, and schools can play a big role in preventing suicide by having policies to address prevention, intervention and postvention. This interactive workshop will discuss and provide participants with The Trevor's Project's research-based Model School Policy on Suicide Prevention and an Adoption Toolkit to help teachers, parents, students and community leaders ensure their schools create a safe environment for youth.

Presenter: Amy Loudermilk, MSW, Associate Director of Government Affairs, The Trevor Project

It's Just a Locker Room

Athlete Ally, National Black Justice Coalition, and Laughing Gull Foundation
Location: McKinley

Akil Patterson of Athlete Ally is a formative athlete in his own right, but the intersections of understanding race, faith and football lead him down a rocky path. In this workshop Akil will talk with a panel of athletes to discuss what makes a locker room just a locker room and how coaches, administration and players can use best practices to create an inclusive environment.

Presenters: Akil Patterson, Community and Youth Programs, Athlete Ally; Isaiah R. Wilson, External Affairs Manager, National Black Justice Coalition, Senior Fellow, Laughing Gull Foundation

Models of Inclusion; Learning from the Big Brothers Big Sisters of America LGBTQ Youth Initiative

American Institutes for Research and Big Brother Big Sisters of America
Location: Harding

Big Brothers Big Sisters of America (BBBSA) has been leading a national initiative to create responsive programming for LGBTQ youth — including updates to policies, intake, screening, training, and ongoing support — to ensure equal and responsive access to the proven support of mentoring. This session profiles the latest research on mentoring, emerging and promising practices from BBBS affiliates, and gives participants opportunities to assess ways they, too, can update to their programming.

Presenters: Christian Rummell, Ed.D., Senior Researcher, American Institutes for Research; Shivohn Garcia, PhD, Director of Program Design, Big Brothers Big Sisters of America



#MyStoryOUTloud: Storytelling as a Vessel for Change for Queer and Trans Students of Color

Advocates for Youth
Location: Delaware A

#MyStoryOUTloud utilizes the stories of QTPoC to raise awareness to the lack of intentional space provided for students that live at the intersections of race, sexual orientation, and gender identity. It is through the use of these candid accounts that we call for a "re"dedication from campus and school administrations to provide safe and supportive environments for the most marginalized students, in a time where identity and individuality are constantly under attack. Students have the right to be safe, and campuses are obligated to deliver.

Presenter: Louis "Louie" Ortiz-Fonseca, Senior Program Manager, Advocates for Youth

Taking the Disorder Out of Gender Identity: Exploring Gender Using Play-Based Therapies for Children

Doctoral Students, George Washington University
Location: Hoover

Presenters will facilitate a conversation about this emerging counseling issue and discuss ideas for better advocacy for this population. As part of the growing emphasis on social justice within counseling, attention within clinical research and practice to the development of gender and sexual identity with adults has increased, but little of this attention has focused specifically on working with children. The presenters will provide opportunities for participants to reflect on their worries, biases, and awareness around sexual and gender identity issues with children.

Presenters: Quinn Smelser, MA, LPC, RPT, NCC, Doctoral Student, Clinical Therapist, The George Washington University and The Gil Institute; Amanda Friday, MEd, Doctoral Student, The George Washington University



That's So Gay (The Effects of Internalized Homophobia)

National Education Association

Location: Maryland C



Internalized homophobia is defined as the involuntary belief by LGBTQ+ people that the homophobic lies, stereotypes and myths about them, delivered in a heterosexist way are true. This workshop encourages LGBTQ+ and Allies to recognize and examine the harmful impact of a lifetime of homophobic/heterosexist messages on their own self image, as well as their attitudes toward other LGBTQ people. Dialogue, activities and skills are offered to challenge internalized homophobia, in our own lives, and in the lives of our students.

Presenters: **C. Samuel, Smith, Ed.D.**, *Teacher, Palm Springs Unified School District*; **C. Scott Miller, MS. ED.**, *Teacher, Santa Ana Unified School District*

Using LGBTQ-Inclusive Curriculum to Improve School Climate

Anti-Defamation League

Location: Delaware B

According to GLSEN's 2013 *National School Climate Survey*, schools that utilize LGBT-inclusive curriculum create welcoming and safe environments for LGBTQ students. Students in these schools hear fewer homophobic remarks, feel safer, register fewer absences, and have more positive interactions with school staff. We will provide LGBTQ-inclusive and affirming resources for all grade levels on understanding heterosexism, affirming transgender students and critically examining gender, and discuss challenges associated with school policies that may hinder implementation and how they can be addressed to positively impact school climate.

Presenters: **Seth Gordon-Lipkin**, *Education Director, Washington, DC Regional Office, Anti-Defamation League*; **David Aponte**, *Anti-Bias Trainer for the Anti-Defamation League*



What Do I Do? A Workshop for Understanding Health & HIV

Human Rights Campaign Foundation

Location: Virginia A



Even as we make tremendous progress in the fight for LGBTQ equality, who you are and where you live still has an enormous impact on how HIV is likely to affect your life. This workshop will explore the current realities of HIV — including new prevention strategies such as Pre-Exposure Prophylaxis (PrEP) — through the lens of supporting LGBTQ youth. Participants will leave this workshop more knowledgeable about HIV and better equipped to connect the youth in their lives with LGBTQ-affirming resources about HIV.

Presenter: **Noël Gordon Jr.**, *Senior Program Specialist, Human Rights Campaign*



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Networking Snack and Coffee Break with Exhibitors

3:15 – 3:50 p.m. | Salon Ballroom 1

Workshops D: 4:00 – 5:00 p.m.



A Parents Love in Action: A Discussion with Parents of Transgender Children

Human Rights Campaign

Location: Maryland A-B



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Last November, HRC launched the Parents for Transgender Equality Council, a fierce and fiery group of parents from across the country who have taken their stories to the public square in an effort to achieve transgender equality and justice. From school board meetings, to pediatric conferences, to the halls of their state capitols, these parents are changing hearts and minds — and policy — by introducing their children to the world. Members of the Parent Council will share their stories, answer questions, and inspire others during this informal, interactive discussion.

Presenters: **Members of HRC's Parents for Transgender Equality Council**



An Intersectional Approach to Proactive Measures that Prevent Bias-Based Bullying

Human Rights Campaign Foundation

Location: Delaware A



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Research is clear that without addressing bias we cannot fully address bullying. The overwhelming majority of bullying in schools occurs as a result of bias. The more marginalized identities a student has, the more at risk they are of not feeling safe at school. This workshop will provide the foundation for understanding the necessity of taking an intersectional approach to bullying prevention measures. Strategies will be shared that can be used to engage the whole school community in preventing bullying as well as tools for educators to use in the classroom to provide a safe and respectful learning environment for all students.

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

Beyond Binaries: Identity and Sexuality

Robyn Ochs Consulting

Location: Delaware B

This program explores the landscape of sexuality, and how we “map” sexual orientation. No two people are alike. Given that, how do we assign labels to our complicated and unique experiences? In this interactive workshop we will conduct an anonymous survey of those present, and look together at the data. Where do we fall on the sexuality continuum? How do we label? How old were we when we came to our identities and to our sexualities? In this fun and interactive program we explore different experiences of identity; the interplay between gender and sexuality; the complexities of attraction, and more.

Presenter: Robyn Ochs, *Owner, Robyn Ochs Consulting*

Creating Safe, Caring, Inclusive Schools and Classrooms for ALL Students

American Federation of Teachers

Location: Maryland C

Every educator, regardless of personal beliefs, must be a support and a resource for LGBTQ students. Today, educators are often unsure how to support their LGBTQ students in a meaningful way. By building a foundation, starting with school leadership, we can share the skills and strategies to create a climate where some of the most vulnerable students (and staff) feel safe and valued. By developing inclusive policies and nurturing practices, administration, counselors, teachers, paraprofessionals and support staff have the ability and power to create an environment that is safe, supportive and welcoming to all.

Presenters: Mitch Klages-Bombich, *M.S. Ed., Professional Development Coordinator, Positive Learning Collaborative, United Federation of Teachers*; **Patricia Crispino**, *UFT Special Representative, United Federation of Teachers*

Creating Safe Spaces for Dialogue on LGBTQ Inclusion and Equity

YMCA of the USA

Location: McKinley

Join an interactive facilitated dialogue with local and national YMCA leaders to identify strategies, approaches and models to have conversations related to LGBTQ inclusion and equity in today’s challenging socio-political landscape. Hear examples of youth-led dialogue, talk through strategies to break through organizational challenges and barriers and hear what the Y and other organizations/entities are doing to create safe spaces for these critical conversations with staff, participants, volunteers and the broader communities we collectively serve. Why is having these conversations so hard? Let’s talk.

Presenter: Chad Nico Hiu, *Director, Diversity & Inclusion, YMCA of the USA*



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Don't Try to Fix What Ain't Broke: Ending "Conversion Therapy" with LGBTQ Youth in Faith Communities

National Center for Lesbian Rights and Human Rights Campaign Foundation

Location: Virginia C

LGBTQ youth experience efforts to change their sexual orientation or gender identity as family rejection, resulting in negative health and mental health outcomes. This "conversion therapy" may be practiced by licensed therapists, but in many cases takes the form of informal "treatment" at the hands of faith leaders. Join us in discussing how "conversion therapy" manifests in faith communities and what faith leaders, youth-serving professionals, and families can do to help end these dangerous practices.

Presenters: *Carolyn Reyes, Esq., MSW, Youth Policy Counsel, National Center for Lesbian Rights; Lisbeth M. Melendez Rivera, Director of Latinx & Catholic Initiatives, Human Rights Campaign*

Gender Diversity in Youth: How Systems Can Work Together to Support Their Health and Wellness to Eliminate Health Disparities

Devereux Arizona

Location: Virginia B

Gender Diverse children face high rates of rejection, discrimination, victimization, homelessness, and life-time suicide attempt rates. This session will be taught from the collaborative perspective of a managed care organization and a provider agency they are contracted with. Discussions will include the implementation of federal laws and standards addressing equitable care as well as challenges and what can be done to eliminate them. Participants will learn how to create supportive environments which will reduce health disparities and improve the health and wellness of transgender and gender diverse children.

Presenters: *Amy D'Arpino, BSW, Inaugural Parent Advisory Council for Transgender Equality, Human Rights Campaign; Yvette Jackson, Director of Operations, Devereux Arizona*

Intergenerational Queers: Creating Effective Youth-Adult Partnerships for LGBTQ Adults

Genders & Sexualities Alliance Network

Location: Balcony B

During this workshop, we will focus on preserving and protecting the progress we have made over the past eight years around making our schools safer for LGBTQ youth. Research has shown that campuses with GSA Clubs or similar student led clubs have less reported violence and name calling, feel safer, and that all students, regardless of sexual orientation and gender identity/expression, report feeling more welcome and connected. Participants will explore why queer intergenerational collaborations can be challenging and learn strategies for creating effective youth-adult partnerships. Queer adults face a multitude of challenges when attempting to work with youth in their schools and communities. However, in order for adults to be able to support youth movements and young people, in general, they must know what those challenges are and how to overcome them. We will engage in self-exploration and bias exercises and develop strategies for establishing strong partnerships with youth.

Presenters: *Christopher White, Director, Safe and Supportive Schools Project, Genders & Sexualities Alliance Network; Thomas Rodriguez, Project Coordinator, Safe and Supportive Schools Project, Genders & Sexualities Alliance Network*

Telling Your Story to Cultivate Respect and Create Safer Space for LGBTQ Youth

PFLAG

Location: Hoover

Youth advocates are often asked to make the case for policies and programs that will create safer spaces for young people. This highly interactive session will teach you to think about your personal experiences, develop them into engaging narratives, and make a difference. With our opposition focused on shifting the debate using stereotypes and scare-tactics, LGBTQ people and allies need to know how to resist these efforts and how to reframe the conversation so that colleagues, friends and family understand the need for true equality.

Presenters: *Jamie Curtis, Field Manager, East Region, PFLAG National/Straight For Equality*

Things I Wish My Youth Service Provider Knew

Bloomington PRIDE

Location: Balcony A

Hear directly from multiple LGBTQ+ youth as they discuss things they want you to know so you can be a culturally competent youth-serving professional. Particular attention will be spent on gender variance and ways to support gender nonconforming youth. At the conclusion of the formal presentation, there will be a panel featuring youth members who will answer questions from attendees.

Presenters: *Laura Ingram, L.M.H.C., Youth Program Director, Bloomington PRIDE's Prism Youth Community; Prism's Education and Training Committee, Youth Leadership Team, Bloomington PRIDE*

Unconscious Bias – The Missing Link for Effective LGBTQ Inclusion

Affirming Foundations

Location: Harding

The majority of diversity programs today (LGBTQ specific and otherwise) largely fail in their effectiveness because they do not focus on behavior change. This workshop takes a deep look at the role of Unconscious bias and how an educator's attitudes, values and beliefs influence and shape their behavior in the classroom and educational settings. This workshop first helps educators identify the ways in which LGBTQ and gender non-conforming youth experience classrooms, school environments, and communities. Educators will then be asked to unpack and internalize their own stigma, prejudice, discrimination and bias and understand how all of these constructs affect LGBTQ-identified youth, and examine the five most common types of bias. Educators will identify and develop new behaviors and habits that can be incorporated into their everyday classroom activities.

Presenter: *Cory Schneider, LMFT, Educational Consultant, Inclusion, Affirmative Foundations*



What Do I Do? A Workshop for Understanding Health & HIV

Human Rights Campaign Foundation

Location: Virginia A



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Even as we make tremendous progress in the fight for LGBTQ equality, who you are and where you live still has an enormous impact on how HIV is likely to affect your life. This workshop will explore the current realities of HIV — including new prevention strategies such as Pre-Exposure Prophylaxis (PrEP) — through the lens of supporting LGBTQ youth. Participants will leave this workshop more knowledgeable about HIV and better equipped to connect the youth in their lives with LGBTQ-affirming resources about HIV.

Presenter: *Noël Gordon Jr., Senior Program Specialist, Human Rights Campaign*



Film Screening Gender Revolution: A Journey with Katie Couric

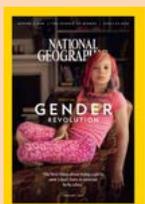
7:15 – 9:15 p.m. | Maryland A-B



In this documentary, Katie Couric sets out across America to meet with leading scientists, physicians and experts to answer questions about gender and gender identity. She speaks with everyday people who find their lives and bodies on the front line of a rapidly changing world. This film examines the role of science, society, and culture on gender, shedding light on the countless untold stories of struggle, understanding, ignorance, and love.

Introducing Film: *Sarah McBride, National Press Secretary, Human Rights Campaign*

** The first 100 film screening attendees will receive a DVD of the film and the Gender Revolution issue of the National Geographic Magazine. Giveaways are compliments of National Geographic.*



SUNDAY, APRIL 30TH

Conference Registration Opens

7:00 a.m. | Salon Ballroom Foyer

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



Breakfast Buffet

7:30 – 8:30 a.m. | Salon Ballroom Foyer and Salon Ballroom 2-3

Hotel Checkout on Sunday, April 30

The Washington Marriott Wardman Park has a strict check out time of 11:00 a.m. You may ask the concierge to hold your luggage until the conclusion of the conference.

Workshops E: 8:30 – 9:30 a.m.

From Roadblocks to Bridges

The National Sexual Violence Resource Center
Location: Balcony B

This workshop is for all participants of this conference working at meeting the needs of youth and teens who have experienced sexual violence. This workshop will assist all professionals and significant others in their understanding of what sexual violence is for those from the LGBTQIAH+ youth community. It will assist those in creating strategies for building bridges and making supports for these youth and their families/loved ones.

Presenters: **Eric Stiles**, *Lifespan Project Manager, The National Sexual Violence Resource Center*; **Taylor Teichman**, *Online Resource Specialist, The National Sexual Violence Resource Center*

Health Disparities and Risk Behaviors among Gender Expansive Students

Advocates for Youth
Location: Hoover

Gender expansive (also called gender nonconforming or nonbinary) youth are receiving a great deal of attention in the media and among educators and policymakers. However, until now there has been very limited population-based data about gender expansive students and their unique health disparities and risk behaviors. In this workshop, we will present data from a new report based on the available Youth Risk Behavior Survey (YRBS) data using an optional gender expression question.

Presenters: **Alison Gill, Esq.**, *Consultant*; **Mary Beth Szydlowski**, *Senior Program Manager for School Health Equity, Advocates for Youth*

Inviting LGBTQ+ Families as Fierce Advocates in Schools

Saint Paul Public Schools and Out4Good
Location: McKinley

The families of all LGBTQ+ students have a tremendous capacity to show-up as fierce advocates in public school settings. Their support for student groups, inclusive curriculum, and supportive policies could change the trajectory of LGBTQ+ affirming initiatives. Join in this workshop to learn and share strategies to engage and empower your LGBTQ+ students' allies at home. LGBTQ+ family leadership models from two multi-racial, large urban school districts will be shared.

Presenters: **M. Clark Hoelscher**, *PhD, LGBTQ+ Program Specialist, Saint Paul Public Schools*; **Jason Bucklin**, *Coordinator, Out4Good*



Navigating the “Human Barrier” When Seeking Trans Student Inclusion in Schools

Gender Diversity
Location: Virginia B

Many schools are resistant to training addressing the transgender student inclusion without understanding the reasons why. These barriers aren't unique to schools/districts considered conservative. Common questions include: “Why do all this for one student?” “We are concerned about the discomfort/safety of other students.” “An alternative restroom sounds like a great compromise.” “We have to consider the concerns of other parents.” “We can't ensure the trans child's safety.” We'll explore the origins of this resistance and provide concrete, tested ways to navigate a successful student transition.

Presenter: Aidan Key, *Executive Director, Gender Diversity*

Our Family! A film for Young Children About Family Diversity

Not In Our School and Our Family Coalition
Location: Balcony A

Visibility is important! Children who see themselves reflected in the classroom feel more welcomed and included in learning. “Our Family” is a short film that showcases, which showcases elementary students sharing about their families: some with a mom and dad, a single mom or dad, or two moms or two dads. This session shows teachers and care providers how to use the free film and discussion guide to start conversations with young children about family diversity, including LGBTQ families. Participants will also receive a list of the latest inclusive children's literature.

Presenters: Dr. Becki Cohn-Vargas, *Director, Not in Our School, Not in Our Town, A Project of the Working Group*; **Tarah Fleming**, *Education Director, Our Family Coalition*



Promoting Health for Adolescent Sexual Minority Males

Broward County Public Schools
Location: Virginia A

Broward County (FL) Schools and the CDC collaborate together in a cooperative agreement that focuses on the education and health of Adolescent Sexual Minority Males (ASMM). This group is 13-19 years old. They are identified as ASMM because they either identify as gay, are attracted to other men or are sexually involved with other males. Their rates for HIV and STI infection are higher than other populations. We will review data collected and programs that are in place in our schools to provide services.

Presenters: Kevin O'Connor, Ed.D., and Dominic Grasso, Ph.D., *Instructional Facilitators, Broward County Public Schools, CDC/Dash Cooperative Agreement: “School-Centered HIV/STD Prevention for ASMM”*



Safer Sex for Trans Bodies

Human Rights Campaign Foundation and Whitman-Walker Health
Location: Maryland A-B

For too long, trans people have been left out of conversations about sex. No longer with *Safer Sex for Trans Bodies*, a first-of-its-kind resource guide to help trans people talk about their sexual health needs with people in their lives. This workshop will explore safer sex practices and other related topics through a moderated panel discussion with the team of advocates, providers, and community health workers who helped put the guide together. Participants will leave this workshop with copies of the guide and actionable information.

Presenters: Noël Gordon Jr., *Senior Program Specialist, Human Rights Campaign*; **Jewel Addy**, *External Affairs Manager, Whitman-Walker Health*

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“Stand Up and Stand OUT”: Youth Risk Behavior Data as a Call to Action for School Administration

Advocates for Youth

Location: Harding

The 2015 youth risk behavior survey illustrates that school settings for LGBTQ students is not getting better fast enough. More than 40% of LGB students have seriously considered suicide, 29% reported having attempted suicide during the past 12 months, and 60% of LGB students reported having been so sad or hopeless they stopped doing some of their usual activities. Queer students need to be front and center in the conversation around cultural and curricula change in schools.

Presenter: Louis “Louie” Ortiz-Fonseca, *Senior Program Manager, Advocates for Youth*



The Paradox of Equality and the Journey Toward Equity

American Counseling Association

Location: Virginia C



The purpose of this workshop is to bridge the gap between queer adults and queer youth. Older generations do not necessarily think about the experiences of the younger generation, and sometimes the younger generation is unsure how to use what the older generation has learned and left behind. Many queer adults are skeptical about equal rights while queer youth feel entitled to be who they are and love who they love. Lessons learned and shared will result in a stronger and more cohesive community.

Presenters: Colleen Logan, *PhD, Program Director, Walden University*; **Dr. Michael Chaney**, *Associate Professor, Oakland University*; **Dr. Tonya Hammer**, *Assistant Professor, Oklahoma State University*; **Dr. Jane Rheineck**, *Associate Professor, Northern Illinois University*



The Teachable Moment: Responding to LGBTQ and Gender Comments and Questions

Human Rights Campaign Foundation

Location: Maryland C

Effectively responding to the teachable moment — in particular, related to LGBTQ, gender, and race topics — models for all students that the classroom will be a safe and respectful space to learn and thrive. Welcoming Schools knows what questions and comments elementary students often ask, and have suggested, age-appropriate responses to share with you. During the session, we will review and practice responses, so that participants are prepared to respond when the teachable moment occurs!

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



Wellness Among LGBTQ Young People: Exploring Voices from Focus Groups

Whitman-Walker Health

Location: Delaware A

This workshop presents findings from five focus groups conducted with LGBTQ young people. We will explore focus group participants' perspectives about what wellness means to them, the impact of stigma and intersecting identities on wellness, and what they need from adults to support them in being well. We will explore the benefits of focus group methods for meeting needs of LGBTQ young people and building community. We will also discuss implications of these findings in the provider setting and ways to build on insights shared.

Presenters: Jenn Kwait, *PhD, MHS, LGBT Research Manager, Whitman-Walker Health*; **Timothy Elliott**, *LICSW, Whitman-Walker Health*



Amp Your Advocacy

GLAAD

Location: Delaware B

How and why should young activists use social, digital, and traditional media? This workshop teaches young people tips and tools to share their stories, experiences, and advocacy in the media to build stronger LGBTQ and ally youth communities.

Presenters: Clare Kenny, *Youth Engagement Strategist, GLAAD*; **Leah Juliett**, *Campus Ambassador, GLAAD*

Workshops F: 9:45 – 10:45 a.m.

A School's Duty: Respecting the Rights and Identities of LGBTQ and Gender-Expansive Youth

Lambda Legal

Location: Balcony A

From respecting the identities of LGBTQ and gender-expansive youth to addressing anti-LGBTQ bullying and harassment, there are a number of issues that schools must address when seeking to provide equal educational opportunity to LGBTQ and gender-expansive youth. Public schools' duties to LGBTQ and gender-expansive students arise not only from state and federal statutes, but also from the U.S. Constitution. This workshop will tackle a number of the hot button issues schools face on a daily basis, including: bullying and harassment; formation of GSAs; freedom of expression in schools; participation in the Day of Silence; respecting the identity of transgender and gender-expansive students; and access to sex-designated facilities and activities by transgender youth. Particularly, emphasis will be paid to legal landscape surrounding schools' responsibility to treat transgender and gender expansive-students with dignity and respect.

Presenter: Omar Gonzalez-Pagan, *Staff Attorney, Lambda Legal*



Advocating For and With Transgender Youth

National Center for Transgender Equality

Location: Virginia B

Join Rebecca Kling, Community Storytelling Advocate at NCTE, for information on how to advocate for and with transgender youth. This workshop will provide updates on Title IX, suggestions for working in both supportive and non-supportive school environments, and ideas for responding to parental or administrative pushback.

Presenter: Rebecca Kling, *Community Storytelling Advocate, National Center for Transgender Equality*

Bearing the Cross: How to Support LGBT Youth Through Spiritual Struggles

Faith Life Action

Location: Hoover

Though more and more LGBT adults are finding liberation through personal spiritual exploration and expression, the majority of young people are still under the religious guidance and mandates of their parents and guardians. This workshop is designed to equip adult allies with the knowledge and best practices to support their young people dealing with religious oppression within their homes and/or faith communities. Participants will learn methods of providing comfort and peace of mind while maintaining professional boundaries.

Presenter: Tiffany Adams, *Founder & Senior Pastor | Transformational Speaker, Kingdom Outreach Fellowship | Faith Life Action*

College Prep for the LGBTQ High School Students

Campus Pride

Location: Balcony B

Campus Pride provides many services to help high school counselors, families and young people prepare for post-secondary education. Learn what resources are available ranging from the Campus Pride Index to LGBTQ-friendly college fairs to helpful guides. This session will review what is most important for LGBTQ youth in the college search process and ways to prepare for the first day of class. Individuals will also learn about the Campus Pride Scholarship Database.

Presenter: Shane Windmeyer, *Executive Director, Campus Pride*

Connecting & Protecting Our LGBTQ Youth Through Tech

LGBT Technology Partnership & Institute

Location: Virginia A

Years before coming out, most LGBTQ youth have identified with, searched online for and in a lot of cases connected with someone who resembles their sexual orientation or gender identity through social apps, TV shows or other online connections. As supportive education professionals, family or friends, we are often on the front lines to support LGBTQ youth who face rejection or difficulties in their immediate family home but how do we make sure we are providing the best advice for accessing tools and networks online? We will empower you with resources and best practices to help LGBTQ youth connect and protect themselves around tech with experts who have lived and currently work at the intersection of tech and LGBTQ.

Presenters: Christopher Wood, *Executive Director, LGBT Technology Partnership & Institute*; **(Youth) Mary Hicks-Pope**, *Incredible LGBTQ Youth, Powerful Storyteller*

Foster Family Acceptance: Understanding its Role In the Lives of LGBTQ Youth

St. Edward's University

Location: McKinley

This workshop will examine the role that foster family acceptance plays in the lives of LGBTQ youth in the child welfare system. Specific attention will be given to a recent study comparing the experiences of LGBTQ youth with accepting foster families to those with rejecting families. The experiences of youth in care will be shared to emphasize many of the challenges that LGBTQ encounter as they navigate the foster care system. A framework with strategies for recruiting, assessing, and training affirming families will be explored.

Presenter: Adam McCormick, *Assistant Professor of Social Work, St. Edward's University*



Intersectionality & Privilege: Showing Up for LGBTQ Youth in More Ways Than One

Human Rights Campaign Foundation

Location: Delaware A



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What does it mean to be intersectional? Critical race theorist, Kimberlé Crenshaw, coined the term to mean that each person has multiple, intersecting identities within the web of oppression and privilege that shapes each person's individual experience. In this highly-interactive session, we will explore this term and others in order to provide an opportunity for youth-serving professionals to unpack how our privileged identities, in particular, may sometimes limit our ability to show up for LGBTQ youth in all areas of their lives. Specifically, participants will explore how their own socialization has had an impact on their understanding of who LGBTQ youth are and what it is they're facing. The workshop will close

with a focus on developmental next steps appropriate to each participant, many of which can be applied immediately at the conference and the next day at work.

Presenters: Johanna Eager, *Director, Welcoming Schools, Human Rights Campaign*; **Noël Gordon Jr.**, *Senior Program Specialist, HIV Prevention & Health Equity, Human Rights Campaign*

Responding to School and Community Concerns about Gender-Inclusive Schools

Gender Spectrum

Location: Maryland C

Have you worried about having the "right" response if a parent questions actions to embrace all genders in your school? Are you concerned that district administrators think efforts to be gender-inclusive conflict with other fundamental goals of your school? Have you seen colleagues let fear of backlash stop them from "doing the right thing"? This interactive workshop will provide a framework to respectfully address these and other common concerns and provide an opportunity to develop and practice language related to gender-inclusive schools.

Presenter: Kim Westheimer, MA, *Director of Strategic Initiatives, Gender Spectrum*

Socialize and Mobilize: How Queer Youth are Shifting the Media Paradigm for Social Good

GLAAD

Location: Virginia C

Many of today's LGBTQ youth are unapologetically out online and are creating new spaces for education, engagement, and action. Together, they are leveraging social media to form and re-form their own identities publicly, and shift the greater LGBTQ advocacy landscape into a broader, more intersectional movement. Our workshop will provide attendees with student-activist case studies that provide insight into how Gen-Y and Gen-Z LGBTQ youth are accelerating acceptance online, and what they want and need from their support systems, allies, and leaders in advocacy.

Presenter: Clare Kenny, *Strategist, Youth Engagement, GLAAD*



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Supporting for Success: Guiding & Coaching Young LGBTQ Job-Seekers

Human Rights Campaign and American Counseling Association

Location: Maryland A-B

Entering the workforce is a rite of passage for many Americans and one that involves unique challenges for lesbian, gay, bisexual and transgender job-seekers. In the absence of federal laws explicitly prohibiting workplace discrimination on the basis of sexual orientation and gender identity/expression, LGBTQ youth face practical concerns as they begin their careers. This workshop will explore best practices for practitioners and youth development professionals on how to best support young LGBTQ people in navigating the intricacies of entering the workforce.

Presenters: Leslie Hall, MSW, *Senior Manager, HBCU Program, Human Rights Campaign*; **Beck Bailey**, *Deputy Director, Employee Engagement, Human Rights Campaign*; **Lynn E. Linde, Ed. D.**, *Senior Director, Center for Counseling Practice, Policy and Research, American Counseling Association*

Supporting students who are LGBTQ and People of Color in the K-12 environment

KIPP DC Heights Academy

Location: Harding

The majority of our teaching force in America remains white and straight, despite the diverse student population in terms of ethnicities and LGBTQ orientations. White teachers have a great responsibility to meet the needs of all of their students. This workshop will look at the doubled oppression faced by many students who are both LGBTQ and people of color, how schools contribute to this, and how educators can be change-makers. You'll leave with concrete strategies for influencing change and a sense of urgency to better support students.

Presenters: Blair Mishleau, *Technology Specialist, KIPP DC Heights Academy*; **Raymond Crenshaw**, *2nd Grade Lead Teacher, KIPP DC Heights Academy*



The Inner Activist in You!

SMYAL

Location: Delaware B

Have you ever wondered how you can use your voice as a youth? Have you wondered what it takes to be an activist in your school or community? Are you passionate about social change within the LGBTQ youth community? Then this workshop is for you!

Presenters: Addison Moore, *Youth Fellow, SMYAL*; **Tiara Gendi**, *Youth Fellow, SMYAL*



Currently making its Washington premiere at the National Theatre, FUN HOME was the event of the 2015 Broadway season, receiving raves from critics and audiences alike, and winning five 2015 Tony Awards including Best Musical. Based on Alison Bechdel's best-selling graphic memoir, FUN HOME introduces us to Alison at three different ages as she explores and unravels the many mysteries of her childhood that connect with her in surprising new ways. A finalist for the Pulitzer Prize, FUN HOME is a refreshingly honest, wholly original musical about seeing your parents through grown-up eyes.

“Ring of Keys,” which will be performed at the Time to THRIVE Closing Plenary, is the moment of sexual and emotional identification for Small Alison. This song has become an anthem for experiencing a pivotal “a-ha” moment when one realizes who they are or what they want to become.

Performing the signature song “Ring of Keys” from FUN HOME is Alessandra Baldacchino.



Dolores Huerta
President of the Dolores Huerta Foundation



Pam Iorio
President and CEO, Big Brothers Big Sister of America



MB Maxwell
Senior Vice President for Programs, Research and Training, Human Rights Campaign



Miles Sanchez, HRC Youth Ambassador

As a transgender and queer person of color, Miles is working to challenge the stigma of being called “gay” and “queer” in schools. After experiencing bullying, Miles has chosen to live proudly and openly, rather than letting bullies define him. He knows that, as a middle schooler, it is important for him to be open and visible for other students who are LGBTQ, especially if they are not comfortable living openly. He is an outspoken advocate for LGBTQ issues — working

as a Youth Leader at Rainbow Alley, a youth-led LGBTQ center in Denver focusing on peer-to-peer support and education.

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



Jazz Jennings, Upstander Honoree and HRC Youth Ambassador

Jazz Jennings is an openly transgender youth whose activism began at age 6 when she appeared on 20/20 with Barbara Walters. Now 16, she is stars in TLC's GLAAD Award winning docu-series “I am Jazz”. She has been featured on a variety of major programs and news outlets, including two interviews with Katie Couric and Oprah. Jazz speaks at venues all over the country. She has been recognized by HRC, Trevor, GLAAD, *The Advocate*, *OUT Magazine*,

and was on the 2014 Trans 100 list. Jazz is the co-author of the book, *I Am Jazz*, and released her memoir, “Being Jazz” in 2016. She is the co-founder of the TransKids Purple Rainbow Foundation, which assists transgender youth. She has also been named one of TIME's 25 Most Influential Teens of 2014 and 2015, and was the youngest Grand Marshal in the NYC 2016 Pride Parade.

Conference Concludes for Adult Attendees

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

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

Conference Continues for Youth Attendees and Chaperones

12:45 – 3:00 p.m. | Delaware A-B

Lunch provided for youth attendees and their chaperones in Delaware A-B.

See hotel diagram on page 1.

Panel Discussion: Openly LGBTQ Individuals Thriving in Corporate America



Moderator: Candace Gingrich

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

Entering the workforce is a rite of passage for many Americans, but one that unfortunately involves unique challenges for those who are LGBTQ. The challenge is because there is no federal law that explicitly prohibits workplace discrimination based on sexual orientation or gender identity/ expression (some states offer protections, but far too few). This means that the little statement at the bottom of a job posting that says — “This company is an Equal Employment Opportunity Employer” — does not necessarily protect an LGBTQ person from discrimination. And if you’ve had challenges in school because you identify as LGBTQ, the workplace may look like just another non-supportive climate. But with the progress that has been made in corporate America, higher education, and elsewhere, the reality of finding an LGBTQ-supportive workplace and succeeding as an openly LGBTQ employee has dramatically increased. A panel discussion featuring LGBTQ people who have been successful in the workplace will offer an opportunity to learn that it can, and most often does, get better after graduation. Hear from panelists about how they navigated searching and applying for jobs, their experiences in the workplace, and the strategies utilized to advance their careers. Part of the conversation will focus on the Human Rights Campaign Foundation’s *GenEQ Guide to Entering the Workforce*, which was created to help LGBTQ young people make the transition to the workplace.

Panelists include openly LGBTQ employees from:

TOYOTA



THANK YOU TO OUR SPONSORS!

PRESENTING TIME TO THRIVE



PRESENTING SPONSORS



SILVER SPONSORS



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COMMUNITY SUPPORTERS



CO-PRESENTING TIME TO THRIVE

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

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

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



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

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



CONFERENCE PARTNERS

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

“ The Trevor Project is grateful to have the opportunity to partner with HRC Foundation and Time to THRIVE to highlight issues and opportunities for LGBTQ youth. This year, more than ever before, this conference will help us all to focus on how we can effectively make progress despite an unwelcoming political environment.”

— Steve Mendelsohn, *Interim Executive Director, The Trevor Project*



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

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



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

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



THANK YOU TO OUR WORKSHOP PRESENTERS!

Advocates for Youth
 Affirmative Foundations
 American Counseling Association
 American Institutes for Research
 American Psychological Association
 Anti-Defamation League
 Athlete Ally
 Big Brothers Big Sisters of America
 Bloomington PRIDE
 Broward County Public Schools
 Campus Pride
 CDC/Dash Cooperative Agreement: School-Centered HIV/STD
 Prevention for ASMM
 Center for Family Services
 DC Public Schools
 Devereux Arizona
 Equality North Carolina
 Gender Diversity
 Gender Spectrum
 Genders & Sexualities Alliance Network
 GLAAD
 HRC's Parents for Transgender Equality Council
 Human Rights Campaign
 Human Rights Campaign Foundation
 Kingdom Outreach Fellowship | Faith Life Action
 KIPP DC Heights Academy
 Lambda Legal
 LGBT Technology Partnership & Institute
 Los Angeles LGBT Center
 Lost-n-Found Youth ATL
 Michigan Department of Education

National Association of School Psychologists
 National Association of Social Workers
 National Black Justice Coalition
 National Center for Lesbian Rights
 National Center for Transgender Equality
 National Education Association
 National Juvenile Defender Center
 NC Department of Public Instruction
 Not in Our School
 Out4Good
 Our Family Coalition
 PFLAG National
 Rescue Behavior Change Agency
 Robyn Ochs Consulting
 Saint Paul Public Schools
 Sharp Insight, LLC
 SMYAL
 Substance Abuse and Mental Health Services
 Administration (SAMHSA)
 The Adoption Exchange
 The LGBT Community Center
 The National Sexual Violence Resource Center
 The Trevor Project
 The Tyler Clementi Foundation
 True Colors Fund
 United Federation of Teachers
 University of Toronto
 Welcoming Schools
 Whitman-Walker Health
 YMCA of the USA

THANK YOU TO OUR EXHIBITORS!

ALGBTIC
 AT&T LEAGUE*
 Act Against AIDS**
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 American Federation of Teachers
 American Institutes for Research
 Americans United for Separation of Church and State
 Campus Pride
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 Futures Without Violence
 GLAAD
 GSA Network
 Gender Spectrum
 HRC Store
 Human Rights Campaign Foundation***
 KIPP DC Heights Academy
 Mental Health America
 NYC Pride
 National Center for Transgender Equality
 National Education Association***
 New Day Films

PFLAG
 PRIDE, by Dr. Ron Holt
 SEL for Prevention
 SMYAL
 School Social Work Association of America
 Somos Familia / Out Proud Families
 Springmatter Fund
 The Barker Adoption Foundation
 The Change Project
 The Trevor Project**
 Toyota*
 True Colors Fund**
 Tyler Clementi Foundation
 Welcoming Schools



THANK YOU TO OUR CONFERENCE PARTNERS!



TIME TO THRIVE

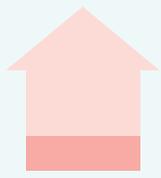
PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR **LGBTQ YOUTH**...EVERYWHERE!

FEB. 16 - 18, 2018
ORLANDO, FLORIDA

SAVE THE DATE! THE HUMAN RIGHTS CAMPAIGN FOUNDATION AND OUR CO-PRESENTING CONFERENCE PARTNERS ARE EXCITED TO PRESENT **TIME TO THRIVE, THE 5TH ANNUAL NATIONAL CONFERENCE** PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR LGBTQ YOUTH ... EVERYWHERE!



FACTS YOU SHOULD KNOW ABOUT LGBTQ YOUTH

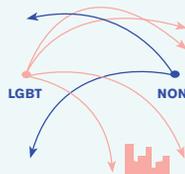


Families
Not Accepting

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

2X

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



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

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

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

REGISTRATION OPENS SUMMER 2017 AT
WWW.TIMETOTHRIVE.ORG



CO-PRESENTED BY:



all children all families



Achieving Safety, Permanency and Well-being by
Improving Practice with LGBTQ Youth and Families



- **Training and Technical Assistance:** certified trainers and consultants to support your LGBTQ capacity-building efforts. Training covers foundation-level LGBTQ competency for all child welfare agencies as well as in-depth best practices for serving LGBTQ youth in foster care.
- **E-Newsletter & Webinar Series:** "Field Forward" monthly e-newsletter and webinar series for child welfare staff members covering the latest best practices in LGBTQ inclusion.
- **Seal of Recognition:** agencies that achieve ten best practice benchmarks earn a Seal of Recognition that can be proudly displayed to demonstrate their commitment to serving and supporting all youth.



WWW.HRC.ORG/ACAF

NEW CONTINUING EDUCATION RESOURCES

Certificate Program In LGBTQ Competency

- » Receive Continuing Education Credit
- » Increase your ability to meet the unique needs of LGBTQ youth and young adults
- » Gain specific skills and knowledge for career and college readiness and LGBTQ young people

Learn more at www.counseling.org



This work is supported by a generous grant from the PepsiCo Foundation.



Educators are Activists



"I am championing the rights and futures of my kids, because I leave a lasting impression on them. It's important that educators are activists, not only for our students but for our profession.

EDUCATOR VOICES MATTER."

- Omar Currie

Social Justice Activist and NEA Member

One caring adult can make all the difference. NEA's [Bully Free: It Starts With Me Campaign](#) asks you to be that one caring adult. It's time to create a #bullyfree nation.

Stand with Omar and take the pledge today!

nea.org/bullyfree



edjustice
www.neaedjustice.org

The National Education Association is deeply committed to creating safe, supportive and inclusive learning environments for LGBTQ students.



JOIN THE CONVERSATION

The conversation about HIV is changing. There are more HIV prevention options than ever before. Start talking about testing, your status, condoms, PrEP, and medicines that treat HIV.

**Start Talking.
Stop HIV.**

cdc.gov/StartTalking
[/ActAgainstAIDS](#)
[/StartTalkingHIV](#)
[@TalkHIV](#)

**Start Talking.
Stop HIV.**

TIME TO THRIVE | 
HUMAN RIGHTS CAMPAIGN FOUNDATION
PROMOTING SAFETY, INCLUSION AND WELL-BEING FOR LGBTQ+ YOUTH, EVERYWHERE

 **ACT AGAINST AIDS**

Counselors are poised to empower

LGBTQ youth like never before.



EMPOWER



AMERICAN COUNSELING
ASSOCIATION
counseling.org

“As allies, we strive to understand our clients’ experiences, to collaborate with them in setting and achieving attainable objectives, and to help them build or rebuild relationships with the individuals in their support network. We worry for our clients, we cry with them, and we celebrate their victories, because we know how hard they often have to work to simply move through the world.”

—Leah Culler,
Antioch University, Seattle
ACA Tomorrow’s Counselor Essay Competition Grand Prize Winner

Visit counseling.org/timetothrive to learn more about the ways in which ACA empowers counselors to serve LGBTQ clients, and browse resources.

THE **TREVOR** PROJECT

The Trevor Project focuses on ending suicide among LGBTQ youth. If you or someone you know needs help, we are here for you.



TREVOR LIFELINE 24/7/365

If you're thinking about suicide, you deserve immediate help. Call: **866.488.7386**



TREVOR CHAT

available 7 days a week between 12pm-6pm PT/3pm-9pm ET



TREVOR TEXT

text "Trevor" to 1.202.304.1200
Tuesday-Friday 12pm-6pm PT/3pm-9pm ET



TREVORSPACE 24/7/365

a social networking site for LGBTQ youth ages 13 through 24, and their friends and allies.
www.trevorspace.org



General information on suicide prevention and frequently asked questions related to sexual orientation, gender identity and other topics can be found at
THE TREVOR RESOURCE CENTER
www.thetrevorproject.org/resources

www.thetrevorproject.org
saving young lives



40 OF THE 40

INTRODUCING THE 2017 LIST



The *40 of the 40* list honors the voices of the 40% of youth experiencing homelessness who identify as lesbian, gay, bisexual, transgender, queer, or questioning (LGBTQ).

Visit truecolorsfund.org/40 to feel inspired.



**We Air
Our
Differences.**



After all, we're in industrial gases. We separate air into oxygen, nitrogen and other gases, which help our customers be more productive. We do this by harnessing the brilliance and energy of diverse talent in an environment of respect, collaboration, pride and growth. To learn more, visit us at www.praxair.com/careers or connect with us on [f](#) [in](#) [t](#) [v](#).

Praxair is a proud sponsor of the fourth annual *Time To THRIVE* conference.

Where your talent makes an impact

 **PRAXAIR**
Making our planet more productive

Proud to Support the

Human Rights Campaign Foundation

Thank you for your commitment to achieving
equality for all LGBTQ Americans



Improving Society Through Social Activism

BOHNETTFOUNDATION.ORG

Gay, lesbian, bisexual, transgender, gender-expansive, and queer youth have the right to an **equal, fair, and SAFE** education.

As parents, educators, and allies, it's our responsibility to make sure LGBTQ youth know that. . . and to help them claim their rights when they aren't being respected.

Ready to take a step with PFLAG and make a difference?

Visit pflag.org/claimyourrights and learn more about how YOU can be a trusted advocate for LGBTQ students.



#ClaimYourRights
A program in partnership with GLSEN





20% OF MILLENNIALS IDENTIFY AS LGBTQ



GLAAD is building a network of young LGBTQ and ally activists to promote acceptance through the media nationwide.

Visit glaad.org/youth to get involved.



campus ambassador program



#SPIRITDAY

Source: Accelerating Acceptance 2017,
HarrisPoll/GLAAD



SPRINGMATTER FUND

LIVE MEANINGFULLY

Join Our Community

of businesses, nonprofits, and educators

Show our LGBTQ youth and other disadvantaged communities they are welcomed by companies and organizations.

Provide more opportunities for internships, training, and jobs.

Empower youth with the knowledge that their differences are the greatest source of inspiration and enlightenment in our world.

sign up at springmatter.org

LIMITED SPACE
REGISTER
NOW

Campus
Pride

**CAMP
PRIDE**
JULY 2017

SPECIAL DISCOUNT
UNTIL APRIL 28, 2017

SUMMER LEADERSHIP
ACADEMY FOR LGBTQ & ALLY STUDENTS

CampusPride.org/CampPride



Gender Spectrum's mission is to create a gender-inclusive world for all children and youth.

We offer:

- **Professional Development** for schools and youth-serving organizations to create gender inclusive climates for all young people. Introductory level and advanced trainings are available.
- **Online Forums and Discussion Groups** for professionals, youth, and their families.
- **Free Downloadable Resources** designed to increase understandings of gender, including the Transgender Students and Bathroom FAQ and the Gender Inclusive Schools Toolkit.

For more information please visit:
genderspectrum.org/TimeToThrive



PENNSYLVANIA STATE
EDUCATION ASSOCIATION

The Pennsylvania State Education Association is proud to support the Human Rights Campaign Foundation and Time to Thrive.

W. Gerard Oleksiak, President
Dolores M. McCracken, Vice President
Richard W. Askey, Treasurer
James G. Vaughan, Executive Director



YOU CAN TAKE ACTION TO END BULLYING.

BRING OUR WORKPLACE TRAINING TO YOUR EMPLOYER

BRING #DAY1'S FREE BULLYING PREVENTION TOOLKIT TO YOUR EMPLOYER, SCHOOL OR TEAM

LET PRESIDENT DONALD TRUMP KNOW THAT HE MUST CHANGE HIS TONE. [HTTP://BIT.LY/CHANGETRUMPTONE](http://bit.ly/changetrumptone)

SHARE YOUR TIME AND SUPPORT AS A VOLUNTEER OR THROUGH A DONATION

WORKING TO END ONLINE AND OFFLINE BULLYING, HARASSMENT AND HUMILIATION.

tylerclementi.org [@tylerclementi](https://twitter.com/tylerclementi) [/TheTylerClementiFoundation](https://www.facebook.com/TheTylerClementiFoundation)
[@tyler_clementi_foundation](https://www.instagram.com/tyler_clementi_foundation) [/tylerclementifund](https://www.youtube.com/channel/UCylerclementifund)

NEED HELP?

Prevent bullying, respond to bullying, find support at tylerclementi.org/resources



The 200,000 members of the New Jersey Education Association are proud to support the **Human Rights Campaign Foundation** and the **Time to THRIVE** conference.



Wendell Steinhauer, *President*
Marie Blistan, *Vice President*
Sean M. Spiller, *Secretary-Treasurer*
Edward J. Richardson, *Executive Director*
Steve Swetsky, *Assistant Executive Director*



**MENTAL HEALTH AMERICA
2017 ANNUAL CONFERENCE
SEX, DRUGS, AND ROCK & ROLL**
WASHINGTON, DC · JUNE 14-16, 2017

It is time to take mental health, mental illness, and addiction—and all the messy and sometimes uneasy truths that accompany them—out from behind closed doors—and discuss them openly. MHA is bringing advocates, experts, artists, and elected officials together for clear, real, and direct conversations.

Join us in June 2017 as we fight in the open and speak candidly about what it means to have real mental health, what it means to be in recovery, and what it means to address mental illness Before Stage 4.

Use discount code **HRC2017** for 15% off registration!



LEARN MORE AND REGISTER AT WWW.MENTALHEALTHAMERICA.NET/ANNUALCONFERENCE



THE WHITE PRIVILEGE CONFERENCE

SAVE THE DATE

WPC 19

Grand Rapids, Michigan

Wednesday, April 4th - Saturday April 7th, 2018

A forum for critical discussion about diversity, multicultural education, leadership, social justice, race/racism, sexual orientation, gender relations, ability, religion and other systems of privilege/oppression. More than 90% of conference participants report that they return home with new information, resources, and strategies for addressing issues of privilege and oppression. Conference participants and presenters represent the corporate, nonprofit, and spiritual communities, and include students, educators, activist, musicians, and artists.

For more information:
www.whiteprivilegeconference.com



A Union of Professionals

On behalf of the 1.6 million members of the **American Federation of Teachers**, we salute the **Human Rights Campaign** and join you in promoting freedom for all. By advancing the safety, inclusion and well-being of LGBTQ youth, together we will secure **equality and social justice**.

We are proud to be part of **Time to THRIVE**. The AFT shares your vision of **economic and educational opportunity** for everyone, regardless of gender identity or orientation. And we join you in congratulating Upstander Award recipient **Katie Couric**. Together, we will create a nation that embraces everyone.

Randi Weingarten
PRESIDENT

Loretta Johnson
SECRETARY-TREASURER

Mary Cathryn Ricker
EXECUTIVE VICE PRESIDENT

American Federation of Teachers, AFL-CIO • 555 New Jersey Ave. N.W. • Washington, DC 20001 • 202-879-4400 • www.aft.org



HRC U
INTERNSHIP
PROGRAM

APPLY
NOW!
HRC.ORG/INTERN

We strongly encourage people of color, people of diverse gender identities, women and non-LGBTQ persons to apply.





Helping Students Thrive



"NCAE is proud to support the TIME to THRIVE Conference. We believe that EVERY child should have an opportunity to be successful and should feel safe and welcomed. Our members strive to provide this level of care every day." -- Mark Jewell, NCAE president

NOTES

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NOTES

NOTES

Love Drives our strongest communities

Our commitment to diversity doesn't stop within Toyota. Across the Toyota family and in communities around the world, we admire and applaud the differences that make us unique and celebrate the love that drives us all.



TOYOTA



#LoveDrives