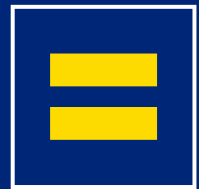




COLORADO ▪ MONTANA ▪ WYOMING ▪ IDAHO ▪ NORTH DAKOTA ▪ SOUTH DAKOTA

TIME TO THRIVE



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION™

IN THE MOUNTAIN STATES ▪ HOSTED IN DENVER, CO

APRIL 15, 2023

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

PRESENTING PARTNERS:



SPONSORS:

T Mobile



WELCOME!

Thank you for attending Time to THRIVE in the Mountain States and showing your support for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) youth in your schools and communities. We cannot do this work alone and we are grateful for the continued partnership of the National Education Association and the American Federation of Teachers for co-presenting Time to THRIVE in the Mountain States. We are also grateful for the financial support of T-Mobile and Home Depot who worked to ensure this conference was a success. This year we've seen the highest number of anti-LGBTQ+ bills in state houses across the country. From the infamous "Don't Say Gay and Trans" bill in Florida to anti-transgender bills coming at record pace; it is clear that LGBTQ+ youth are under attack. The hatred and vitriol directed against LGBTQ+ people is being fueled by social media attacks from our opposition with unfounded misinformation on life-saving gender affirming care for transgender youth, to hateful old stereotypes that LGBTQ+ people are "groomers." And those online attacks and hateful vitriol are leading to real world violence as health care providers are being targeted with bomb threats, drag shows are facing armed protests from the Proud Boys, and the deadly shooting at Club Q in Colorado Springs which took the lives of 5 people. The whirlwind of hatred is having a damaging impact on the lives and mental well-being of LGBTQ+ people and particularly LGBTQ+ youth. It is with this increasingly toxic backdrop that you have chosen to take a stand and commit to supporting LGBTQ+ youth in your schools and communities and for that you have our sincere gratitude. HRC needs you now more than ever. LGBTQ+ youth need you now more than ever. Hate won't win, but only because we won't let it.

Thank you,

Ted L. Lewis

Ted Lewis

They/Them

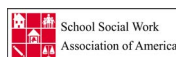
Director of Youth & Family Programs

Human Rights Campaign

Thank you Project THRIVE Partners

The Human Rights Campaign is grateful for the continued partnership of our Project THRIVE partners.

Thank you for your commitment to making the lives of LGBTQ+ youth better and envisioning a world where LGBTQ+ youth don't simply survive, but THRIVE!



To learn more about Project THRIVE, our partners, and how your organization can get involved, visit

www.hrc.org/resources/project-thrive

T Mobile

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At T-Mobile we champion diversity, equity and inclusion. That's why we've committed \$1 Million over five years in partnership with the Human Rights Campaign Foundation to build digital and financial literacy skills for marginalized members of the community.

This is just the start. Because we believe together we are unstoppable.

#UnstoppableTogether

A safe and welcoming school environment is essential for student success.

NEA's Center for Racial and Social Justice has created a professional development program designed to help educators identify and correct explicit and implicit discrimination in their classrooms. Student-centered, research-based, and educator-driven, our trainings and resources are helping educators across the country adjust their practice to better serve students from diverse cultural and ethnic backgrounds, promoting racial and social justice in their communities.

For more information on LGBTQ+ trainings and resources, go to <https://www.nea.org/professional-excellence/just-equitable-schools> or email Anthony Brisson at abrisson@nea.org.

Join the NEA EdJustice newsletter to stay connected and engaged to advocate for racial and social justice in our schools and communities: <https://neaedjustice.org/>

SCHEDULE AT A GLANCE

Saturday, April 15, 2023 | The Curtis Hotel

TIME	SESSION	LOCATION
8:00 AM	Breakfast & Registration	Four Square Ballroom, 3rd Floor
8:30 AM	Indigenous Welcome & Land Acknowledgement	Four Square Ballroom, 3rd Floor
8:35 AM	OPENING PLENARY	Four Square Ballroom, 3rd Floor
9:07 AM	A Rocky Queer Kid: Youth Ambassador Keynote	Four Square Ballroom, 3rd Floor
9:13 AM	A Special Message from the Matthew Shepard Foundation	Four Square Ballroom, 3rd Floor
9:35 AM	LGBTQ+ Youth in the Mountain States - Exploring Regional Realities	Four Square Ballroom, 3rd Floor
11:00 AM	BREAKOUT WORKSHOPS - BLOCK A	
	Exploring Connections: The Intersections of Race, Gender, Gender Identity, & Sexual Orientation	Duck Duck Goose, 3rd Floor
	Native & Indigenous LGBTQIA2S+ Youth in Child Welfare	Red Rover, 3rd Floor
	Creating Gender Inclusive Secondary Schools	Hopscotch, 3rd Floor
	Gender Affirming Care for Children and Youth: An Overview for Youth-Serving Professionals	Keep Away, 2nd Floor
	Trans Youth Belong in Sports	Jax, 2nd Floor
	Out on the Streets	Dodgeball, 2nd Floor
12:30 PM	LUNCH PLENARY BEGINS	Four Square Ballroom, 3rd Floor
12:48 PM	Local LGBTQ+ Youth Speak Out	Four Square Ballroom, 3rd Floor

SCHEDULE AT A GLANCE (CONTINUED)

Saturday, April 15, 2023 | The Curtis Hotel

2:00 PM BREAKOUT WORKSHOPS - BLOCK B

Supporting Transgender, Non-Binary, and Gender Non-Conforming Students	Duck Duck Goose, 3rd Floor
Creating Gender Inclusive Environment in Child Welfare Systems	Red Rover, 3rd Floor
The Rainbow Red Road: Supporting Two-Spirit, Indigiqueer, LGBTQ+ and Gender Non-Conforming Youth	Dodgeball, 2nd Floor
Parent Panel: Caring for Our Transgender and Non-Binary Children	Hopscotch, 3rd Floor
Red State Rural Organizing: More Casseroles, Less Contempt	Keep Away, 2nd Floor
Know Your Rights	Jax, 2nd Floor

3:30 PM **Snack Break**

3rd Floor Foyer

3:45 PM BREAKOUTS BLOCK C

Building Organizational Capacity for LGBTQ+ Inclusive Practices in Child Welfare	Red Rover, 3rd Floor
Teachable Moments in Schools	Hopscotch, 3rd Floor
Disordered Eating and Body Image Concerns in LGBTQ+ Populations	Dodgeball, 2nd Floor
From the Local School Board to the US Congress: How to Effectively Impact Public Policy	Duck Duck Goose, 3rd Floor
Uplifting LGBTQIA+ Youth Engaging in Non-Suicidal Self-Injury	Keep Away, 2nd Floor

5:15 PM DINNER BEGINS

5:40 PM CenterLink Resources	Four Square Ballroom, 3rd Floor
5:45 PM "The Dads" Documentary Screening	Four Square Ballroom, 3rd Floor
6:05 PM Drag Story Half Hour	Four Square Ballroom, 3rd Floor
6:35 PM Action Planning Commitment & Closing Remarks	Four Square Ballroom, 3rd Floor

7:00 PM EVENT ENDS



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- + Embracing All Families
- + Creating LGBTQ Inclusive Schools
- + Preventing Bias-Based Bullying
- + Creating Gender Inclusive Schools
- + Supporting Transgender and Non-Binary Students
- + Intersectionality: School Practices with an Intersectional Lens

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Available for immediate download:

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- + Inclusive book lists
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To learn about Welcoming Schools professional development and to access free resources visit:



WelcomingSchools.org



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all children all families

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

All Children – All Families, a program of the Human Rights Campaign Foundation, promotes LGBTQ+ inclusive policies and practices within child welfare agencies.

Join the growing community of organizations across the U.S. participating in All Children – All Families to gain access to **INTERSECTIONAL RESOURCES ON LGBTQ+ INCLUSION**

Enroll today at [*hrc.im/ACAFparticipation*](http://hrc.im/ACAFparticipation).

LGBTQ+ Webinar Series

All Children – All Families hosts the annual “Field Forward” Webinar Series from January to August each year, with at least 15 free offerings. Register for live sessions at [*hrc.im/acaf-webinars*](http://hrc.im/acaf-webinars). If you prefer on-demand webinars, we have more than 25 that you can select from at [*hrc.im/acaf-webinar-archive*](http://hrc.im/acaf-webinar-archive).

Agency Self-Assessment

The All Children – All Families Agency Self-Assessment tool is completed online and guides your agency’s analysis of your current level of LGBTQ+ inclusion in policies and practice. Learn more at [*hrc.im/acafparticipation*](http://hrc.im/acafparticipation).

Monthly E-Newsletter

Field Forward, the All Children – All Families e-newsletter, sends the latest resources and best practice tips in LGBTQ+ inclusion to your inbox each month. Sign up today at [*hrc.im/field-forward*](http://hrc.im/field-forward).

National Recognition

Child welfare agencies that formally participate in All Children – All Families receive recognition for their LGBTQ+ inclusion efforts, including a Seal of Recognition from HRC and an annual national report.

Technical Assistance

All Children – All Families provides free individual and group-based technical assistance sessions to organizations as they work to implement policy and practice changes.

Staff Training

The All Children – All Families expert LGBTQ+ training program is customizable and facilitated by ACAF’s cadre of expert trainers. The program also includes a Training of Facilitators program Facilitators to build an agency’s internal LGBTQ training capacity.



Thank you for attending

TIME TO THRIVE



HUMAN
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IN THE MOUNTAIN STATES ▪ HOSTED IN DENVER



BECOME AN HRC MEMBER TODAY!

We hope you'll consider taking your support of HRC to the next level by becoming an HRC member and contributing towards our work to ensure that every member of the LGBTQ+ community has the rights they deserve, without exception.

Visit HRC.im/TTTMembership

Saturday, April 15, 2023

8:00 AM **Breakfast & Registration**

Location: Four Square Ballroom, 3rd Floor

8:30 AM **Indigenous Welcome & Land Acknowledgement**

Speaker: Cody Ortiz-Oldham (they/them)

Location: Four Square Ballroom, 3rd Floor

8:35 AM **Opening Plenary**

Start your day off right with welcome remarks and foundation setting with the Human Rights Campaign and the National Education Association.

Speaker: Ted Lewis (they/them), Ellen Kahn (she/her), Cheryl Greene (she/her), Robert Rodriguez (he/him)

Location: Four Square Ballroom, 3rd Floor

9:05 AM **A Rocky Queer Youth: Youth Ambassador Keynote**

Prepare to be riled by the words of Rocky Mountain resident, Ash Silcott. This passionate LGBTQ+ identifying youth advocate will expand on why adult allies are needed in the Rocky Mountain region now, more than ever. Listen as they share their moving testimony and learn how you can get involved directly from the voice of a queer youth.

Speaker: Ash Silcott (they/them)

Location: Four Square Ballroom, 3rd Floor

9:13 AM **A Special Message from the Matthew Shepard Foundation**

Speakers: Judy Shepard (she/her), Dennis Shepard (he/him)

Location: Four Square Ballroom, 3rd Floor

9:35 AM **LGBTQ+ Youth in the Mountain States - Regional Realities**

Join experts from HRC, NEA, and more in exploring the regional realities in the Mountain States for LGBTQ+ youth. This panel discussion will set the foundation for Time to THRIVE in the Mountain States and focus on the avalanche of anti-LGBTQ+ legislation and the impact of that legislation on LGBTQ+ young people in the region.

Speakers: Adrian Smith (he/him), Sarah Warbelow (she/her), Taylor Davis (he/they), Megan Doyle, LCSW (she/her), Sage Sankofa (they/them)

Location: Four Square Ballroom, 3rd Floor

11:00 AM

BREAKOUT WORKSHOPS - BLOCK A

Exploring Connections: The Intersections of Race, Gender, Gender Identity, & Sexual Orientation

This expanded module provides educators with an overview of race, gender, and sexual orientation and explores how the intersections of these and other social identities affect students. The module also offers opportunities for educators to practice identifying, interrupting, and dismantling systems of oppression that affect LGBTQ+ and BIPOC students.

Facilitators: Chad Jimison (he/him), Toni Smith (she/her)

Location: Duck Duck Goose, 3rd Floor

Native & Indigenous LGBTQIA2S+ Youth in Child Welfare

Cultural connection is a protective factor for Indigenous and Native LGBTQIA2S+ youth impacted by the child welfare system. This session is designed for child welfare professionals looking to develop a deeper understanding of providing culturally responsive and culturally relevant resources and support to Indigenous and Native LGBTQIA2S+ youth. Topics include an overview of the Indian Child Welfare Act of 1978, best practices for providing holistic support to youth impacted by generational and historical trauma, and resources specific to working with Indigenous and Native LGBTQIA2S+ youth and tribal child welfare agencies.

Facilitator: Crys O'Grady (she/her)

Location: Red Rover, 3rd Floor

Creating Gender Inclusive Secondary Schools

HRC Foundation's Welcoming Schools is the most comprehensive bias-based bullying prevention program in the nation to provide LGBTQ+ and gender inclusive professional development training, lesson plans, booklists and resources specifically designed for Pre-K - 12 educators and youth-serving professionals. Our program uses an intersectional, anti-racist lens dedicated to actionable policies and practices. In this session, we will talk about the different components of gender, best practices for using pronouns, how to address gender role stereotyping and support for transgender and non-binary students. You will leave today's session with inclusive language and practices that you can use immediately and share with your colleagues.

Facilitators: LaTayna Purnell (she/they), Erin Fawkes (she/they)

Location: Hopscotch, 3rd Floor

Gender Affirming Care for Children and Youth: An Overview for Youth-Serving Professionals

The nation's leading professional associations support access to evidence-based gender-affirming care, yet state legislatures continue to shut down this life-saving care, and misinformation about gender-affirming care continues to confuse and concern people. This workshop will break down the facts about gender-affirming care across the ages and stages of childhood and adolescence, and will highlight the research that correlates access to gender-affirming care with positive health outcomes for transgender and non-binary youth.

Location: Keep Away, 2nd Floor

11:00 AM

BREAKOUT WORKSHOPS - BLOCK A (continued)

Trans Youth Belong in Sports

This workshop will address the many misconceptions that surround trans inclusion in sports. Our young people have increasingly become “pawns” in a deep culture war, and the recent targeting of our trans community is leading to dangerous and unhealthy outcomes for our most vulnerable young people. From physical, mental, and social benefits, the real outcomes of trans inclusion in sports will be identified and elevated.

Speakers: Micah Porter (he/him), Andraya Yearwood (she/her), Brooke Rundle (she/they)

Location: Jax, 2nd Floor

Out on the Streets

In the U.S., 1 in 30 teens between ages 13 to 17 and 1 in 10 youth ages 18 to 24 will experience homelessness. The causes of youth homelessness vary, and they are rooted in family conflict, discrimination, and gaps in the American healthcare system. No matter the cause, youth homelessness can be resolved through housing, healthcare, and supportive services. LGBTQ+ young people are more than twice as likely to experience homelessness than their non-LGBTQ peers. This session will review the risks of youth in homelessness, and boots on the ground strategies to transform and foster conditions where youth can first survive and then thrive. The presentation is co-facilitated by members of The PLACE's street outreach team and by young people who utilize support from The PLACE.

Speakers: Shawna Kempainen (they/them), Becky Treece (she/her), Brenden Harry (he/him), Dr. Eric Attard (he/they), EmRhys Jenkins (they/them)

Location: Dodgeball, 2nd Floor

12:30 PM

LUNCH IS SERVED

Location: Four Square Ballroom, 3rd Floor

12:30 PM

Lunch Plenary

Grab some lunch and settle in to hear from HRC partners and learn more about the All Children-All Families Program.

Speakers: Tim O'Regan (he/him), Phii Regis (they/them)

Location: Four Square Ballroom, 3rd Floor

12:48 PM

Local LGBTQ+ Youth Speak Out

Enjoy your lunch while hearing from local LGBTQ+ youth from the region. Moderated by HRC's Welcoming Schools Director, Cheryl Greene, this panel will feature LGBTQ+ youth from the region sharing their stories, experiences, and guidance for adult allies on how to best support them.

Speakers: Cheryl Greene (she/her), Kota Hardy (they/them), Anisa Valdez (they/them), Emma Jackson (he/she/they), Noah Osuna (he/him)

Location: Four Square Ballroom, 3rd Floor

2:00 PM

BREAKOUT WORKSHOPS - BLOCK B

Supporting Transgender, Non-Binary, and Gender Non-Conforming Students

This module is designed to help educators create safer learning spaces for students who identify as transgender, non-binary, and gender non-conforming. This module is important and timely as trans youth come under attack in state legislatures across the country. This new module explains the terminology related to "Queer" identities and shares ways to support students who are transitioning, highlighting specific challenges and needs of BIPOC students, and more.

Speakers: Chad Jimison (he/him), Toni Smith (She/her)

Location: Duck Duck Goose, 3rd Floor

Creating Gender Inclusive Environments in Child Welfare Systems

This session covers promising practices for creating gender-inclusive agency environments and best supporting youth and adult clients with diverse gender identities and expressions. Research shows that trans and gender-expansive youth are overrepresented in out-of-home care and face barriers while accessing services. Child welfare agencies are also serving trans and non-binary adults - including foster and adoptive parents and other caregivers - and increasingly recognizing the need to do a better job of welcoming and affirming these members of their community. Topics include the diversity of gender identities and expressions among youth and adults, tips for ensuring you are an affirming presence in their lives and resources for advocacy.

Speaker: Phii Regis (they/them)

Location: Red Rover, 3rd Floor

The Rainbow Red Road: Supporting Two-Spirit, Indigiqueer, LGBTQ+ and Gender Non-Conforming Youth

This beginner level breakout session will include basic cultural competency and recommended practices for best supporting Two-Spirit, Indigiqueer, LGBTQ+, Gender Non-conforming and questioning Indigenous youth.

Topics will include:

- Community specific and intersectional terminology
- The lasting impacts of colonization and intergenerational trauma
- Memes, Myths and Unconscious Bias
- Land Acknowledgments; including purpose, "do's" and "don'ts"
- Decolonized engagement strategies, including an interactive activity for session participants

Speaker: Cody Ortiz-Oldham (they/them)

Location: Dodgeball, 2nd Floor

2:00 PM

BREAKOUT WORKSHOPS - BLOCK B (continued)

Parent Panel: Caring for Our Transgender and Non-Binary Children

Parents and caregivers of trans and non-binary children have a critical role to play in the overall well-being and safety of their children, from managing relationships with extended family members, neighbors, and friends, to advocating at school, in out-of-school activities, with healthcare providers, and in the broader community. This panel includes parents and caregivers who will share from their personal journeys in understanding, accepting, and affirming their children's identities, and insights about their experiences with school staff, healthcare providers, friends and community members. The panelists will help to identify the types of interactions, support, and ally behavior from others that are most conducive to their child's well-being, and what helps them be the best parents/caregivers they can be.

Speakers: Ellen Kahn (she/her), Paul Kongaika (he/him), Megan Kongaika (she/her), Hillary Moore-Embry (they/any), Sue Williams, Ph.D., LPC (she/her)

Location: Hopscotch, 3rd Floor

Red State Rural Organizing: More Casseroles, Less Contempt

Join Sara Burlingame, director of Wyoming Equality, for a conversation about organizing in the most red, most rural state in America. Wyoming has a shocking track record of beating *every* bad bill for 45 straight years... until 2023, when an anti-trans sports bill passed. Sara will talk about how they've been so successful for so long, and what this next moment looks like, with the rise of the alt right and their focus on transgender/GNC youth and censorship. Q&A time to follow, for an interactive conversation about the role of faith, community organizing and not least of all, casseroles.

Speaker: Sara Burlingame (she/her)

Location: Keep Away, 2nd Floor

Know Your Rights

This workshop will educate on LGBTQ+ youth and students' rights in schools, athletics, public facilities, and other civil rights laws as they relate to race and disability. This workshop will center on BIPOC as well as trans, non-binary, and gender-expansive youth. This workshop will be beneficial to parents and family members of LGBTQ+ youth as well as youth-serving professionals to be aware of the law and what rights their LGBTQ+ students and the parents of LGBTQ+ students have in schools, athletics, public facilities, etc.

Speakers: Sarah Warbelow (she/her), Courtney Avant (she/her)

Location: Jax, 2nd Floor

3:30 PM

Snack Break

Location: 3rd Floor (by Registration)

Building Organizational Capacity for LGBTQ+ Inclusive Practices in Child Welfare

Join the Human Rights Campaign Foundation's All Children - All Families program (ACAF) for steps you can take today to improve LGBTQ+ inclusion at your agency. Come explore foundational concepts for supporting youth and adult clients with diverse sexual orientations, gender identities, and expression. LGBTQ+ children, youth, and families continue to face barriers in the child welfare system. LGBTQ+ young people are over-represented in foster care and face bias and discrimination while in care. LGBTQ+ parents remain an untapped resource for many agencies in need of more loving homes. This workshop will discuss the barriers faced by the LGBTQ+ community, organizational policies and practices to remove these obstacles, and our model and tools for practice improvement.

Speaker: Phii Regis (they/them)

Location: Red Rover, 3rd Floor

Teachable Moments in Schools

In this session, we will highlight effective responses to the teachable moment—in particular, related to LGBTQ+, gender and race topics in schools. Welcoming Schools knows what questions and comments students, families, and staff often ask about LGBTQ+, gender, and race topics—and we have developed resources for you that suggest possible, age-appropriate responses! During this session, we will review and practice responses, so that participants are prepared to effectively respond when the teachable moment occurs. As in all of our sessions, we want to look deeply at LGBTQ+ identities, while keeping intersectionality in mind. People have many aspects to their identity—race, religion, ethnicity, gender, ability, economic status. The more marginalized identities a student has, the more at risk they are for discrimination and bullying.

Speakers: Cheryl Greene (she/her), Toni Smith (she/her)

Location: Hopscotch, 3rd Floor

From the Local School Board to the US Congress: How to Effectively Impact Public Policy

From local school board meetings to the halls of US Congress, elected officials make decisions that impact LGBTQ+ people every day. Parents, youth, and youth serving adults can all play important roles in voicing their opinions and sharing stories that influence policy makers. Lately, efforts to censor discussion of LGBTQ+ issues in schools, ban books from libraries, and attacks on transgender students' access to restrooms, locker rooms and athletics have only intensified the need to mobilize advocates for equality. This interactive session will offer best practices and skills building to help you tell your story and engage the elected officials who represent you.

Speakers: Hope Errico Wisneski (she/her)

Location: Duck Duck Goose, 3rd Floor

Uplifting LGBTQIA+ Youth Engaging in Non-Suicidal Self-Injury

This workshop will allow participants to discuss and learn how to support and uplift LGBTQIA+ youth who engage in non-suicidal self-injury (NSSI). NSSI can take multiple forms, including cutting, burning, scratching, head banging, etc. While these behaviors can be upsetting for caregivers, teachers, and therapists, they do not always signify suicidal intent or a wish to die. It is critically important to recognize when a young person is suicidal; however, it can be harmful when NSSI is misunderstood and treated like a suicide emergency. This workshop hopes to facilitate an open conversation about NSSI specific to LGBTQIA+ youth. Together, we will discuss the current rates of NSSI in this population, the impact of oppression on NSSI, and harm-reduction techniques to uplift LGBTQIA+ youth. This workshop is open to everyone interested in learning more about NSSI and discussing experiences with LGBTQIA+ youth who engage in these behaviors.

Speakers: Megan Doyle, LCSW (she/her)

Location: Keep Away, 2nd Floor

Disordered Eating and Body Image Concerns in LGBTQ+ Populations

Trans and nonbinary individuals are two to four times more likely to experience eating disorders than cisgender women; sexual minority populations also show increased incidences of eating disorders compared to heterosexual populations. Addressing body image and eating disorders within sexual minority and gender expansive populations is a growing concern for those working with LGBTQ+ individuals. This workshop will introduce body image and eating disorder concerns among LGBTQ populations, highlight recent relevant research, and report results of a recent study that explored the lived experiences of trans and nonbinary people with eating disorders. Results of this study show how gender identity impacted experiences of eating disorder illness and potential recovery. Four major themes emerged regarding the intersection of gender identity and eating disorder experiences: 1) conforming, 2) coping, 3) connecting, and 4) critiquing. Regarding conforming, participants identified that societal pressures to conform to beauty and gender ideals contributed to the development and maintenance of their eating disorders. Regarding coping, participants described that their eating disorders represented attempts to cope with the co-occurring experiences of weight dissatisfaction and gender dysphoria. Regarding connecting, participants reported that they experienced healing from their eating disorders as a process of connecting to multiple parts of their identity and communities of resistance to dominant societal norm. Additionally, data from a related study will be shared regarding the experiences of LGB+ People of Color and their experiences at the intersection of racial and sexual identity, and how these identities impacted their experiences seeking care for disordered eating concerns in primarily white treatment centers. Trans and nonbinary participants, as well as LGB participants, viewed their eating disorders as intricately linked to their gender/sexual identities, social pressure, and discrimination. This workshop will end with recommendations for how to conduct targeted eating disorder prevention efforts within queer communities, and the ethical imperative to meaningfully address issues of gender and sexual diversity in eating disorder treatment settings.

Speakers: Erin Harrop, LICSW, PhD (they/them)

Location: Dodgeball, 2nd Floor

5:15 PM **DINNER BEGINS**

Location: Four Square Ballroom, 3rd Floor

5:40 PM **CenterLink Resources**

Speaker: Deborah Levine (she/her)

Location: Four Square Ballroom, 3rd Floor

5:35 PM **“The Dads” Documentary Screening**

Six dads gather in rural Oklahoma for a weekend fishing trip. As the men cast their rods into the river, share their catch over dinner, and swap stories beside the bonfire, we learn what has brought them to this scenic idyll: the love for their trans and LGBTQ children, their fears for their kids’ safety, and the urgency to fight for the ground on which they all stand. The Dads is a quiet meditation on fatherhood, brotherhood and manhood amid the changing American landscape. A film by Luchina Fisher.

Speaker: Ellen Kahn (she/her), Dennis Shepard (he/him)

Location: Four Square Ballroom, 3rd Floor

6:05 PM **Drag Story Half Hour**

With all the negative attention on drag events for children across the country, Shirley Delta Blow will discuss the joy that is Drag Queen Story Hour. Shirley will shed light on the reality of what happens during story time and debunk the rumors flying around. She will also read one of her favorite stories, “Red, A Crayon’s Story” by Michael Hall. You will experience the smiles, the laughter and the magic Drag Queen Story Hour brings to the world. And as Shirley says, “I love that story.”

Speaker: Shirley Delta Blow (she/her)

Location: Four Square Ballroom, 3rd Floor

6:35 PM **Action Planning Commitment & Closing Remarks**

Now that you’ve experienced Time to THRIVE in the Mountain States it’s time to share your commitments to LGBTQ+ Youth. HRC asks participants to share their Head Goal (something you want to learn more about), your Hand Goal (something you commit to doing to support LGBTQ+ youth in your schools and communities), and your Heart Goal (how to take care of yourself to continue this work). We will walk you through adding your goals in CVENT as well as share some upcoming events from HRC. Join us for a final goodbye and good luck!

Speaker: Ted Lewis (they/them)

Location: Four Square Ballroom, 3rd Floor

7:00 PM **Event Ends**



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THE COMMUNITY OF LGBTQ CENTERS

LGBTQ
youthlink
a program of centerlink

Find your local LGBTQ+
community center:
lgbtcenters.org/LGBTCenters

Come by our table in the
exhibition hall for ...

SWAG

Digital tools to share with LGBTQ+ teens

imi
imi.guide

imi (eye-me) is a science-backed mental health tool to help LGBTQ+ teens explore and affirm their identity

Come by our table in the
exhibition hall for ...

SWAG

Q CHAT SPACE

qchatspace.org

Q Chat Space provides facilitated, live-chat discussions for LGBTQ+ teens

LGBTQ
youthlink
a program of centerlink

SPEAKER & FACILITATOR BIOS

Speakers and Facilitators are listed in alphabetical order by their first name.



Adrian Smith | He/Him | *Youth Ambassador, Human Rights Campaign*

Adrian Smith is a 18-year-old fiery activist who made history at his Catholic high school as the first transgender man to ever openly transition. After being censored from his high school's newspaper his freshman year and told LGBTQ+ content was unacceptable, Smith worked all four years of high school to grow his school's GSA threefold, re-introduce LGBTQ+ library books that were previously banned and organize workshops and trainings to give the staff the tools they need to fight against homophobia, biphobia and transphobia. Smith's numerous obstacles and mental health struggles have inspired him to fight boldly for equality in LGBTQ+ health care and he aspires to become an openly transgender medical professional.



Andraya Yearwood | She/Her | *Undergraduate Student, NCCU*

Andraya Yearwood is a Black American transgender former high school student-athlete and LGBTQIA+ rights activist from Connecticut. She has been featured in documentaries like "Changing The Game" and "Running While Black" and has collaborated with LGBTQIA+ rights advocacy organizations like the ACLU and GLSEN. Andraya uses her first-hand experience of being a Black transgender athlete to amplify the continuously stifled voices of transgender youth whose fundamental human rights are being erased.



Anisa Valdez | They/Them | *Activist, Green Mountain High School*

Anisa has been taking action in their community for about five years. From changing policy in the city of Wheat Ridge to planning social justice events through YCD. Anisa is planning on becoming a Civil Rights Lawyer, creating change for all people and different backgrounds. They always say no one is going to create change but you. You have to fight for what you believe in.



Ash Silcott | They/Them | *Youth Ambassador, Human Rights Campaign*

I am a 18 year old nonbinary person. I have lived in Wyoming my whole life. I play soccer with my family and enjoy a great DND game. I advocate for the healthcare for LGBTQIA+ people and transgender athletes. As well as the education of LGBTQIA+ identities and queer history.



Becky Treece | She/Her | *Chief Development Officer, The PLACE*

Becky Treece is a seasoned nonprofit professional with over two decades of experience in the sector. Originally from Arizona, Becky moved to Colorado after graduating from Northern Arizona University with a degree in Public Relations and soon after discovered a passion for public service. Over the course of her career, Becky has worked for a variety of human service focused missions including affordable housing, early childhood education, workforce development, domestic violence advocacy, food access, and now youth homelessness. The lessons learned and the hundreds of stories

captured along the way - stories of survivors with colorful backgrounds and unbelievable obstacles, riddled with injustice, oppression, and bureaucracy, who still somehow manage to persevere - have led Becky to committing her talents to helping organizations focused on breaking oppressive cycles and dismantling systems that perpetuate those cycles. Becky currently lives in Colorado Springs with her partner Chris, their 10 yo daughter Serenity, their 13 yo niece Anabel, Chris's sister Diana, two dogs (Luna and Pollux), and a cat named Bitsy. When not deconstructing systems of oppression, Becky enjoys baking, hiking, problematic romcoms, audiobooks, shouting at sports, and live music.



Brenden Harry | He/Him | *Outreach Case Manager, The PLACE*

Brenden has been working in the mental health field for 10 years and has been working with The PLACE for 2 and a half years. He is passionate about helping people and advocating for those who are not heard.



Brooke Rundle, LPCC | She/They | *Founder, Headstrong Mindset LLC / EdD Candidate, Sport Performance Psychology with Clinical Mental Health Counseling Specialization*

Brooke Rundle (she/they) is a former AVCA All-American and professional volleyball player who identifies as queer and non-binary. Brooke is an LPCC (Licensed Professional Counseling Candidate), has a Master's degree in Clinical Mental Health Counseling, and is a doctorate candidate at the University of Western States in Sport Performance Psychology. Brooke has co-authored a publication for the Association for Applied Sport Psychology (AASP) Newsletter titled Inclusive and Affirming Support for Transgender and Gender-Nonconforming Athletes and co-presented at the 2021 AASP conference on Advocating for Trans Inclusion in Sport: The Role of Sport Psychology Professionals/Practitioners. Rundle is the founder of Headstrong Mindset Consulting LLC which provides a holistic and inclusive approach to sports performance consulting and team building. Brooke has led several workshops on mental health, mental performance, team building, and LGBTQIA+ inclusion for collegiate sports teams and athletic departments, in addition to speaking at the 2023 Pac-12 Health Equity Summit and the American Volleyball Coaches Association (AVCA) annual conference. Brooke is an active member of the Sport Equality Foundation and the Equality Coaching Alliance supporting LGBTQIA+ athletes and coaches. Brooke is originally from California, but resides in Denver, Colorado with their wife Hannah and dog Stevie Budd.



Chad Jimison | He/Him | *Director, National Education Association*

Mr. Chad Jimison is currently on the Board of Directors for the National Education Association, representing teachers around the world that are part of the Federal Education Association. Mr. Jimison's hometown is Atlanta, Georgia and where he began his teaching career. He is currently a teacher with the Department of Defense Education Activity on Osan Air Force Base in S. Korea. Mr. Jimison has been collaborating with the National Education Association for many years in the creation, updating and training of their Human & Civil Rights program of LGBTQ+ curriculum by providing trainings to teachers in schools across the United States and around the world on U.S. Military Bases.



Cheryl Greene | She/Her | *Director of Welcoming Schools, Human Rights Campaign*

Cheryl is the director of Welcoming Schools. She has spent her career in education and is passionate about helping to create classrooms where all students can thrive. Working to ensure LGBTQ+ students are in environments where they can be their authentic selves is the driving force behind her advocacy. Cheryl has extensive experience with bullying prevention methods, advising districts and government agencies to develop policies and practices that reduce bullying and empower ally behavior. Under her leadership, the Welcoming Schools program has created a cadre of outstanding facilitators across the country providing professional development, support and resources aimed at making schools welcoming for all students and families. Welcoming Schools has trained educators in all 50 states and has impacted over ten million students. Cheryl was a classroom teacher and school leader, college adjunct professor and a basketball coach for over two decades before joining Welcoming Schools.



Cody Ortiz-Oldham | They/Elle | *LGBTQ+ Youth Advocate, Psychologist & DEI Educator, Cody Ortiz-Oldham Consulting & Corazon Coaching*

Cody Ortiz-Oldham (they/them/elle) is a 6th generation Denver Native, with strong cultural and familial ties to the indigenous Southwest including Mexico. Their personal identities include indigenous (Chicanx/Hopi/Sandia), Two-Spirit, LGBTQ+, disabled and first-generation high school and college graduate. Cody's experience in supporting LGBTQ+ youth has spanned over two decades in a number of fields including Diversity, Equity and Inclusion education and consulting; intersectional LGBTQ+ psychology and mental health; community organizing; and higher education and student affairs--where they recently served as the Assistant Director of Gender & Sexuality in the Cultural Center at the University of Denver. Cody is also a drag performer and DJ, and has been joyfully producing and performing in youth-centered drag shows for 25 years.



Courtney Avant | She/Her | *Legislative Counsel, Human Rights Campaign*

Courtney Avant serves as Legislative Counsel at the Human Rights Campaign, focusing on federal and state advocacy. She handles a range of issues, including those related to education, criminal justice, voting rights, immigration, and juvenile justice. Her most recent publication, "Banned from the Ballot Box: The Impact of Felony Disenfranchisement Laws on LGBTQ Women of Color" highlights the United States' troublesome history of racial animus, sexism, and anti-LGBTQ+ discrimination at the polls.



Crys O'Grady | She/Her | *All Children - All Families Expert Facilitator, Human Rights Campaign*

Crys O'Grady, J.D., is an enrolled member of the Monacan Indian Nation. She earned her bachelor's degree in Sociology with an emphasis in poverty and inequality from Stanford University, and her Juris Doctor from the University of Washington School of Law. After law school, she went on to work with the National Indian Child Welfare Association and worked on policy issues related to strengthening the implementation of the Indian Child Welfare Act of 1978 and then to early childhood policy for the City of Pasadena. Currently, Crys is the Legal Affairs Manager for the Early Learning Division at the Oregon Department of Education. One of Crys's passions is bringing innovation and equity to policy development, implementation, and government infrastructure. She has a particular interest in addressing the systemic harm that government systems have had on indigenous and LGBTQIA2-S folks.



Deborah Levine | She/Her | *Chief Program Officer, CenterLink*

Deborah has spent virtually her entire career in the nonprofit world. She began at CenterLink as the Director of LGBT YouthLink, working with staff of youth programs at LGBT Centers across the country to ensure that best practices and current research were applied to best meet the health and developmental needs of youth, before becoming the Chief Program Officer supporting YouthLink, HealthLink, and ActionLink. Immediately prior to her work with CenterLink, Deborah spent a decade working at Planned Parenthood Federation of America as the Director of Online Health Education. Prior to her stint at the national Planned Parenthood, Deborah worked at a local Planned Parenthood providing professional development for youth serving professionals and managing a peer education program. Earlier in her career, she taught high school American history. Deborah obtained a bachelor's degree in cultural anthropology and minored in women's studies as well as a master's degree in social work and a Master of Arts in teaching.



Dennis Shepard | He/Him | *Board Member Emeritus, Matthew Shepard Foundation*

Dennis is the father of Matthew Shepard and has been an advocate for parents' unconditional love for their LGBT children both during Matt's life and, very publicly, since the hate-motivated murder in Laramie, Wyoming, which took Matt's life at age 21. Born in Scottsbluff, Nebraska, Dennis earned a degree in education from the University of Wyoming before marrying Judy in 1973 and settling in Casper, Wyoming to raise their family. An oil industry safety specialist, Dennis worked for more than 16 years in safety operations for Saudi Aramco in Dhahran, Saudi Arabia, before retiring from that position in 2009. He has served on the Matthew Shepard Foundation board of directors since the organization's inception, and currently speaks to audiences around the country, particularly to victims' advocacy organizations and law enforcement audiences about his experiences and the importance of equal treatment of LGBT crime victims and their loved ones. He and Judy continue to live and work in Casper.



Ellen Kahn | She/Her | *Director, Programs & Partnerships, Human Rights Campaign*

Ellen Kahn is the Senior Director of Programs and Partnerships at the Human Rights Campaign, overseeing a portfolio of programs and projects aimed at improving the lives of LGBTQ youth and families, including Welcoming Schools, All Children-All Families, Project THRIVE, Parents for Transgender Equality, HIV and Health Equity, and the HBCU Program. In her 15+ years at HRC, Ellen has shaped innovative system-change work in child welfare, education, and healthcare. She is nationally recognized as an expert on LGBTQ family life, LGBTQ youth, and she frequently writes and speaks on these topics for a wide variety of audiences. Ellen has dedicated her career to improving the lives of LGBTQ people--from working on behalf of people with HIV/AIDS in the early days of the epidemic, to facilitating dozens of "Maybe Baby" groups for prospective LGBTQ parents. Before joining HRC, Ellen spent 12 years at Whitman-Walker Health (formerly Whitman-Walker Clinic), leading the Lesbian Services Program for eight of those years; in that role Ellen forged the expansion of programs to meet the needs of the growing community of LGBTQ prospective parents and those already navigating life with children. Ellen earned her Bachelor of Science at Temple University and her Master of Social Service at the Bryn Mawr College Graduate School of Social Work and Social Research. Ellen is a self-described trans-affirming, progressive lesbian feminist social worker, and mother of two wonderful daughters. She lives in Silver Spring, MD, a stone's throw from the D.C. border with her wife, Judy, and her pandemic pup, Tootsie.



Emma Jackson | He/She/They | *Student Board Member, Youth Celebrate Diversity*

Emma is a non-binary illustrator, animator, and queer activist who has been with Youth Celebrate Diversity, a youth-based human rights organization, since 2022. He has worked frequently with other youth, including those at her high school, to become involved and politically active in the Denver area. Their expertise primarily focuses on LGBTQ+ and disability rights, and in the last two years have made large advances in queer accommodations at her high school, including the integration of gender-neutral neopronouns into the curriculum of his school's language departments. Emma's artistic and activist work is a colorful, boisterous, and unapologetic explosion of queer pride.



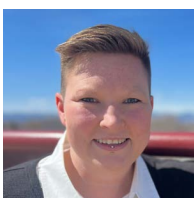
Dr. Eric Attard | He/They | *Outreach Clinician, The Place and Peak Vista*

Dr. Attard has been serving in the nonprofit sector since receiving his bachelors and moving to Colorado in 2007 when he accepted a position as a program manager for Planned Parenthood of the Rocky Mountains. While in that position, he gave a presentation at The Place (then Urban Peak COS) which pointed him in a new direction: Counseling. Seeing a need for "special populations" to receive quality mental health care from informed, compassionate providers, he completed his Master's in Marriage and Family Therapy, and then his Clinical Psychology Doctorate. He has had the privilege of practicing his craft and offering his talents over the last 13 years in Integrated Health Care Centers, Drop-In centers for youth experiencing homelessness and for Queer and Questioning youth, College Campuses, HIV/AIDs service organizations, and two private practices. His clinical focus is on Trauma, specifically sexual trauma, and he has a passion for Transition Aged Youth. His therapeutic philosophy is that we as clinicians are here to walk with our clients on their journeys, offering them support in whatever forms they find helpful. Be that a listening ear, a word of wisdom, or a welcoming presence. He has been known to say, often, that this current job is "the best I've ever had", and it's true. It's an honor and a privilege to help these youth just get through each day by providing a genuine relationship. The biggest compliment from his clients: "You keep it real Mister Eric". That or maybe "You put your whole dang foot in this" while slurping down his homemade chicken noodle soup.



Erin Fawkes | They/She | *Welcoming Schools National Facilitator, Human Rights Campaign*

Mx. Erin Fawkes (she/they) has been an educator for 27 years in the U.S.A. and abroad. They are a special educator, elementary education teacher, and school psychologist by training and have worked with students in those capacities from ages 3 to 21. For the last 8 years, Mx Fawkes has led the development of systems and policies and provided consultation and training in LGBTQ+ Equity and Child Sexual Abuse Prevention. They are also proud to be a trainer for Gender Spectrum and a National Trainer for Applied Suicide Intervention Skills Training (ASIST) and for Welcoming Schools. They are embarking on a private coaching & consultation career soon! Erin is spunky and passionate and this permeates both their personal and professional life. In their free time, you will find them on stage dancing or instructing Jazzercise, learning salsa/bachata, camping & hiking in the CO mountains with her teenage son, or baking!



Erin Harrop, LICSW, PhD | They/Them | *Assistant Professor, University of Denver*

Erin Harrop, LICSW, PhD, is an assistant professor at University of Denver and a licensed medical social worker. Erin's research focuses on eating disorders, weight stigma, LGBTQ+ populations, and patient-provider communication. Their dissertation featured an arts-based mixed-methods longitudinal study of individuals with atypical anorexia. They approach their research and clinical work from an intersectional social-justice-informed, fat liberation, and Health at Every Size® lens. Erin's clinical work also involves trainings at the provider level, introducing interprofessional clinicians to weight-inclusive practices that honor patients' unique intersecting identities.



Hillary Moore-Embry | They/Any | *Music Teacher*

Hillary Moore-Embry (any/all pronouns) is a parent to two trans children. They moved with their spouse and children to Fort Collins from Houston, Texas in 2022 after years of advocating for the rights of transgender children in the Texas legislature.



Hope Errico Wisneski | She/Her | *Principal, HEW Strategies, LLC*

Hope holds expertise across industries in aligning teams to achieve outcomes, develop and retain talent, and build a culture of belonging. She is a battle-tested and action-oriented strategic leader who makes sound decisions and builds and leads small and large-scale efforts. Hope worked in LGBTQ+ community center and advocacy organizations for 15 years, including The Center on Colfax, the Gill Foundation, and the Human Rights Campaign. She has worked with hundreds of stakeholders fighting for equality across the US. Hope has served in leadership roles for dozens of legislative and electoral efforts ranging from small town school boards and city councils to lobbying on Capitol Hill.



Judy Shepard | She/Her | *Board Chair / President, Matthew Shepard Foundation*

In October 1998, Judy and Dennis Shepard lost their 21-year-old son, Matthew, to a murder motivated by anti-gay hate. Matthew's death moved many thousands of people around the world to attend vigils and rallies in his memory. Determined to prevent others from suffering their son's fate, Judy and Dennis decided to turn their grief into action and established the Matthew Shepard Foundation to carry on Matthew's legacy. The Foundation is dedicated to working toward the causes championed by Matthew during his life: social justice, diversity awareness & education, and equality for gay, lesbian, bisexual, and transgender people. Judy Shepard is the founding president of the Matthew Shepard Foundation Board of Directors, and served as its first executive director as well, from 1999 to 2009. In her continuing role as board president, she travels across the nation speaking to audiences about what they can do as individuals and communities to make this world a more accepting place for everyone, regardless of race, religion, ethnicity, sex, gender identity and expression, or sexual orientation. Speaking from a mother's perspective, Judy also authored a 2009 memoir, "The Meaning of Matthew," exploring the family's journey through the prosecution of Matthew's assailants, the ensuing media coverage, and their continuing work to advance civil rights. Originally trained as a teacher, Mrs. Shepard holds a Bachelor of the Arts degree in Secondary Education from the University of Wyoming where she later pursued some post-graduate studies. She and Dennis continue to make their home in Casper, Wyoming.



Kota Hardy | They/Them | *Student, Thunder Ridge High School*

I am Kota Hardy. I am 16 years old, and I am living in Colorado. Up until a year ago, I spent the majority of my life in North Dakota. Moving from North Dakota to Colorado, I noticed a big difference in how I am treated as a queer person. Along with how others have viewed me, there has also been a difference in the diversity of my support system. In school, my favorite classes are art, choir, and ASL. I like snowboarding, hiking, and (sometimes) avoiding my moms', younger sister, and two rescue dogs. Another fun fact about me, I was born in Germany!



LaTayna Purnell | She/They | *Associate Director of Welcoming Schools, Human Rights Campaign*

LaTayna Purnell has over 25 years of experience in education and nonprofit organizations. She is pursuing a Master's of Divinity with the United Theological Seminary of the Twin Cities. She holds degrees from the University of Texas (BS), the University of Maine (MA), and Indiana University (Ph.D.). Having been a classroom teacher and administrator in both K-12 and higher education, LaTanya brings a passion for working toward racial justice and affirming LGBTQ+ youth. Her current interests lie at the intersection of spirituality and justice as she looks to create spaces of inclusion and belonging to faith and youth-serving communities. LaTanya lives in Houston, Texas, with her wife, sons, and two pesky pups.



Megan Doyle, LCSW | She/Her | *PhD Student & Researcher, University of Denver*

Megan Doyle (she/her) is a queer Ph.D. student and researcher at the University of Denver's Graduate School of Social Work. Her research interests include investigating and creating less restrictive and anti-carcer mental health care for LGBTQIA+ youth outside the formal mental health system. As a clinical social worker (LCSW), Megan saw a lapse in affirming mental health interventions for LGBTQIA+ youth, especially youth in crisis. Megan is passionate about preventing LGBTQIA+ youth suicide and non-suicidal self-injury and believes that promoting mutual aid and collective care models in mental health treatment may ameliorate the disproportionate suicide and NSSI rates. Megan is a member of the LGBTQ Caucus of Social Work Students & Faculty, a student representative for the International Society for the Study of Self-Injury, and a member of the International Partnership for Queer Youth Resilience.



Megan Kongaika | She/Her | *CXO, Altana Federal Credit Union*

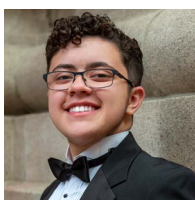
Megan and her husband Paul live in Billings, Montana with their two children - an 11 year old trans daughter and 6 year old cis boy. Both Paul and Megan have backgrounds in education and social services, but currently, Megan is an executive for one of Montana's largest credit unions, and Paul works for Montana's largest medical system. Both are dedicated to creating inclusive spaces that foster a sense of belonging for all people and genders in their homes, workplaces, and community, and state.



Micah Porter | He/Him | *Education Coordinator, Sports Equality Foundation*

Micah Porter is a native of Michigan where he was a multi-sport varsity athlete in high school and a scholarship Track & Field athlete at Hillsdale College. He graduated with a B.A. in History and a minor in Physics. He moved to Denver in 1995 for his first teaching job, and also pursued his M.A. in International Studies from the Josef Korbel School of International Relations at the University of Denver. Micah has worked in public education for nearly three decades in the Denver metro area as a teacher, coach, athletic director, advocate, and administrator. Micah has coached 35 individual state champions, 4 team titles, and 5 All-Americans in Cross-Country and Track & Field. He was the first openly gay high school coach in Colorado after publicly coming out in 2013 with Outsports. He has

an extensive professional background and has been privileged to serve a diverse array of educational and athletic communities. Micah is currently an Associate Principal at Warren Tech North in Jeffco Public Schools. He has a deep philosophical belief in creating greater educational access for our most under-resourced students by creating positive student experiences. Micah also has been a long-time leader and advocate in the LGBTQ+ community, focusing his efforts on building greater inclusion for LGBTQ+ teen and youth athletes. Having worked with a number of national advocacy groups such as You Can Play, Sports Leadership Diversity Council, Youth Celebrate Diversity, and Teens for Inclusive Athletics, Micah has been a committed spokesperson in the LGBTQ+ sports movement. He is currently serving as the Education Coordinator for Sports Equality Foundation working to develop an inclusive coaching curriculum for athletic programs at the K-12, collegiate, and professional levels. Micah lives in Denver with his partner Brandan of 12 years, alongside their Bengal cats Mercury and Apolla. He enjoys cooking, gardening, working out, traveling, and supporting LGBTQ+ youth in a myriad of ways and capacities.



Noah Osuna | He/Him | *Student, Overland High School*

Noah Osuna is a senior at Overland High School in Aurora, CO. Noah is involved in many social justice groups at his school, including a group he founded, Students United for Immigrant Rights. When Noah was a freshman in high school, he came out publicly as a transgender man, and since then he has been very open and committed to fighting for the rights of trans students in schools to have the resources they need. Last year, he was chosen to be a member of the One Colorado GSA Leadership Council, a group of Colorado Youth who work to advocate for the needs of LGBTQ+ students in schools all around the state. Being a part of this amazing group has been an opportunity for Noah to share the journey of his transition with people in hopes of destigmatizing the idea of young people choosing to transition. Noah is very excited for the opportunity to be a part of this youth panel today and is happy to answer any questions audience members may have about his journey.



Paul Kongaika | He/him | *Manager, Billings Clinic*

Paul and his wife Megan live in Billings, Montana with their two children - an 11 year old trans daughter and 6 year old cis boy. Both Megan and Paul have backgrounds in education and social services, but currently, Megan is an executive for one of Montana's largest credit unions, and Paul works for Montana's largest medical system. Both are dedicated to creating inclusive spaces that foster a sense of belonging for all people and genders in their homes, workplaces, and community, and state.



Phii Regis | They/Them | *Deputy Director, All Children-All Families, Human Rights Campaign*

Phii Regis is the deputy director of the All Children - All Families program at the Human Rights Campaign Foundation (HRCF). They have led LGBTQ+ inclusion systems change movements with child welfare organizations across the country for over seven years. In their role at HRCF, Phii also provides technical assistance, develops LGBTQ+ inclusion resources, and leads HRCF's work on mental health in LGBTQ+ people in Black, Indigenous, and People of Color communities. Outside of HRCF, they have also served as a Court Appointed Special Advocate (CASA) for young people. Mx. Regis holds a BA in Political Science from Adelphi University and an MPS in Political Management from The George Washington University.



Robert Rodriguez | He/Him | *Executive Committee, National Education Association*

Robert Varela Rodriguez is a special education teacher in the San Bernardino City Unified School District. Delegates elected Robert to the National Education Association (NEA) Executive Committee for a one-year term in July 2018. A passionate educator and longtime union activist, Robert has represented California on the NEA Board of Directors for six years, served three years on the NEA Budget Committee and completed a two-year term on the CTA Board of Directors. He served for three years as the president of the San Bernardino Teachers Association and three years as vice president. During his 14 years of teaching, Robert has worked at the elementary, middle school, special day class and resource specialist levels. Robert believes that only through organizing and collective action can we effect real and lasting change for educators, students, and public education. He is committed to ensuring that every student - regardless of their race, zip code, or economic status - has access to great public schools. Robert received his bachelor's degree in science and a master's degree in education from California State University, San Bernardino. The NEA Executive Committee consists of nine members - three executive officers and six members elected at-large by the Representative Assembly. The committee is responsible for general policy and interests of NEA and acts for the NEA Board of Directors in between its four regularly scheduled meetings each year. The National Education Association is the nation's largest labor union and professional employee organization, representing more than 3 million elementary and secondary teachers, higher education faculty, education support professionals, school administrators, retired educators, and aspiring educators.



Sage Sankofa | They/Them | *Youth & Community Engagement Coordinator, One Colorado*

Sage Sankofa is a Black nonbinary educator from Philadelphia, PA. For the past ten years, they have been facilitating trainings on gender and sexuality for a variety of organizations, including non-profits, K-12 schools, and higher education institutions. In addition to their work as a community organizer, where they have led efforts to bring about policy changes and organized protests while connecting communities to resources, they have also studied sociology and LGBTQ studies at Indiana University of Pennsylvania. Their focus has been on supporting the futures of LGBTQ youth, as they believe that youth are essential to the liberation of the LGBTQ community. In all their work, they strive to maintain an intersectional and equitable perspective, building programs and trainings that consider the intersecting identities and experiences of those they serve. In their spare time, they are a photographer and writer and enjoy black sci-fi movies and books!



Sara Burlingame | She/Her | *ED, Wyoming Equality*

Sara is the Executive Director at Wyoming Equality and in 2019/20 represented House District 44 in the Wyoming legislature. She has a background in faith organizing that centers on racial and socio-economic justice. Sara is a poet and essayist who writes about intersectionality, queer rural lives like her own, faith, humanism and the joy of hard conversations. Sara is proud to identify as a scrappy trailer park kid who made good. She lives with her husband, Jason Thomas, and their two darling barbarian children, Atticus and Emerson, in South Cheyenne.



Sarah Warbelow | She/Her | *Legal Director, Human Rights Campaign*

Sarah Warbelow is the Legal Director for the Human Rights Campaign leading HRC's team of lawyers and fellows focused on federal, state, and municipal policy, domestic and international impact litigation, and amicus curiae advocacy. Warbelow joined the Human Rights Campaign in January 2008 as senior counsel for special projects and Justice for All fellow. She then served as HRC's State Legislative Director, from September 2009 to April 2014, working with state and local legislators and LGBTQ advocacy organizations in pursuing their LGBTQ-related legislative priorities. Before joining HRC, Warbelow served as the program manager for the American Association of University Women Foundation Legal Advocacy Fund, specializing in education and employment discrimination law. Warbelow is also an affiliated professor at George Washington University and George Mason Law School, teaching courses on civil rights law and public policy. She received her bachelors' degrees in social relations and women's studies from Michigan State University and her master's of public policy and law degree from the University of Michigan. Warbelow is admitted to the bar of Michigan.



Shawna Kemppainen | They/Them | *CEO, The PLACE*

Shawna took the helm of The PLACE in 2013 and helped to triple the mission's impact that ignites the potential in youth to exit homelessness and create self-determined, fulfilled lives. The PLACE offers a full spectrum of services for young people ages 15 to 24 who experience or who are on the cusp of homelessness. Programs include: a state licensed youth shelter; street outreach services and a day drop-in center; rent assistance, transitional housing and non-time limited supportive housing; mental health services; employment readiness; and education and enrichment services. The PLACE worked with 638 young people in 2022. Twenty-six percent of the youth self-identified as LGBTQ+. Prior to The PLACE, Shawna served as Executive Director of Inside Out Youth Services, the advocacy and service organization supporting lesbian, gay, bisexual, transgender, intersex, queer, questioning, two-spirit youth in the Pikes Peak region. Currently, Shawna serves on the State of Colorado Foster Youth Successful Transition to Adulthood Grant Advisory Board, and they co-chair the Colorado Network to End Youth Homelessness, a central station for leaders involved in housing and health stability for youth. Recognized for creating positive change, Shawna is the recipient of several awards including Colorado Springs Women of Influence, Colorado Springs Independent Inclusion Award, and the LGBT Community Center's Activist of the Year. Shawna graduated from the Cronkite School of Journalism at Arizona State University and made Colorado Springs home in 2000 where they now reside with their wife Lisa and two big dogs, Romeo and Cleopatra.



Shirley Delta Blow | She/Her | *Queen, Drag Story Hour*

A big city girl with small town dreams, Shirley Delta Blow came west to seek her fortune. Good for you, Denver is as far as she got. She is an event hostess, a drag performer and a queen. Shirley performs on stages all over the state. Her unique and quirky style has led to shows like Drag Machine, DragOn! and Lord of the Butterflies at the Denver Center for the Performing Arts, and Drag Decades at the Clocktower Cabaret. Shirley also hosts I Love That Story and reads books to children and their adults at libraries and bookstores. She hosts bingo events at Denver Milk Market, Alamo Drafthouse and Hamburger Mary's. Find more than you ever wanted to know at shirleydeltablow.com.



Sue Williams, Ph.D., LPC | She/Her | *Mental Health Therapist*

My name is Sue Williams and I identify as a cisgendered heterosexual female, and I am a parent of a transgender son (FTM), who came out and claimed his true-self gender identity in 2011 when he was 18 years old. It was the summer before he left to attend college in Washington, DC. I raised my son in Laramie, WY from 1994 to 2010. I was the primary custodial and sole parent since my son was 4 years old (the same year that Mathew Shepard was murdered in Laramie). My son and I lived in Laramie, WY until his Junior year in High School at which time, my work took us to Plattsburgh, NY. I am also a Licensed Professional Counselor with 22 years of experience working in the field of mental health and wellness. After earning my PhD, I worked primarily as a faculty in Counselor Education graduate programs – teaching new therapists how to become therapists. When my son revealed his true gender identity (2011), I left the field of teaching in 2012 to embrace my true passion as a therapist. I then focused much of my clinical professional development (as a therapist) on working with college-aged (18-24 yo) clients, particularly those who identify as queer, non-gender conforming, trans, questioning, or bisexual. For the past 11 years, I have worked as a Counselor and Clinical Supervisor (training and mentoring new therapists) at both University of Wyoming (Laramie, WY) and Colorado State University's (Fort Collins) Counseling Centers. As a participant in today's Parent Panel, I hope to simply share my journey as a parent who is committed to understanding, embracing, and affirming my son's identity as well as the identities of all those who identify as members of the queer community. I do not claim to have any real expertise or exceptional understanding of another's journey. However, as a parent of a transgender child (now adult), my son has been my greatest teacher. I am simply honored and privileged to witness and provide gender-affirming mental health care to all those seeking to be seen, heard, and understood as they transform and embrace their true selves.



Taylor Davis | He/They | *Music Teacher, Jefferson County School District R-1*

Taylor Davis (he/they) is an out and proud Educator in the Jefferson County School system, teaching in Arvada and Golden, respectively. Taylor moved out in 2019 to teach in Ski Country as a Music Specialist. It was here that Taylor found the teacher's union, and started doing advocacy and equity work for students and educators alike. Upon moving to the Front Range in 2021, Taylor became more active in the union, doing the GLUE Program and Ambassador Fellowship programs, both through the Colorado Education Association. Through this work, they were able to garner the skills necessary to step into a leadership role in their school as an Association Representative, and then into the position of Community Outreach Action Team Chair on the JCEA Board of Directors. Alongside this position, they sit on the CEA Board of Directors for JCEA, where they are an active voice for LGBTQIA2S+ Teachers and students, and have presented at the Bargaining and Organizing Conference this past November and most recently the NEA Leadership Summit in San Francisco. Through all of this, they also have been to the capital numerous times to Lobby for better teaching conditions, equitable funding for education, and a buy down of the B.S. Factor. One reason that they have stayed in the classroom and done this work for the union is because they believe that representation is an ongoing necessity. Knowing that representation is important, they also created and launched The Stonewall Collective this past fall, which is a network for Colorado LGBTQIA2S+ Educators and allies to have a community of support when necessary. Outside of the classroom, Taylor likes to expand his horizons by going on hikes, exploring photography, or spending time with his partner Evan and their cat Amber Lily. Being a cat dad is a new adventure that they can't wait to take on. Taylor also wants to thank the NEA and HRC for the opportunity to be a part of this year's Time to THRIVE In the Mountain States Summit.



Ted Lewis | They/Them | *Director of Youth & Family Programs, Human Rights Campaign*

Ted Lewis serves as the director of Youth & Family Programs in HRC's Foundation. In this role, they work with the All Children-All Families program, HRCF's LGBTQ+ advocacy program within child welfare and social services, and the Youth Well-Being program, dedicated to improving the lived experiences of LGBTQ+ youth in everyday institutions of daily life. Ted has nearly two decades of experience including serving as Executive Director of Side by Side, a Richmond-based LGBTQ+ youth organization and was the founding LGBTQ+ staff position at UNC Charlotte and the University of Richmond. Ted has also consulted with Fortune 500 companies, K-12 schools, colleges and universities, and nonprofit organizations on LGBTQ+ inclusion. They hold an MEd from the University of South Carolina.



Tim O'Regan | He/Him | *Director of Public Affairs, T-Mobile US*

Tim O'Regan is Director of Public Affairs for T-Mobile, driving the company's communications and advocacy before government and external audiences on a wide variety of policy issues. Tim got his start in wireless telecom two decades ago at Nextel Communications, helping to build a public affairs program from the ground up. He has spent the last eleven years with T-Mobile, raising the company's profile among beltway policy-makers and leading a number of campaigns on matters such as access to radio spectrum and key M&A activities. Prior to mobile broadband, Tim was an aide to U.S. Congressman Edward Markey (now Senator) and spent three years with the U.S. Peace Corps in Latin America. He holds a Bachelor of Arts in History from Boston College and a Master's in International Affairs from Columbia University.



Toni Smith | She/Her | *Welcoming Schools Expert Trainer, Human Rights Campaign*

Toni Smith (she/her) is a retired 32-year veteran educator in the state of Georgia. Prior to becoming a classroom teacher, she worked as a journalist and a support professional at a state college. Toni is a nationally certified Welcoming Schools Facilitator and Expert Trainer, mentoring other facilitators in the Welcoming Schools Program. Additionally, she has been a trainer with the National Education Association's Safety, Bias and LGBTQ + Issues training cadre for over 25 years and she is also a trainer in the Union's Cultural Competence and Social Justice training cohorts. She is also the training lead for the Georgia Safe Schools Coalition, creating and delivering custom modules to K-16 educators on how to affirm and support LGBT students and staff. Toni has facilitated nationally and internationally in-person and virtually and remains active in education issues as president of the Georgia Association of Educators-Retired. As a passionate and active advocate for human and civil rights, Toni works to serve locally and globally to promote and protect those rights.

THANK YOU TO OUR EXHIBITORS



all children all families

All Children-All Families, Human Rights Campaign

HRC Foundation's All Children - All Families provides educational resources, training and technical assistance on LGBTQ+ inclusion for child welfare systems. Since 2007, ACAF has been the go-to resource for agencies looking to truly welcome and affirm LGBTQ+ prospective parents and transform their service delivery for LGBTQ+ youth in out-of-home care.

[Website](#)



American Association
of School Librarians
TRANSFORMING LEARNING

American Association of School Librarians

The American Association of School Librarians (AASL) empowers educational leaders to transform teaching and learning. School librarians champion equity, access, and intellectual freedom by curating diverse, inclusive, and relevant collections in support of both the curriculum and students' interests. They develop and maintain a school library that is fun, inviting, collaborative, and conducive to learning. The school library provides safe space where learners have the right to choose what they will read, view, or hear and are empowered by their school librarian to develop the ability to think clearly, critically, and creatively about their choices.

[Website](#) | [Twitter](#) | [Instagram](#)



American Federation of Teachers (AFT)

The American Federation of Teachers, an affiliate of the AFL-CIO, was founded in 1916 and today represents 1.7 million members in more than 3,000 local affiliates nationwide. Five divisions within the AFT represent the broad spectrum of the AFT's membership: pre-K through 12th-grade teachers; paraprofessionals and other school-related personnel; higher education faculty and professional staff; federal, state and local government employees; and nurses and other healthcare professionals. In addition, the AFT represents approximately 80,000 early childhood educators and nearly 250,000 retiree members.

[Website](#) | [Twitter](#) | [Facebook](#)



The Center on Colfax-Youth Services

Rainbow Alley is a brave space for LGBTQ+ youth between the ages of 10 and 17 years of age. We focus on creating educational and engaging programming based on participant's expressed interests. SAGA, is our young adult program for folks between 18 to 24 years of age. In this program we focus on helping folks set goals, utilize available resources, and create community.

[Website](#) | [Twitter](#) | [Facebook](#) | [Instagram](#)



Human Rights Campaign Foundation Programs

The HRC Foundation improves the lives of LGBTQ+ people by working to increase understanding and encouraging the adoption of LGBTQ+-inclusive policies and practices. We build support for LGBTQ+ people among families and friends, co-workers and employers, pastors and parishioners, doctors and teachers, neighbors and the general public. Through our programs and projects, we are enhancing the lived experiences of LGBTQ+ people and their families, as we change hearts and minds across America and around the globe.

[Website](#)



imi.guide

imi.guide is a digital, science-backed mental health tool for queer teens to learn coping skills, hear stories from real LGBTQ+ teens, and explore resources that affirm queer identities and boost mental health. imi.guide was developed by Hopelab in partnership with CenterLink and the It Gets Better Project to develop the tool.

[Website](#) | [Instagram](#)



Narwhal Magic Kindness

It is the mission, duty, and purpose of Narwhal Magic Kindness Inc. to empower transgender and gender-diverse people and to educate the broader community on the beauty of diversity in the gender mosaic. We envision a world in which the marginalized transgender & gender-expansive community is empowered to live their vital, authentic, healthy lives and are free from violence now and for the future. Specifically, we are working to educate parents, schools, and the community about the beauty of gender diversity, or what we like to call the gender mosaic. We've coined this term to recognize and celebrate all genders, including transgender, non-binary, intersex, agender, cisgender, and all gender-expansive people. As essential as each tile is in the great mosaic masterpieces in creating a whole picture, so is each element of an entire gender mosaic. Without each of us—our stories and uniqueness—the world would not be as beautiful. It is our goal to shed light on the diversity found in a gender mosaic and to celebrate our differences.

[Website](#) | [Instagram](#)



National Education Association (NEA) – Center for Racial & Social Justice

The NEA was founded on the belief that every student deserves a great public education. But in too many communities, years of systemic racism and unconscious bias have limited opportunities for many students and contributed to a growing education gap. In response, NEA's Center for Social Justice has created a professional development program designed to help educators identify and correct explicit and implicit discrimination in their classrooms. Student-centered, research-based, and educator-driven, our trainings and resources are helping educators across the country adjust their practice to better serve students from diverse cultural and ethnic backgrounds, promoting racial and social justice in their communities.

[Website](#) | [Twitter](#) | [Instagram](#)



Q-Chat Space

Q Chat Space is a digital LGBTQ+ center for LGBTQ+ teens providing facilitated live-chat support groups. Q Chat Space facilitators are staff at LGBTQ+ centers from across the country.

[Website](#) | [Instagram](#)



T-Mobile for Education

At T-Mobile® for Education, our mission is to help close the equity gap so that students can fulfill their full potential. That's why we created initiatives like Project 10Million™, which aims to sustain education and bridge the digital divide by offering free wireless service to 10 million U.S. homes with eligible students. To date, we have connected more than 4 million U.S. students to give them greater access to the learning tools required to be successful students and engaged citizens.

[Website](#)



Welcoming Schools, Human Rights Campaign

HRC Foundation's Welcoming Schools is the most comprehensive bias-based bullying prevention program in the nation to provide LGBTQ+ and gender inclusive professional development training, lesson plans, booklists and resources specifically designed for educators and youth-serving professionals. Our program uses an intersectional, anti-racist lens dedicated to actionable policies and practices. We uplift school communities with critical tools to embrace family diversity, create LGBTQ+ and gender inclusive schools, prevent bias-based bullying, and support transgender and non-binary students.

[Website](#) | [Facebook](#)



YouthLink, a Program of CenterLink

CenterLink is an international nonprofit organization and member-based association of LGBTQ centers and other LGBTQ organizations serving their local and regional communities. Our mission is to strengthen, support, and connect LGBTQ community centers. YouthLink is a program of CenterLink. We currently have over 300 member LGBTQ centers worldwide providing essential services, promoting growth, wellness, and connectivity in their communities. YouthLink is attending Time to THRIVE to spread awareness of the LGBTQ+ youth programs and centers that exist to work with you to support LGBTQ+ youth.

[Website](#) | [Twitter](#) | [Instagram](#) | [LinkedIn](#)

LGBTQ+ RESOURCES IN THE MOUNTAIN STATES

Find LGBTQ+ resources throughout Colorado, Idaho, Montana, North Dakota, South Dakota and Wyoming.



COLORADO

Four Corners Rainbow Youth Center (RYC)

www.rainbowyouthcenter.org

Services | 2SLGBTQIA+ workshop training, Youth afterschool programming, Youth mentorship, Parent support group

Key Issues | 2SLGBTQIA+ Youth, Education

Phone | (970) 903-8595

Location | 701 Camino Del Rio Rm 108, Durango, CO 81301



Inside Out Youth Services (IOYS)

www.insideoutys.org

Services | LGBTQIA2+ youth, Recreational activities, LGBTQIA2+ Trainings (Intro, suicide prevention, safe schools, etc.)

Key Issues | LGBTQIA2+ youth, Education

Phone | (719) 328-1056

Location | 223 N Wahsatch Ave, Ste 101, Colorado Springs, CO 80903



Mountain Pride

www.mountainpride.org

Services | Educational resource guides, Support groups (LGBTQIA+ individuals, latinx individuals, parent/family, transgender/nonbinary), Resource referrals, Activism meetings, PRIDE

Key Issues | LGBTQIA+ Advocacy, Education

Phone | (970) 510-0276

Location | 110 E Beaver Creek Blvd, 306 Suite 5, Avon, Colorado 81620



NoCoSafeSpace

www.nocosafespace.com

Services | LGBTQ+ professional development training (including ASL interpreters and Spanish translators), Certificate of completion, Events (PRIDE, etc.)

Key Issues | LGBTQ+ advocacy

Email | nocosafespace@gmail.com

COLORADO (continued)



One Colorado

www.one-colorado.org

Services | Policy advancement, GSA Network, Health data and research, Resource Guide (healthcare, immigration, hate crimes, school bullying, marriage equality, etc.), Events (PRIDE, etc.)

Key Issues | LGBTQ Health, Safe Schools, Transgender Equality, Advocacy, Voting

Phone | (303) 396-6170

Location | 303 E. 17th Ave, Suite 400, Denver, CO 80203



Out Boulder County

www.outboulder.org

Services | Youth Programs (support groups, summer camp, retreat, activities, events, etc.), Youth internships, Events and activities (hiking, PRIDE, etc.), Transgender programs, Spanish speaking programming, POC programming, Adult groups, Short term therapy and case management, Scholarships, Research, LGBTQ+ Training, Resource referrals

Key Issues | LGBTQ+ Programming and Advocacy, Education

Phone | (303) 499-5777

Location | 3340 Mitchell Ln, Boulder, CO 80301



Queer Asterisk Therapeutic Services

www.queerasterisk.com

Services | Counseling (group, family, youth, adult, therapy), Diversity training, Programs (Meditation, discussion groups, latinx), Groups (therapy, chronically and disability support, etc.), Peer mentorship, Podcast

Key Issues | Queer and transgender individuals, Counseling, Education, and Programming

Phone | (720) 507-6161

Location | 1575 N Franklin St, Denver, CO 80218



SPLASH Youth of Northern Colorado

www.splashnoco.org

Services | Youth groups (age specific groups, gender expansive teens, virtual), SPROUT Student Panel, Parent support group, Events, Resource directory

Key Issues | LGBTQIA+ youth (5-24) and their families, Advocacy

Email | kimberly@splashnoco.org



The Center on Colfax

www.lgbtqcolorado.org

Services | Q Chat, Discussion groups (youth, young adults, older adults, transgender individuals), Diversity training and consulting, Legal guidance and referrals, Recreational activities, Research, Library, Computers, Resource directory

Key Issues | LGBTQ+ empowerment, Youth, Adults

Phone | (303) 733-7743

Location | 1301 E. Colfax Ave, Denver, CO 80218



COLORADO (continued)

University of Colorado Boulder - Pride Office

www.colorado.edu/cisc/pride-office

Services | Lavender graduation, Consultations, Safe Zone training, Scholarships, Resource directory, Transforming Gender Conference

Key Issues | LGBTQ+ students and staff/faculty

Phone | (303) 492-0272

Location | 2249 Willard Loop Drive, Boulder, CO 80309

Youth Seen

www.youthseen.org

Services | Peer mentor support network, Programs (CampSeen, etc), Professional development trainings, Case management (medical and mental health)

Key Issues | QTBIPOC youth

Phone | (720) 788-0062

IDAHO

Add the Words

www.addthewords.org

Services | Mutual aid relief fund (people of color, LGBTQ+, disabled, undocumented, sex workers, and people facing poverty), Emergency summer stipend, Educational workshops (lgbtq+ allyhood, lobbying, etc.)

Key Issues | Queer and gender justice, Education, Advocacy

Phone | (208) 918-0736

Location | PO Box 2661, Boise, ID 83701

All Under One Roof LGBT Advocates of Southeastern Idaho

www.allunderoneroof.org/pageone.html

Services | Weekly youth group, HIV testing/counseling/support group/assistance program, Women's night, Library, Transgender support services, LGBTQ youth seminar training, Senior alliance group, Resource referral

Key Issues | LGBTQ+ Advocacy, Health and wellness, Leadership development

Phone | (208) 251-1661

Location | 234 North Main St, Pocatello, Idaho 83201

a.l.p.h.a. (Allies Linked for the Prevention of HIV and AIDS)

www.alphaidaho.org

Services | STI/HIV/PrEP testing, Housing, Food Pantry, Wellness and health care referrals, Syringe exchange services

Key Issues | HIV/AIDS, Health and wellness, Education

Phone | 208-424-7799

Location | 537 W Bannock St, Suite 100, Boise, ID 83702

IDAHO (continued)



Gender Equity Center (Boise State University)

www.boisestate.edu/genderequity/lgbtqia

Services | Steven Nelson Memorial Fund (scholarship for students experiencing financial hardship related to coming out), Events and programming, Resource referrals

Key Issues | LGBTQ+ students

Phone | (208) 426-4259

Location | Student Union Building, 1700 University Dr., E2406, Boise, ID 83725



Inclusive Idaho

www.inclusiveidaho.org

Services | Affordable DEIJA training, Events, Community stabilization funding

Key Issues | BIPOC, LGBTQ+ and all historically excluded Idahoans, Community engagement, Education, Advocacy

Phone | (208) 918-2545

Location | Boise, ID



Inland Oasis

www.inlandoasis.org

Services | Food Pantry, Community center, Emergency fund, Youth support group, Social activities (i.e. drag bingo and game nights), PRIDE

Key Issues | LGBTQ+ support and advocacy

Phone | (208) 596-4992

Location | 730 W Pullman Rd. #3, Moscow ID 83843



University of Idaho - LGBTQ Office

www.uidaho.edu/diversity/edu/lgbtqa

Services | Events and programming (annual observances, educational programs, social events, speakers, film screenings and lunch discussions), Resource referrals

Key Issues | LGBTQ+ advocacy and support, Students

Phone | (208) 885-6583

Location | Teaching & Learning Center, 875 Perimeter Dr, Rm 227, Moscow, ID 83844



North Idaho Pride Alliance

www.nipridealliance.com

Services | PRIDE, Resource Referrals, Coming Soon (Education, Legal support, Funding)

Key Issues | LGBTQIA+ empowerment

Phone | (208) 352-3518

Location | PO Box 741, Coeur d'Alene, ID 83816



IDAHO (continued)

Pride Foundation (ID)

www.pridefoundation.org/region/idaho

Services | Grants (organizations, immigrants and refugees, etc.), Scholarships, Research and education, Media creation (i.e. short films, etc.), Policy advocacy, Events

Key Issues | LGBTQ+ Advocacy and empowerment

Phone | (800) 735 - 7287

Location | Boise, ID



The Community Center

www.tccidaho.org

Services | Community groups (i.e. asexual/aromantic, tri-state transgender, youth alliance), Events (art night, game night, book club, etc.), Lending library, Free food shelf, Resource referrals

Key Issues | LGBTQIAAS2+ community

Location | 1088 N Orchard St., Boise, ID 83706



MONTANA

Bridgercare

www.bridgercare.org

Services | LGBTQ+ friendly services (reproductive/sexual healthcare, gender-affirming care, hormone therapy, transitioning visits, PrEP/Truvada), Teen clinic, Birth control, STI testing, Annual exams, LGBTQ+ Allies training (healthcare professionals, educators)

Key Issues | Reproductive/sexual healthcare, Education, LGBTQ+ advocacy, BIPOC empowerment

Phone | (406) 587-0681

Location | 1288 N 14th Ave, Suite 201, Bozeman, MT 59715



EmpowerMT (Youth Forward)

www.empowermt.org/youth-and-schools/lgbtq-youth

Services | LGBTQ+ youth drop-in group, Resource referrals

Key Issues | LGBTQ+ youth support/mobilizing/engagement

Phone | 406-541-6891

Location | 2300 Regent St, Suite 101, Missoula, MT 59801



Great Falls LGBTQ+ Center

www.greatfallslgbtqcenter.org

Services | Name change fund, Safe zone training, HIV/STI testing, Youth services (social events, alliance clubs)

Key Issues | LGBTQ+ youth

Phone | (406) 201-9666

Location | 1400 1st Ave N, Great Falls, MT 59401



MONTANA (continued)

Montana State University

www.montana.edu/qsqa

Services | QSA [Queer Straight Alliance] (drag shows, meetings and events, resource referrals), DISC [Diversity and Inclusion Student Commons] (LGBTQ+ mentoring program, Safe Zone trainings, resource referrals), oSTEM [Out in Science, Technology, Engineering, and Mathematics], Gender neutral restrooms

Key Issues | LGBTQ+ advocacy and support, Students

Phone (DISC) | (406) 994-4701

Location (DISC) | 185 Strand Union Building, Bozeman, MT 59717

Pride Foundation (MT)

www.pridefoundation.org/region/montana

Services | Montana initiatives (business, youth homelessness), Grants (organizations, immigrants and refugees, etc.), Scholarships, Research and education, Media creation (i.e. short films, etc.), Policy advocacy, Events

Key Issues | LGBTQ+ Advocacy and empowerment

Phone | (800) 735-7287

The Center - Western Montana's LGBTQ+ Community Center

www.gaymontana.org

Services | Support/social group (trans/intersex/non-binary individuals, LGBT+ women, Gay men), Community events (Rainbow Ball, etc.), Health education (LGBTQ+, gay men, HIV/STIs, Lesbian women, Transgender, etc.), Youth drop-in group, Free space

Key Issues | LGBTQ+ safe space, Community engagement, Health & wellness, Resource referral

Phone | (406) 543-2224

Location | 127 N. Higgins Ave, Ste 202, Missoula, MT 59802

NORTH DAKOTA

Dakota OutRight

www.dakotaoutright.org

Services | Q Space, Q Talk, Book Club, Movie Club, LGBTQIA2S+ youth support training, Resource referral, PRIDE

Key Issues | LGBTQIA2S+ Advocacy, Safe space

Email | Via website

Location | P.O. Box 3064 Bismarck, ND 58502

Magic City Equality

www.magiccityequality.com

Services | Peer support groups, resource referrals

Key Issues | LGBTQ2S+

Email | magiccityequality@gmail.com

Location | P.O. Box 3266, Minot, ND 58702

NORTH DAKOTA (continued)



University of North Dakota - Pride Center

www.und.edu/student-life/diversity/pride

Services | LGBTQ+ mentorship program, Trans resources (gender expression closet, gender inclusive restroom guide, gender inclusive housing, etc.), Trainings/Education (LGBTQ+ ally workshop, presentations), Events (conferences, identity awareness days, LGBTQ+ graduation ceremony, Pride, etc.), Newsletter

Key Issues | LGBTQ+ advocacy/support, Students, Staff/faculty, Education

Location | Memorial Union 204, 2901 University Ave, Grand Forks, ND 58202

Pride Collective & Community Center

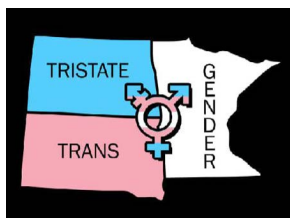
www.fmpridecollective.org

Services | Drop-in support, Social activities, Library (books, movies, board/video games), Affiliated groups (Kaleidoscope [LGBTQ youth support group], Tri-State Transgender, etc.)

Key Issues | LGBTQIA2S+ social/physical well-being, Education

Phone | (218) 287-8034

Location | 1105 1st Ave S, Fargo, ND



Tristate Transgender

www.tristatetransgender.weebly.com

Services | Support groups, Community events

Key Issues | Trans/nonbinary/gender nonconforming individuals

Phone | (701) 404-9955 *Ask for Rebel*

SOUTH DAKOTA



Black Hills Center for Equality

www.bhcfce.org

Services | Terri Bruce Memorial Scholarship (high school seniors), Events (PRIDE, 5k run, etc), Support groups (Transcendence, etc.), Coming Soon (Equality Task Force)

Key Issues | LGBTQ+ Advocacy

Email | blackhillscenterforequalitysd@gmail.com

Location | P.O. Box 1558, Rapid City, SD 57709



Community Health Center of the Black Hills (CHCBH)

www.chcbh.com/services/iris-clinic

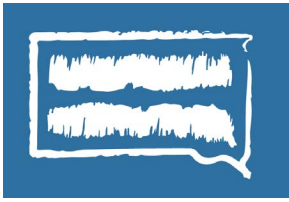
Services | Iris Clinic (monthly LGBTQ+ youth clinic), Checkups, Mental health care, Sexual health education, Gender affirming care, STI/HIV screening, STI treatment

Key Issues | LGBTQ+ youth health care, Sexual/reproductive health care

Phone | 605-721-8939

Location | 350 Pine St, Rapid City, SD 57701

SOUTH DAKOTA (continued)



Equality South Dakota

www.eqsd.org

Services | Community events, Bill tracking, Legislation, Education (colleges, business, organizations, etc.)

Key Issues | LGBTQ+ Advocacy, Education

Email | info@eqsd.org



Family Connections Center

www.familyconnectionscenters.com

Services | Housing (transitional, emergency shelter), Food pantry, Showers, Laundry, Personal care items, Counseling, Workforce development, Independent living skills training, Medical education, Free professional clothing, Tutoring, Peer support, Transportation, Computer Lab, Domestic violence and sexual assault (casemanagement, emergency financial assistance, legal services, support group, etc.), Case management, Resource referral

Key Issues | Youth homelessness, Youth counseling, Advocacy

Phone | (605) 716-0422 / (605) 349-1880

Location | 706 E Monroe St, Rapid City, South Dakota 57701



PFLAG

www.facebook.com/PFLAGBrookings

Services | Events (meetings, protests, movie screenings, etc.), Legislative updates

Key Issues | LGBTQ+ advocacy

Location | Brookings, SD 57006



The Transformation Project

www.transformationprojectsd.org

Services | Clothing closet, Personal styling session, Free transgender welcome kit, Transforming South Dakota magazine, Name change/gender correction support, Events (Online trans safe space, Parents of transgender kids safe space, TEEN safe space, Midwest Gender Identity Summit, etc.), Resource referral

Key Issues | Transgender youth and young adults

Phone | (605) 610-8579

Location | 401 E 8th St, Ste 214-3022, Sioux Falls, SD 57103



Sioux Falls Pride

www.siouxfallspride.org

Services | College scholarship, Events (i.e. Prom attire donation drive, Pride, Poetry night, etc.), Resource referrals

Key Issues | LGBTQIA2S+ Advocacy

Phone | (605) 450-6400 *text*

Location | P.O. BOX 2403, Sioux Falls, SD 57101



WYOMING

Laramie Reproductive Health Clinic

www.laramiereproductivehealth.org/lgbtq-healthcare-referrals

Services | Birth control, STI testing and treatment, Reproductive health treatment, Referrals

Key Issues | Healthcare

Phone | (307) 745-5364

Location | 1252 N 22nd St. Suite A, Laramie WY 82072

Matthew Shepard Foundation

www.matthewshepard.org

Services | LGBTQ+ Youth Blog, Speaking

Key Issues | LGBTQ+ Youth, Civil Rights

Phone | (303) 830-7400

Location | 301 Thelma Drive, #512, Casper, WY 82609

PFLAG (Gillette)

www.facebook.com/pflaggillette

Services | Events (game night, mat class), Legislative updates

Key Issues | LGBTQ+ Advocacy

Email | gillettepflag@yahoo.com

Location | Gillette, WY 82717

PFLAG (Laramie)

www.facebook.com/PFLAG.LARAMIE

Services | Monthly meetings, Events (queer barbecue, etc.), Legislative updates

Key Issues | LGBTQ+ Advocacy

Email | pflaglaramie@gmail.com

Location | 602 E Garfield St, Laramie, WY 82070

Rainbow Resource Center - University of Wyoming

www.uwyo.edu/oma/rainbow-resource-center/

Services | Student meeting space, Computer Lab & Study Area, Queer Specific Programming, Activities and events, Scholarships, Gender Affirming Series (makeup, voice training, hormone blocker support), Resource referrals

Key Issues | LGBTQ+ advocacy and support, Students

Phone | (307) 766-1121

Location | 1000 E. University Ave., Wyoming Union Rm 106, Laramie, WY 82071

Wyoming Equality

www.wyomingequality.org

Services | Scholarships, Gender Affirming Series (makeup, voice training, hormone blocker support), Pride, GSA network, Referrals, Events (Rendezvous gay campout, etc)

Key Issues | LGBTQ and Two Spirit advocacy, Healthcare

Phone | (307) 222-8178 **Location** | 110 E Lincolnway Unit B, Cheyenne, WY 82001

GLOSSARY OF TERMS

ALLY: A person who is not LGBTQ+ but shows support for LGBTQ+ people and promotes equality in a variety of ways.

BISEXUAL: A person emotionally, romantically or sexually attracted to more than one gender though not necessarily simultaneously, in the same way or to the same degree.

CISGENDER: A term used to describe a person whose gender identity aligns with that typically associated with the sex assigned to them at birth.

CLOSETED: A term used to describe an LGBTQ+ person who has not disclosed their sexual orientation or gender identity.

COMING OUT: The process in which a person first acknowledges, accepts, and appreciates their sexual orientation or gender identity and begins to disclose that identity to others. The concept is used more in relationship to sexual orientation but can be applied to gender identity - though the process differs significantly between SO and GI.

CULTURAL COMPETENCE: The ability to interact effectively with people of different cultures. Culturally competent organizations should have a defined set of values and principles and demonstrate behaviors, attitudes, policies, and structures that enable them to work effectively cross-culturally.

GAY: A term used to describe a person who is emotionally, romantically or sexually attracted to people of the same gender.

GENDER BINARY: A system in which gender is constructed into two strict categories of male or female. Gender identity is expected to align with the sex assigned at birth and gender expressions and roles fit traditional expectations.

GENDER EXPRESSION: External appearance of one's gender, usually shown through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

GENDER IDENTITY: One's internal sense of being male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.

GENDER ROLE: This is the set of expectations and behaviors assigned to females and males by society. Every culture and community has its own expectations about how men/boys and women/girls should behave, and these expectations often shift over time.

GENDER NON-CONFORMING: A broad term referring to people who do not behave in a way that aligns to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

HETEROSEXUAL: A term used to describe people whose emotional, romantic or sexual attractions are to people of another gender. Also: straight

HOMOPHOBIA: The fear and hatred of, or discomfort with, people who are attracted to people of the same gender.

HOMOSEXUAL: Outdated clinical term considered derogatory and offensive by many gay people. “Gay” and/or “lesbian” are more commonly accepted terms to describe people who are attracted to members of the same gender.

LESBIAN: A term used to describe a woman who is emotionally, romantically or sexually attracted primarily to other women.

LGBTQ+: An abbreviation for lesbian, gay, bisexual, transgender, queer and questioning.

LIFESTYLE: Inaccurate term that many LGBTQ+ people find offensive. Avoid using this term because just as there is no one “straight” or “non-LGBTQ+” lifestyle, there is no one LGBTQ+ lifestyle.

NON-BINARY: An adjective referring to any person whose gender identity is neither male nor female.

PANSEXUAL: Describes someone who has the potential for sexual attraction to people of any gender.

QUEER: This term can be used as an umbrella term for “LGBT,” to express a rejection of other gender and sexual orientation labels, or to describe sexual attraction to people of more than one gender. Historically “queer” has been used as a negative term for LGBTQ+ people. Some people still find the term offensive while others have embraced the term. It should be used carefully.

QUESTIONING: A term used to describe people who are in the process of exploring their sexual orientation, gender identity or expression.

SEX: A category, usually either male or female, assigned based on physiological characteristics including chromosomes, sex hormone levels, and genitalia.

SEXUAL ORIENTATION: A person’s emotional, romantic and sexual attraction to other people.

TRANSGENDER: A term used to describe people whose gender identity does not match expectations based on the sex they were assigned at birth. A transgender experience does not imply any specific sexual orientation. Therefore, trans people may be straight, gay, lesbian, bisexual, queer, etc.

TRANSPHOBIA: The fear and hatred of, or discomfort with, transgender people.

TRANSSEXUAL: A term used to describe people whose gender identity does not conform to their sex assigned at birth and who often seek medical treatment to bring their body and gender identity into alignment. In most cases, the term transgender is more appropriate.



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