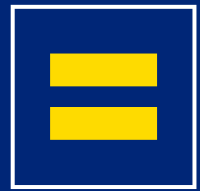


GEORGIA ▪ MISSISSIPPI ▪ ALABAMA ▪ LOUISIANA ▪ SOUTH CAROLINA ▪ TENNESSEE ▪ FLORIDA

TIME TO THRIVE



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION™

IN THE DEEP SOUTH ▪ HOSTED IN ATLANTA

FEBRUARY 3-4, 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 Deep South 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 Deep South. We are also grateful for the financial support of T-Mobile and Home Depot who worked to ensure this conference was a success. This past year saw the highest number of anti-LGBTQ+ bills in state houses in recent recorded history. 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 are being fueled by social media attacks from our opposition with unfounded misinformation that’s attempting to shut down life-saving gender affirming care for transgender youth and spread harmful old stereotypes that LGBTQ+ adults are “groomers.” And those online attacks and hateful vitriol are leading to real world violence as evidenced by 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

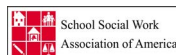
Director of Youth & Family Programs

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

EQUALITY

POWERS OUR FUTURE

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

Friday, February 3, 2023 | Atlanta City Hall

TIME	SESSION	LOCATION
6:00 PM	Doors Open at Atlanta City Hall	Atrium, City Hall
7:00 PM	Welcome Address	Atrium, City Hall
7:20 PM	Why I'm Proud to Be an LGBTQ+ Youth From the South - Youth Ambassador Keynote	Atrium, City Hall
7:35 PM	LGBTQ+ Youth in the Deep South - Exploring Regional Realities	Atrium, City Hall
9:00 PM	Drag Story Hour with Miss Terra Cotta Sugarbaker	Atrium, City Hall
9:30 PM	Intentional Networking	Atrium, City Hall

Saturday, February 4, 2023 | Loudermilk Conference Center

TIME	SESSION	LOCATION
7:30 AM	Breakfast & Registration	Ballroom, Loudermilk
8:30 AM	Welcome Address	Ballroom, Loudermilk
9:20 AM	A Chain Reaction: How Supporting LGBTQ+ Youth Changes Lives - Youth Ambassador Keynote	Ballroom, Loudermilk
9:30 AM	BREAKOUT WORKSHOPS - BLOCK A	
	Exploring Connections: The Intersections of Race, Gender, Gender Identity, & Sexual Orientation	Ann Cramer, Loudermilk
	Building Organizational Capacity for LGBTQ+ Inclusive Practices	Mark C. Pope, Loudermilk
	Creating a Culture of LGBTQ+ Affirming Care	Childs Young, Loudermilk
	Creating LGBTQ+ and Gender Inclusive Elementary Schools	Paul Duke, Loudermilk
	Know Your Rights	Amphitheater, Loudermilk
11:05 AM	BREAKOUT WORKSHOPS - BLOCK B	
	Creating a Gender Inclusive Environment in Child Welfare Systems	Mark C. Pope, Loudermilk
	Making the Case for LGBTQ+ Inclusivity Using CDC's Youth Risk Behavior Survey (YRBS) Data	Ann Cramer, Loudermilk
	Teachable Moments in Schools	Childs Young, Loudermilk
	From the Local School Board to the US Congress: How to Effectively Impact Public Policy	Paul Duke, Loudermilk
	Navigating the Impact of Book and Curriculum Censorship on Students' Intellectual Freedom Rights in Schools	Amphitheater, Loudermilk

SCHEDULE AT A GLANCE (CONTINUED)

Saturday, February 4, 2023 | Loudermilk Conference Center

TIME	SESSION	LOCATION
12:35 PM	Lunch & Learn - LGBTQ+ Youth & their Adult Allies Panel	Ballroom, Loudermilk
2:10 PM	BREAKOUT WORKSHOPS - BLOCK C	
	Navigating Pushback and Responding to Resistance to LGBTQ+ Inclusive Schools	Childs Young, Loudermilk
	Promising Practices for Transgender & Non-Binary Inclusion in Child Welfare Systems	Mark C. Pope, Loudermilk
	HIV Remix: How to Engage Black & Latinx Youth & Young Adults in Sexual Health Education	Paul Duke, Loudermilk
	Gender Affirming Care for Children and Youth: An Overview for Youth-Serving Professionals	Ann Cramer, Loudermilk
	Putting Intersectionality Into Practice	Amphitheater, Loudermilk
3:40 PM	Snack Break	Ballroom, Loudermilk
4:05 PM	BREAKOUT WORKSHOPS - BLOCK D	
	Supporting Transgender, Non-Binary, and Gender Non-Conforming Students	Ann Cramer, Loudermilk
	Faith Communities: Where LGBTQ+ Youth THRIVE	Paul Duke, Loudermilk
	Parent Panel: Caring for Our Transgender and Non-Binary Children	Amphitheater, Loudermilk
	Intersectionality: School Practices with an Intersectional Lens	Mark C. Pope, Loudermilk
	Using a Racial Equity Lens to Review and Update Child Welfare Practice	Childs Young, Loudermilk
5:40 PM	Dinner & Learn - Black LGBTQ+ Youth Speak Out Panel	Ballroom, Loudermilk
7:00 PM	Action Planning Plenary	Ballroom, Loudermilk
8:30 PM	Closing Remarks	Ballroom, Loudermilk



your next event could use some glitter

www.dragstoryhour.org

Organize a reading for Welcoming Schools National Day of Reading: A Celebration of Stories Supporting Transgender and Non-Binary Youth! Register now!

**REGISTER
NOW!**

February 16, 2023



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RIGHTS
CAMPAIGN
FOUNDATION**

**WELCOMING
SCHOOLS**

NATIONAL DAY of READING

**A Celebration of Stories Supporting
Transgender and Non-Binary Youth**

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Great Public Schools for Every Student

AASL
American Association
of School Librarians
TRANSFORMING LEARNING

HRC.im/NDORreg
HRC.im/NationalDayofReading





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.

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. If you prefer on-demand webinars, we have more than 25 that you can select from at 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.

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.

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.



DETAILED SCHEDULE

Friday, February 3, 2023

6:00 PM **Doors Open with Hor D'oeuvres and Bar provided by Occasional Occasions**

Location: Atlanta City Hall, Atrium

7:00 PM **Friday Welcome Address**

Welcome remarks from HRC.

Speakers: Ted Lewis, Jay Brown

Location: Atlanta City Hall, Atrium

7:20 PM **Why I'm Proud to be an LGBTQ+ Youth from the South**

HRC Youth Ambassador, Katie Paff, will be presenting a keynote on why being an LGBTQ+ youth from the South is something to be proud of.

Speaker: Katie Paff

Location: Atlanta City Hall, Atrium

7:35 PM **LGBTQ+ Youth in the Deep South - Exploring Regional Realities**

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

Panelists: Cory Bernaert, Jen Slipakoff, Sarah Warbelow

Moderator: Carmarion Anderson-Harvey

Location: Atlanta City Hall, Atrium

9:00 PM **Drag Story Hour**

Join Miss Terra Cotta Sugarbaker for a Drag Story Hour! For the past five years, Miss Sugarbaker has served as Executive Director of Drag Story Hour Atlanta and the Queen Mother of the House of Sugarbaker. With the belief that reading is FUN-damental - she's making a political impact by reading books and serving looks! As part of the global network of Drag Story Hour affiliates, Miss Terra Cotta uses drag to teach about inclusion, diversity, creativity, and self-expression. Enjoy a story and learn more about the work happening here in the Southeast as we combat homophobia, transphobia, and ignorance to create safe spaces for LGBTQ+ children, their families, and all of their community allies.

Speaker: Steven Igarashi-Ball aka Miss Terra Cotta Sugarbaker

Location: Atlanta City Hall, Atrium

Friday, February 3, 2023 (continued)

9:30 PM **Intentional Networking**

Don't miss an opportunity to connect with colleagues, allies, and LGBTQ+ leaders in the fight for LGBTQ+ youth! This intentional networking event, hosted by Miss Terra Cotta Sugarbaker, will get you connected to others at Time to THRIVE and help build coalitions to continue the push for resources, laws, and equality for LGBTQ+ youth.

Facilitator: Steven Igarashi-Ball aka Miss Terra Cotta Sugarbaker

Saturday, February 4, 2023

7:30 AM **Doors Open with Breakfast provided by the Loudermilk Conference Center**

Location: Loudermilk Conference Center, Ballroom

8:30 AM **Saturday Welcome Address**

Start your day off right with inspiring words from HRC leadership including Board Member, Percy Brown as well as many of our partners including NEA Vice President Princess Moss and T-Mobile's Director of Public Affairs, Tim O'Regan.

Speakers: Ted Lewis, Percy Brown, Princess Moss, Tim O'Regan, Ellen Kahn

Location: Loudermilk Conference Center, Ballroom

9:20 AM **A Chain Reaction - How Supporting LGBTQ+ Youth Changes Lives**

HRC Youth Ambassador Alise Maxie will present a rallying call to action in the form of a keynote depicting their own lived experience.

Speaker: Alise Maxie

Location: Loudermilk Conference Center, Ballroom

9:30 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.

Facilitator: Chad Jimison

Location: Loudermilk Conference Center, Ann Cramer

9:30 AM **BREAKOUT WORKSHOPS - BLOCK A (CONTINUED)**

Building Organizational Capacity for LGBTQ+ Inclusive Practices

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.

Facilitator: Phii Regis

Location: Loudermilk Conference Center, Mark C. Pope

Creating a Culture of LGBTQ+ Affirming Care

Lesbian, gay, bisexual, transgender, queer, and intersex (LGBTQI+) youth have limited safe spaces in their daily lives and experience an almost constant threat from societal stigma and discrimination. LGBTQI+ affirming care is essential to preventing trauma and fostering healing of LGBTQI+ youth. This session will guide providers in developing strategies to meaningfully support and engage LGBTQI+ youth and their families. We will be challenging the false perception that in order to provide LGBTQI+ affirming care, a provider has to be an expert in LGBTQI+ health care needs. All providers have the tools to increase LGBTQI+ youth's current social, emotional, and physical well-being, while supporting them to imagine and experience a future in which they can thrive and live full, happy lives.

Participants will have the opportunity to engage in self-reflection to better identify their own biases and assumptions regarding sexual orientation and gender identity and expression. Providing LGBTQI+ affirming care cannot be done without engaging in intersectional practice and participants will explore how they maintain an inclusive lens. We will discuss and identify strategies for incorporating LGBTQI+ affirming care philosophies and techniques into individual practice, as well as considerations for practice and procedure that could be implemented within the scope of current organizational structure.

Facilitator: Kalie Giovanni, LCSW

Location: Loudermilk Conference Center, Livingston

Creating LGBTQ+ and Gender Inclusive Elementary Schools

Participants will learn important vocabulary around gender diversity and age appropriate ways to use this terminology with young students. We will practice and learn how to respond to teachable moments and answer questions about gender from students, families and staff. Additionally, we will explore important skills to interrupt gender stereotyping and examine their own practices so that they are being intentional about creating gender inclusive school climates. Participants will learn about the many resources that Welcoming Schools provides to help create school climates that are gender inclusive.

Facilitators: Toni Smith, Kabir Amari, Tim'm West

Location: Loudermilk Conference Center, Paul Duke

9:30 AM

BREAKOUT WORKSHOPS - BLOCK A (CONTINUED)

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.

Facilitator: Sarah Warbelow

Location: Loudermilk Conference Center, Amphitheater

11:05 AM

BREAKOUT WORKSHOPS - BLOCK B

Creating a Gender Inclusive Environment 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.

Facilitators: Nia Clark, Phii Regis

Location: Loudermilk Conference Center, Paul Duke

Making the Case for LGBTQ+ Inclusivity Using CDC's Youth Risk Behavior Survey (YRBS) Data

This workshop will demonstrate the available YRBS data on LGBTQ+ youth using state- and national-level datasets, with a special focus on data from the South. You will learn about the types of data available, where to access the data, and how to use these data to illustrate the experiences of LGBTQ+ youth and the importance of inclusivity practices.

Facilitator: Nicolas Suarez

Location: Loudermilk Conference Center, Ann Cramer

Teachable Moments in Schools

This session, Teachable Moments, will focus on building skillful and confident responses to questions about LGBTQ+, gender and family topics through interactive discussion and role playing.

Facilitators: Diane Schneider, Toni Smith, Tim'm West

Location: Loudermilk Conference Center, Childs Young

11:05 AM

BREAKOUT WORKSHOPS - BLOCK B (CONTINUED)

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.

Facilitator: Ryan C. Wilson

Location: Loudermilk Conference Center, Paul Duke

Navigating the Impact of Book and Curriculum Censorship on Students' Intellectual Freedom Rights in Schools

While people may be aware of the general pushback against LGBTQ+ materials in schools, these censorship efforts vary by region, state, and even within the same school district. It can be difficult to follow the news of challenges, learn how to make your own voice heard, and stay updated about results. In this session, participants will learn about specific censorship attempts in South Carolina over the past two years, how these attempts impact students' intellectual freedom rights at school, and how they impact implementation of school curriculum. They will also hear about specific strategies being used by advocates in South Carolina, including student activists. Participants will leave this session with a clearer understanding of LGBTQ+ censorship attempts in schools, how they violate students' intellectual freedom rights at schools, and practical advocacy steps to employ.

Facilitator: Jamie Gregory

Location: Loudermilk Conference Center, Amphitheater

12:35 PM

Lunch & Learn - LGBTQ+ Youth & Their Adult Allies | Lunch provided by the Loudermilk Center

Grab some delicious food and settle in for a unique panel discussion featuring LGBTQ+ youth and the adult allies who support them.

Speakers: Ali Lynn, Eliza, Vivette Baker, Ethan Esquivel, Auggie Ziffer, Rabbi Rachael Miller

Moderator: Ellen Kahn

Location: Loudermilk Conference Center, Ballroom

2:10 PM

BREAKOUT WORKSHOPS - BLOCK C

Navigating Pushback and Responding to Resistance to LGBTQ+ Inclusive School

This session will provide participants with strategies to support LGBTQ+ students while navigating anti-LGBTQ+ policies and legislation. We will also provide clarity around existing federal laws and guidance from the US Department of Education as well as proactive and reactive resistance strategies to ensure LGBTQ+ students have support at school.

Facilitators: Cheryl Greene, Ian Siljestrom

Location: Loudermilk Conference Center, Childs Young

Promising Practices for Transgender & Non-Binary Inclusion in Child Welfare Systems

Join the Human Rights Campaign Foundation's All Children - All Families project for promising practice tips on transgender and non-binary inclusion in child welfare systems. Come explore foundational concepts for supporting youth and adult clients with diverse gender identities and expressions and learn steps you can take today to improve trans inclusion at your agency. Together, we'll cover common barriers and identify ways to be welcoming and affirming.

Facilitator: Phii Regis

Location: Loudermilk Conference Center, Mark C. Pope

HIV Remix: How to Engage Black and Latinx Youth & Young Adults in Sexual Health Education

This workshop will equip educators and youth-serving professionals with the tools to hold space for age-appropriate and comprehensive sexual health conversations with Black and Latinx youth and young adults. Presenters will share ways to get the conversation started through meaningful engagement, provide effective messaging and communication tools, and engage participants in opportunities to exercise lessons learned using fun and interactive animation videos.

Facilitators: Torrian Baskerville, Vanessa Castro

Location: Loudermilk Conference Center, Paul Duke

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

From classrooms to Hollywood green rooms, board rooms to congressional hearing rooms, trans and gender diverse (TGD) people are enjoying increased visibility and success. For TGD young people, role models and supportive spaces abound. Yet the prevalence of mental health challenges, health disparities and educational underachievement among these youth remains disproportionately high. Who are trans and gender diverse youth? Only one quarter of US adults have known a trans or gender diverse youth with the necessary lens to appreciate their journey. Why are state legislatures targeting this small group of young people and how are some of us fighting back? How can caring educators, counselors and those who touch their lives best support these amazing young people and their families? This session will provide an entry level window as well as strategies and resources to build resilience for the TGD young people we care for.

Facilitator: Dr. Morissa Ladinsky

Location: Loudermilk Conference Center, Ann Cramer

Putting Intersectionality into Practice

This session will introduce participants to intersectionality — a theory that calls on us to recognize that oppressions are linked and cannot be resolved alone — and how it informs our efforts to achieve safety, permanency and well-being for all young people. Case scenarios focused on serving LGBTQ+ youth and adults in child welfare will illustrate what intersectionality can look like in practice.

Facilitator: Nia Clark

Location: Loudermilk Conference Center, Amphitheater

3:45 PM

Snack Break

Location: Loudermilk Conference Center, Ballroom

4:05 PM

BREAKOUT WORKSHOPS - BLOCK D

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 news of BIPOC students, and more.

Facilitator: Chad Jimison, Diane Schneider

Location: Loudermilk Conference Center, Ann Cramer

Faith Communities: Where LGBTQ+ Youth THRIVE

In a world where faith communities have negatively impacted LGBTQ+ people living in Bible Belt states, harmful legislation surfaced targeting the LGBTQ+ community, specifically the transgender/gender non-conforming youth that yielded tragic effects. This session is intended to highlight reconciliation and the need for belonging as individuals of faith and faith communities affirm and build up LGBTQ+ youth to THRIVE in a world towards inclusion and acceptance. Hear from and engage with leaders making a positive impact on the lives of young people in the Deep South.

Facilitator: Carmarion Anderson-Harvey, Rob Hill

Location: Loudermilk Conference Center, Paul Duke

Parent Panel: Caring for Our Transgender & 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 is most conducive to their child's well-being, and what helps them be the best parents/caregivers they can be.

Speakers: Jennifer Solomon, Jeff Walker, Blanche Payne

Moderator: Ellen Kahn

Location: Loudermilk Conference Center, Amphitheater

4:05 PM **BREAKOUT WORKSHOPS - BLOCK D (CONTINUED)**

Intersectionality: School Practices with an Intersectional Lens

Explore the concept of intersectionality and how to use it as a framework to create school climates affirming and welcoming for students' whole selves, including intersectional identities such as race, ethnicity, gender, ability, faith, LGBTQ+ identity, family structure, etc.

Facilitators: LaTayna Purnell, Kabir Amari

Location: Loudermilk Conference Center, Mark C. Pope

Using a Racial Equity Lens to Review and Update Child Welfare Practice

Research shows that children of color experience worse outcomes at every level of child welfare practices. This includes more reports, screen-ins, investigations, substantiations, and recommendations for removal than their counterparts. This can be especially true for LGBTQ+ youth of color. Using an intersectional lens, this session will explore strategies for achieving racial equity within child welfare agencies.

Facilitator: Darryn Green

Location: Loudermilk Conference Center, Childs Young

5:45 PM **Dinner & Learn - Black LGBTQ+ Youth Speak Out | Dinner provided by the Loudermilk Center**

Grab some dinner and listen to Black LGBTQ+ youth share their experiences combating both racism and anti-LGBTQ+ sentiment.

Panelists: Shantae Payne, Eris Robinson, Alexander Moricette, Marcus Williams

Moderator: Tim'm West

Location: Loudermilk Conference Center, Ballroom

7:05 PM **Action Planning Plenary**

It's time to take what you've learned and map out your plan of action to support LGBTQ+ youth in your life. Join the HRC staff, including regional leaders in the Deep South, in exploring tangible ways to make an impact in the lives of LGBTQ+ young people in your school, organization, and community. This session will allow you to connect with fellow participants and create a true plan for moving LGBTQ+ inclusion forward when you get back home.

Facilitators: LaTayna Purnell, Ted Lewis

Location: Loudermilk Conference Center, Ballroom

8:35 PM **Closing Remarks**

Speaker: Ted Lewis

Location: Loudermilk Conference Center, Ballroom

centerlink

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.

Alexander Moriecette | He/Him | *Youth, JASMYN*

Alexander is a JASMYN youth and former intern from Jacksonville Florida. He is currently a student attending Florida State University studying Biomedical Engineering. He is a member of the FAMU-FSU National Society of Black Engineers which instills how to become a successful engineer while positively impacting others. Additionally, Alexander is a member of a brotherhood called Progressive Black Men, Inc. This organization is centered on eradicating negative stereotypes placed on people of African descent while also promoting positive images of the black male.

Ali Lynn | She/Her | *Educator, Trans Youth Liberation*

Ali is a Prevention Specialist working with youth in a FL Title 1 elementary school. She helped start and currently facilitates the 'Parents & Caregivers of Trans, Nonbinary and Gender Non-conforming Folx,' a monthly support group sponsored by PFLAG Melbourne Space Coast. She also helps facilitate the online support group for TransFamily Southern States. Ali is a founding board member of Trans Youth Liberation, centering the rights and safety of our trans/non-binary youth through advocacy and education.

Along with founding and serving as Regional Director of the Huntsville, Alabama chapter of TransFamily Support Services, Ali helped launch the first GLSEN chapter in Alabama and served on the board of PFLAG Huntsville. She facilitated workshops and led parent support groups for both PFLAG and TFSS while living in Huntsville. Previously, she served as a Welcoming Schools Facilitator for the Human Rights Campaign.

While identifying as LGBTQ herself, Ali's personal journey in advocacy really began when her transgender teen Eliza was just a toddler pushing back against gender assumptions. As part of an often-moving military family, Ali has had many opportunities to advocate for her daughter in new schools and communities, and loves every opportunity to help make the world a safer and more accepting place for kids like Eliza.

Alise Maxie | They/She | *Youth Ambassador, Human Rights Campaign*

Alise Maxie is a 21-year-old student, activist and organizer from Houston, Texas. They are a non-binary lesbian currently pursuing a marketing and legal studies degree at Prairie View A&M University in Texas. After encountering a negative experience being outed to their family during their sophomore year of high school, Maxie made it their goal to not only be a voice for LGBTQ+ youth, but to create a support system for LGBTQ+ youth in low income and minority areas. Although their activism journey has just begun, Maxie is working to become the proud LGBTQ+ role model they wish they had in their community growing up, and is already known on and off campus as a strong, positive force in the community. Within the last year, Maxie has led their first protest, partnered with HRC Foundation as an organizing committee member for the HBCU Program, created a series of sex health video blogs (vlogs) geared toward minorities and implemented a self-run kindness initiative program on their campus.

Auggie Ziffer | He/They | *Professional Transgender, SOJOURN Temple Emanuel of Atlanta*

Auggie Ziffer is a transgender 17-year-old from Dunwoody, GA. He is a junior at DeKalb School of the Arts, where he studies stage production and film. He loves to read and write, constantly taking in any form of media he can (and subsequently dissecting it piece by piece). He is an active member of his youth group at Temple, as well as being on the board of NFTY-SAR (the regional Reform Jewish youth group) as a member on their programming committee. Auggie came out as queer in middle school, and again in his freshman year as non-binary and AGAIN (so many coming outs!!) in his sophomore year as transmasculine. Now he is living fully as himself, affirmed by his amazing friends and family.

Blanche Payne | She/Her | *LGBTQ Advocate and Supporter, FEMFUNFIT GROUP*

Blanche Payne is a native of Atlanta. She holds an undergraduate degree in marketing and business management from Boston College and Masters's Degree in Media Management and Leadership Development and Operations from the University of Georgia and Springfield College respectively.

She currently works with Joseph and Evelyn Lowery Institute for Justice and Human Rights. As a member of the Lowery Institute's staff, she has assisted in the organization's operation of its Change Agent Program, On-Campus Pantry, Leadership Development Programs and Youth Social Justice Book Clubs.

As a self-motivated, high-performing, strategic thinker Blanche has over 20 years of experience implementing successful youth programs for students in elementary through high school. Through her work with various non-profit organizations, she has implemented programs in several Atlanta Public Schools.

Carmarion Anderson-Harvey | She/Her | *Alabama State Director, Human Rights Campaign*

Carmarion D. Anderson-Harvey is a vibrant and visible trans-identified woman of color passionate about inclusion and equality for all. Carmarion is the Alabama State Director with the Human Rights Campaign (HRC). Carmarion was the first transgender person of color to serve in a leadership role with HRC in the organization's history. Before joining HRC and relocating to Alabama, Carmarion worked in the Public Health and Education field in Texas, managing local and national prevention initiatives focusing on HIV/AIDS and other health disparities that impact marginalized communities. Carmarion is the founder and previous Executive Director for Black Transwomen, Inc., which is the first national non-profit organization with a 501 (c)(3) with a programmatic focus to uplift the voices, hearts, and souls of black trans women and in alliance with the Black Trans Advocacy Coalition. Carmarion also brings a wealth of experience in faith spaces, currently serving as the National Co-Facilitator and South Regional Coordinator for TransSaints ministry of The Fellowship of Affirming Ministries (TFAM). Carmarion has served as an associate elder and minister at the Living Faith Covenant Church in Dallas, Texas, for fifteen years before relocating to Alabama. Carmarion was reared in Dallas, Texas, with family roots from Natchez, Mississippi. Carmarion is a wife, has one son, four bonus sons, and three adorable grandchildren.

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.

Cory Bernaert | He/Him | *Kindergarten Teacher, School District of Manatee County, Florida*

Cory has been an educator for 12 years, beginning his career in Indiana and now residing in Bradenton, Florida with his partner Jeremiah, who is also in education. During last year's legislative session in Florida, the bill labeled the "don't say gay bill" restricted educators from discussing sexual orientation or gender identity in the classroom setting. Fearing this bill would prevent him from speaking to his students about his family, Cory spoke out against the bill in an interview with a local news network. After a segment from the interview was aired on Last Week Tonight with John Oliver which supported Cory's position on the issue, MSNBC interviewed him about the bill and his position as well. The interview received enormous pushback from conservative news outlets and a fury of criticisms and threats flooded his social media accounts and school email. After receiving support from AFT (American Federation of Teachers) Cory wrote an opinion editorial for NBC news that was positively received and flipped the narrative on the cruel conservative talking points. Cory continues to advocate for his students, their families, and other LGBTQ+ educators in Florida.

Darryn Green | He/Him | *All Children-All Families Expert Trainer, Human Rights Campaign*

Darryn Green is a training consultant and coach living in San Francisco, California. He has over 20 years experience working with organizations that empower folks to improve the systems they are impacted by. He holds a Bachelor's Degree in Communication Studies with a minor in Counseling from San Francisco State University.

Darryn has lived experience in child welfare and has been working in collaboration with professionals in the nonprofit and child welfare system for over half of his life as an advocate, educator/trainer and mentor. As a young person in care, he joined a youth empowerment organization known as the California Youth Connection where he developed public speaking, facilitation and community organizing skills that have served him throughout his career.

In 2008, Darryn joined the Bay Area Academy co-coordinating advanced training with the San Francisco Training Project, while also co-facilitating the induction training series for new Foster/Adoptive parents for San Francisco Human Service Agency, before leaving the organization in 2012 to become an independent training consultant. He now serves as a trainer, curriculum developer and coach for the academy. He teaches courses on Child and Family Team Meeting Facilitation, Art of Coaching in Child Welfare, Equity and Inclusion Fellowship and more!

He is an Expert Facilitator with the Human Rights Campaign Foundation's All Children—All Families national training program helping child welfare agencies promote more LGBTQ+ inclusive policies and affirming practices. He is also a certified Trauma 101 trainer and coach working with East Bay agency for Children's Trauma Transformed (T2) program.

In 2021, Darryn joined UC Davis as an instructor for the Continuing & Professional Education: Human Services department and has been providing training, consultation and coaching services to Alameda's training and consultation team (TACT) and many others, to help integrate equity and inclusion values and practices into their work. He also teaches courses on Crisis Intervention & De-Escalation, Understanding Sexual Orientation Gender Identity & Expression (SOGIE) and Understanding Race and Racism.

A systems thinker with a deep commitment to collaboration and empowerment, Darryn enjoys working with clients and colleagues to explore and develop ways to improve the world around them beginning with the self and extending out into the networks, organizations and communities they are a part of.

Diane Schneider | She/Her | *Welcoming Schools Facilitator, Human Rights Campaign*

Diane taught for 38 years in Rockland County New York. She was the co-chair for GLSEN Hudson Valley and did many workshops for both students and teachers for them. Diane is an author and online professor for Teacher Education Institute. One of the classes she wrote is Reaching Out to our Gay and Transgender Students. She is working with Welcoming Schools as a nationally trained facilitator and is also with Safe Schools South Florida as a trainer and a curriculum writer for these trainings. She joined the LGBTQ cadre with the NEA in 2007. She currently resides in Florida. She also does workshops for social workers for LGBTQ+ awareness.

Eliza | She/Her | *Student*

I am a high school sophomore on the east coast of Florida. I identify as queer and transgender. I transitioned at the age of 10 while living in Virginia and since then I've lived in Alabama as well. I love Taylor Swift, theatre, and connecting with other queer people my age.

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.

Eris Robinson | They/She | *Student Activist, It Gets Better / GLSEN*

Eris Robinson is a Black, Nonbinary, and Queer activist.

Their biggest passion is dedicating their life fighting for liberation and accessibility in all areas. This led them to be the president of their high school Gender-Sexuality Alliance and heavily involve themselves with organizations such as being a Youth Voice for the It Gets Better Project and apart of the National Student Council GLSEN. Most of their advocacy involves BIPOC liberation, LGBTQ+ Rights, Sexual Health, and the intersectionality of all three.

They hope to spread their unique voice as a queer christian advocate and empower young activists to initiate change in their communities. In the near future, they will be studying sociology to create their own nonprofit surrounding disadvantaged youth in need.

Ethan Esquivel | He/Him | *Youth, Creative Community Services*

My name is Ethan Esquivel. I am a 17 year old youth advocate for the LGBT family. I help people who are in need of coming out and who are scared of the negative outcome of coming out. I'm here for the hearts of those who have lost their lives from being a part of the LGBT family. No matter what people think about you just know people love you for who you are.

Ian Siljestrom | He/Him | *Healthy Schools Director, Equality Florida*

Ian Siljestrom (he/him) is the Safe and Healthy Schools Director for Equality Florida. He is responsible for developing solutions to address the extensive risk factors which disproportionately affect our LGBTQ+ youth in school including: bullying, homelessness, self-harm, and HIV transmission. He leads the Safe and Healthy School team and their efforts to implement professional development and comprehensive best practices to ensure the empowerment of students and their families, impacting all 67 Florida school districts. Ian has extensive speaking and professional development experience, including at local, state, and national conferences. Previous to joining Equality Florida, he taught in a Title 1 elementary school as a 5th grade science/health teacher. He is a graduate of the University of Florida where he received a Bachelor's of Science in Sustainability and the Built Environment and is currently pursuing his Master's degree in Urban and Regional Planning.

Jamie Gregory | She/Her | *Upper School Librarian and Journalism Teacher, Christ Church Episcopal School*

Jamie Gregory has worked as an educator in South Carolina for 18 years. She began her career as a high school English teacher and for the past 10 years has worked as a high school librarian. She is currently the Upper School librarian and journalism teacher at Christ Church Episcopal School in Greenville, SC. She wrote for the American Library Association's Office for Intellectual Freedom blog for almost 4 years and was named the recipient of the 2022 Intellectual Freedom Round Table's Eli M. Oboler Award for intellectual freedom writing. She recently received the South Carolina Association of School Librarian's 2023 Intellectual Freedom Award, is the 2022 South Carolina School Librarian of the Year, and a recipient of the 2023 I Love My Librarian Award. She has presented various webinars and conference sessions related to intellectual freedom and the impact of censorship on libraries, curriculum, and media and news literacy.

Jay Brown | He/Him | *Senior Vice President, Programs, Research, & Training, Human Rights Campaign*

An innovative non-profit leader with more than 20 years of experience, Jay Brown drives the work of the HRC Foundation, the educational arm of the nation's largest LGBTQ+ civil rights organization.

As the Senior Vice President of Programs, Research and Training, he works with a team of professionals who manage HRC Foundation programs -- aiming to ensure equality for LGBTQ+ people at every intersection of their identities and lives. The work he leads includes advocacy in workplaces, schools and universities, hospitals and healthcare settings. The team also partners with and supports the leadership development of LGBTQ+ and allied leaders, and drives research that advances understanding of LGBTQ+ individuals and communities in the United States and around the globe.

Brown has a long-standing history with the LGBTQ+ movement and the organization, where he has also led communication and marketing efforts. His previous work includes positions in higher education, advocating for children's literacy and advising other progressive clients.

A longtime advocate for transgender equality and out transgender man, Jay lives in Maryland with his spouse, Kendra, and their two children. He regularly speaks to large audiences and the media, including CNN, MSNBC, BBC, NPR, The Washington Post, The Associated Press and The New York Times.

Jeff Walker | He/Him | *RBC Bank US*

Jeff is from Auburn, Alabama and is the Proud Parent of a Trans Daughter, Harleigh and Son in the National Guard Robert. Director of IT for RBC Bank US. I have been in IT Technology for over 25 years. Active in my local PFLAG organization to support LGBTQ families in the area. I have been very active with Harleigh over the past few years to lobby for the right to medical care for youth.

Jennifer Solomon | She/Her | *Member of Parents for Transgender Equality Council, Human Rights Campaign*

Jennifer Solomon is the proud parent of 4 children. Two of which identify with the LGBTQ+ community. The drive for her advocacy is her 12-year-old gender-nonconforming child Cooper. She is an appointed member of the Human Rights Campaign's Parents for Transgender Equality Council and the founder/president of PFLAG's South Miami Chapter. She also helps lead the Miami Coalition for Queer Youth where she engages with the Miami Dade County Public School superintendent to ensure all students have access to a safe, equitable, and enriching educational experience that allows them to thrive. She currently is the LGBTQ+ chair for the Miami Dade Council of PTA/PTSA.

She has been featured in numerous articles in the Washington Post, Miami New Times, Good Housekeeping, Vanity Fair, and other news media outlets such as MSNBC, CBS, and NBC where she elevates her voice and helps educate others. She often attends school board meetings and travels to Tallahassee to oppose proposed legislation. Recently she spoke before the Congressional Equality Caucus in DC. Jennifer works tirelessly as a fierce advocate empowering families to embrace and support their loved ones. She is committed to creating a society where all children can live as their authentic selves.

Jen Slipakoff | She/Her | *Volunteer Leader, Human Rights Campaign*

Jen Slipakoff came into her advocacy work when her daughter transitioned at the age of four. Jen is now a member of the Human Rights Campaign National Board of Governors, recently served as co-chair for HRC's Atlanta Steering committee and currently leads HRC's volunteers in political action work in Georgia. In addition to her involvement with HRC, she served as the co-president for the PFLAG metro Atlanta chapter and has been recognized by several advocacy organizations for her work creating positive change in Georgia. In 2018, Jen was the Democratic nominee in the race for State Representative for Georgia's 36th House District and was the only Democrat to run in that district for more than 30 years.

When not working as a field organizer and fundraising consultant for political campaigns, Jen spends her time speaking both locally and around the country about the importance and value of the LGBTQ community. She and her husband are proudly raising their two children, two dogs and a cat.

Kalie Giovanni | She/Her | *LCSW and Director of DEI, Private Practice & Creative Community Services*

Kalie Giovanni is a licensed clinical social worker who has been serving children, teens, and families for over 10 years. She specializes in affirming care for the LGBTQIA+ community, with a specific focus on equitable care for transgender, nonbinary, and gender expansive youth and adults and their families. She currently maintains her own private practice in Atlanta, Georgia, while also working with Creative Community Services as their Director of Diversity, Equity, and Inclusion and providing consultation and consulting to additional child and family serving organizations in the metro Atlanta area. In addition to providing individual, family, and relationship therapies, Kalie has worked with youth and families in therapeutic schools, residential treatment centers, psychiatric hospitals, youth detention centers, outpatient practices, and in-home community settings.

She has presented locally and nationally about affirming care for LGBTQIA+ youth, trans and gender diverse youth, and the intersection of LGBTQIA+ youth and caregivers within the child welfare system. She is an affiliate member of the National Child Traumatic Stress Network, as well as the co-chair of the Sexual Orientation, Gender Identity and Expression Collaborative Group. She is an active member of the National Association of Social Workers and the Atlanta Coalition of LGBTQ+ Youth. Outside of work, Kalie is typically caring for her own family and menagerie of pets. When she has a moment to sit, she enjoys a good sci-fi novel or paging through recipe books of meals she will quite literally never make.

Katie Paff | Ask for pronouns | *Youth Ambassador, Human Rights Campaign*

Katie Paff is a 20-year-old LGBTQ+ advocate. Paff was born in Russia but was adopted at 11 months old. Paff is a former high school GSA president, straight-A student and past member of the school's LGBTQ youth advisory council. During senior year, Paff attended a youth group and applied to be a little in the Big Brothers Big Sisters program. From there Paff's big sibling HRC Director of Strategic Outreach and Engagement Nik Harris ignited and fostered a passion for advocacy work. At that point Harris and Paff started to do advocacy work together. Paff is now on the HRC South Florida Steering Committee, with the goal of making schools a safer place for fellow LGBTQ+ youth.

Kabir Amari | They/Them | *Welcoming Schools National Facilitator, Human Rights Campaign*

Kabir Amari, M. Ed., is a nonbinary educator, facilitator, and curriculum creator who uses they/them pronouns. Currently, they serve as the Director of the Regional Prism (LGBTQIA2S+) Alliances for Teach For America after having previously served as the LGBTQ+ Coordinator for Broward County Public Schools. They have served as a Welcoming Schools facilitator since 2018. Kabir Amari has facilitated over 300 trainings for PreK-12 educators and administrators, post-secondary faculty, and private corporations across the country about the importance of approaching queer and trans equity using an intersectional framework. They have received several awards for their advocacy, mentorship, and teachings including the Bishop S.F. Makalani-Mahee award for Trans Equality, and being recognized as a 2020 GLSEN Educator of the Year finalist. Kabir Amari earned a bachelor's degree in political science from Florida A&M University and master's degree in Education from The Johns Hopkins University. Kabir Amari believes that all educators have a role in liberating students.

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.

Marcus Williams | He/They | *Youth Well-Being Intern, Human Rights Campaign*

Marcus Williams (he/they) is a graduating fourth-year first-generation scholar attending Florida State University majoring in Interdisciplinary Social Sciences with a concentration in Sociology and History. At Florida State University, Marcus serves as the Center Director for the largest and most prominent LGBTQ+ student-run organization established in 1969, Pride Student Union. As a servant leader Marcus pushes the narrative in the organization's mission to advocate, empower, and provide community spaces for lesbian, gay, bisexual, transgender, and queer people within both the FSU and Tallahassee communities.

One of their favorite hobbies is being a digital media creative. Film is a medium - one form of activism that he is using to shed light on the challenges facing individuals. Marcus aspires to use film/media as one of my tools for community organizing.

Dr. Morissa Ladinsky | She/Her | *Professor of Pediatrics, University of Alabama-Birmingham*

Dr. Morissa Ladinsky is a Professor of Pediatrics at the University of Alabama at Birmingham in the Division of Academic General Pediatrics. She is a clinician and medical educator wearing many hats including creating and co-leading the Deep South's only multidisciplinary gender clinic for youth. She has lobbied, testified and advocated in opposition to Alabama's anti-transgender legislation. She has uncovered a passion for policy engagement and health equity also leading the Pediatric Department's DEI Council and serving on the DEI subcommittee of the UAB Faculty Senate. She is a lead faculty attending in the UAB Pediatric Primary Care Clinic and co-leads the regions NICU Follow-up Team to optimize health for medically complex graduates of Alabama's Neonatal Intensive Care Units. When not training tomorrow's pediatricians or serving on state level advisory boards and committees, she and her pediatrician husband love hiking, hanging with their mostly grown kids and their progeny and exploring this truly beautiful part of the US.

Nia Clark | She/Her | *All Children-All Families Expert Trainer, Human Rights Campaign*

As a Black trans youth who spent most of her childhood in foster care, Nia Clark consistently struggled to find acceptance and support from the adults around her. Channeling that lived experience, she has spent over 16 years changing systems from within as a consultant, trainer, direct service provider, researcher, and LGBTQ+ youth advocate. She worked for over 8 years as a direct care counselor and Therapeutic Crisis Intervention (TCI) trainer at The Home for Little Wanderers, one of the nation's oldest youth-serving agencies.

From 2015-2017 Nia was the Mentoring Coordinator at LifeWorks, the youth development and mentoring program at the Los Angeles LGBT Center, where she was responsible for overseeing nearly 50 active one-to-one matches between LGBTQ+ youth and adults each year. In 2016, she was the consulting producer of the Emmy-nominated MTV documentary, TRANSFORMATION, a film featuring herself and six trans & gender-diverse youth. Nia is currently an Expert Trainer for the Human Rights Campaign's All Children – All Families Project, an initiative that helps child welfare agencies achieve safety, permanency, and well-being for queer youth in foster care.

She additionally works as a National LGBTQ+ Mentoring Coach for Big Brothers Big Sisters of America to assist them in providing more inclusive mentoring services and resources to queer youth and mentors across the U.S. As an expert advisory board member and external investigator for the Nebraska Center for Research on Children, Youth, Families, and Schools at University of Nebraska-Lincoln, she assists with multiple research projects aimed at reducing substance use and adversities among gender and sexual minority youth. She was also a contributing author to Oxford University's recent textbook publication Social work practice with the LGBTQ community: The intersection of history, health, mental health and policy factors (2nd ed.).

As an activist for Black trans women and foster youth, Nia is regularly sought after for various speaking engagements, panels, and local & national conferences. She is additionally a record-breaking three-time Point Foundation Scholar and obtained her master's degree in Social Work from Simmons University in 2021.

Nicolas Suarez | He/Him | *Health Scientist, Centers for Disease Control and Prevention, Division of Adolescent and School Health (CDC/DASH)*

Nick is a Health Scientist in the CDC Division of Adolescent and School Health (DASH) where he works on program evaluation of DASH's funding to support school districts and applied research projects to promote health equity among LGBTQ+ youth in particular. His research interests are in school-based strategies to support transgender and gender non-conforming youth, intersectional approaches to inclusivity practices, and strategies to foster acceptance and support among parents of LGBTQ+ youth. He earned his MPH in Health Behavior and Health Education from the University of Michigan School of Public Health.

Percy Brown | He/Him | *Chair of the National Board of Governors, Human Rights Campaign*

Percy Brown is an LGBTQ+ advocate and award-winning communications professional. He is the Chair of HRC's National Board of Governors and sits on the HRC Board of Directors. He also serves on the Executive Committee for the Democratic Party of Georgia's LGBTQ+ Caucus and the Georgia Advisory Committee to the U.S. Commission on Civil Rights.

Percy is a Communications Director and Interim Chief Communications Officer at Lambda Legal where he currently leads the digital communications and strategy for the national LGBTQ+ legal organization.

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.

Princess Moss | She/Her | *Vice President, National Education Association*

Princess Moss, an elementary school music teacher from Louisa County, Va., is the vice president of the National Education Association, the nation's largest professional organization.

A champion of children and public education at the local, state, and national levels, Moss served as secretary-treasurer from 2014 through 2020. Prior to this, she distinguished herself with two terms on the NEA Executive Committee, where she served on the Elementary and Secondary Education (ESEA) Advisory Committee, steering the Association's strategy for the law's pending reauthorization, and the Dropout Prevention Advisory Committee, helping develop relevant tools for NEA members. Under her direction as president, the 62,000-member Virginia Education Association increased its membership and advocated successfully for greater investment in public education at the state and local levels. She also served as VEA Vice President and on the Board of Directors for NEA and VEA for over 10 years.

The daughter of two school bus drivers, Moss earned her bachelor's degree in music education from the University of Mary Washington, and received the university's Distinguished Alumnus Award in 2006. She also earned a master's degree in elementary and secondary administration and supervision from the University of Virginia.

Rabbi Rachael Miller | She/Her | *Rabbi, Temple Emanu-El of Atlanta*

Rabbi Rachael Klein Miller is a professional sight-reader, former mathlete, problem-solver, storyteller, person who always picks the right sized container for leftovers, spiritual explorer, and Kansas native. Ordained on the Cincinnati campus of the Hebrew Union College-Jewish Institute of Religion, Rachael joined the Temple Emanu-El community in Atlanta in July of 2017.

Rabbi Rachael enthusiastically seeks innovative ways for community members of all ages to nurture their innate spirituality and since her time at HUC-JIR she has deepened her study of Hassidut, Mussar, women in Judaism, and food ethics.

In addition to the typical rabbinic portfolio, she has a special focus on youth, Israel, LGBTQ, systems efficiency, and what we like to call "Judaics Optimization."

Rachael loves to spend her free time with her husband and fellow Temple Emanu-El rabbi, Max, as well as their 2.5-year-old daughter, Zohara.

Rob Hill | He/Him | *Mississippi State Director, Human Rights Campaign*

Rob Hill serves as HRC Mississippi State Director. As part of the Human Rights Campaign's Project One America, Rob and his team lead the effort to bring equality to LGBTQ+ people throughout Mississippi. Using the resources of HRC and collaborating with local organizations, he works each day to help change hearts and minds, advance enduring legal protections and build more inclusive institutions in the Magnolia State.

Rob received his bachelor's degree from Mississippi State University and his master's from Duke University.

Ryan C. Wilson | He/Him | *Associate Regional Campaign Director, Human Rights Campaign*

Ryan joined the HRC family in 2014 and has been working in nonprofits and LGBTQ+ advocacy for more than 15 years. He never shies away from a challenge, having specialized in advancing equality in the Southern US (SC, LA, WV, KY, FL). Ryan is a native of Baltimore and graduated from both Clemson University and the University of South Carolina. His work with HRC has taken him all across the US but he calls Houston, Texas home with his partner Zach and cat Baby Gurl. Ryan knows that the work of HRC and our local partners will never be finished until we achieve legal and lived equality for every member of our community in every zip code.

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.

Shantae Payne | She/Her | *Youth*

I'm Shantae and I'm 16 from Atlanta, Georgia and I'm transgender.

Steven Igarashi-Ball | He/Him | aka **Miss Terra Cotta Sugarbaker** | She/Her | *Director, Drag Story Hour Atlanta*

Miss Terra Cotta Sugarbaker is the Queen of the South. Mother of the House of Sugarbaker, she enjoys volunteer work and making the world a better place. Since 2017, she has served as the Executive Director of the Atlanta Chapter of Drag Story Hour, part of an international movement seeking to share a love of reading through a lens of diversity and inclusion. Her work has received global acclaim and has been featured on NPR, Logo, Newsweek, and many other news outlets. She has performed at the High Museum of Art, the Atlanta Children's Museum, and the Atlanta Pride Festival and was hosted by the Mayor of Atlanta at Atlanta City Hall. She has partnered extensively with the Atlanta-Fulton Public Library System and presented on this partnership at the Georgia Libraries Conference. In 2020, she was recognized as one of Out Georgia's Most Influential LGBTQ+ Georgians. Currently, she hosts Drag Story Hour in partnership with Outfront Theatre. When not in pursuit of world peace, she is interested in world domination. She enjoys reading to children because READING IS FUNDAMENTAL. Her motto is "Reading Books & Serving Looks!"

Tim'm West | He/They | *Educator & Youth Advocate, Brave Educator*

Tim'm T. West is a pioneering author, poet, educator, and Hip Hop artist who can be best described as a Renaissance man, leveraging a broad and diverse set of skills and interests to advocate for marginalized communities. Between 2014 and December 2022, he served as Senior Managing Director for Teach For America's National Prism Alliances, which advances safer and more supportive classrooms for students and their educators and starting in January, assumed the role of Executive Director of the LGBTQ Institute at the National Center for Civil and Human Rights. Since returning to his hometown of Cincinnati in 2017, Tim'm has served his community as a Cincinnati Public Schools Strategic Planning and Engagement Committee member, a Wordplay Board member and current Board Chair, and Chair of the Chase Elementary LSDMC (2019-present), among other points of engagement. Tim'm taught at both secondary and post-secondary institutions, including Oakland School for the Arts, Cesar Chavez in Washington, DC, Cal Poly Humboldt, and Houston Community College. Prior to TFA Tim'm served as Director of Youth Services at Center on Halsted, Chicago's LGBTQ center and the largest in the Midwest. A graduate of Duke, The New School, and Stanford universities, in 2018 Tim'm released his definitive music anthology, *Prodigal Son*, which captures 20 years of Hip Hop soul music across 6 solo projects. An arts innovator, Tim'm is working to pilot Accelerating Raw Talents (A.R.T) Guides, which will provide 1:1 mentoring between community artists and 5th and 6th graders. A dynamic poet and performance artist, in September of 2019 Tim'm successfully competed to reign as a SLAM Champion at Cincinnati Poetry Slam.

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.

Torrian Baskerville | He/Him | *Director of HIV & Health Equity, Human Rights Campaign*

Torrian L. Baskerville (he/him) is a racial and social justice advocate, activist, and health equity leader in the LGBTQIA+ and HIV communities. With over ten years of varied experience, Torrian has a proven record of recognizing, prioritizing, and using a strength-based and community-centered approach to addressing the needs of often disenfranchised communities – with a particular focus on Black and Latinx gay, bisexual, and other same-gender-loving men, people living with HIV, and youth and young adults. Currently, Torrian serves as HIV and Health Equity Director at the Human Rights Campaign. In this role, he oversees the national HIV portfolio, which focuses on eradicating HIV stigma, racial and social discrimination, and ending HIV through changing the narrative, building a new system for change, and developing and advancing public policy.

Before joining HRC, Torrian was a manager on the Prevention team at NASTAD, leading the Capacity Building (CBA) and Technical Assistance (TA) work relative to HIV stigma, social determinants of health, community engagement, cultural responsiveness, and gay, bisexual, and other same-gender-loving men within community-based organizations (CBOs) and health departments (HDs) in the South. Before NASTAD, Torrian worked as the Statewide LGBTQ Prevention Manager for the Hyacinth AIDS Foundation, overseeing multiple state- and federally-funded HIV prevention and PrEP programs across five major counties in New Jersey. His work has included work with public and private entities, such as Gilead Sciences, Kaiser Family Foundation, the Center for Black Health & Equity, Georgia Department of Health, and the New Jersey Department of Child Protection and Permanency.

Due to his work, Torrian was featured in GLAAD's "Queer Black History Month: Legacy Series," analogized to the legacy of prominent Black, openly queer civil rights activist Bayard Rustin. In addition, Torrian is often recruited to share his personal experience and professional expertise on panels and serve on advisory boards and committees, including his current position as board chair of The Door – Adolescent Health Center in New York. Torrian is an undergraduate student of Interdisciplinary Studies with a concentration in Social Justice in Healthcare Management at the University of Massachusetts – Amherst.

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.

Vanessa Castro | She/Her | *Associate Director of HIV & Health Equity, Human Rights Campaign*

Vanessa A. Castro is the associate director of the HIV and Health Equity program at the Human Rights Campaign Foundation. She creates biomedical prevention and education programs using a sex-positive framework for communities disproportionately impacted by HIV. She works to change the narrative and end HIV-related stigma by centering on Black and Latinx communities at the forefront of the epidemic. While her work varies daily, her role allows her to collaborate, foster relationships, and create community to advance health equity. Under her leadership, the HIV and Health Equity team launched their youth initiative, GENERATE. This peer-to-peer facilitator program focuses on the professional development and leadership of young Black and Latinx LGBTQ+ youth to mobilize communities most impacted by HIV. The program aims to train advocates to tell their stories and raise awareness. She holds masters' degrees in public health with a focus on health behavior and education and public affairs from the University of Michigan, Ann Arbor. She is deeply committed to empowering marginalized LGBTQ+ communities of color to build a future free of stigma, discrimination, and violence.

Vivette Baker | She/Her | *Foster Parent, Creative Community Service*

My name is Vivette Baker. I am the foster parent of Ethan. I am a Supervisor at Catalyst Solutions. Ethan has been with us for the past 2 years. It has been a challenge. There are kids who talk negatively about him, but, for the most part, he is popular and loved by his peers. I try to encourage if someone speaks negatively about his sexuality, and remind him, he has to ignore them, because this is his life, and he cannot please everyone. Focus on the positive and do whatever makes you happy.

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](#)



AMAZE

AMAZE, a project under Advocates for Youth, is a digital media platform that provides young people around the globe with medically accurate, age-appropriate, affirming, and honest sex education they can access directly online—regardless of where they live or what school they attend. Through our animated videos, toolkits, and more info section, AMAZE strives to assist adults—parents, guardians, educators and health care providers around the globe—to communicate effectively and honestly about sex and sexuality with the children and adolescents in their lives.

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



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](#)



Center for Disease Control & Prevention

We create a bridge between public health and education to help schools, families, and communities support adolescents in becoming healthy, successful adults.

[Website](#)



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](#)



Human Rights Campaign Membership

Visit the HRC membership table to pick up some equality-themed goodies, from t-shirts to hats and much more. The donation you make for your item includes an annual HRC membership, or a membership renewal, so you can continue to engage with HRC long after Time to Thrive has concluded. Please visit our table, pick up some swag and help us continue our mission of advancing equality for all LGBTQ+ people.

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



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](#)



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](#)



TransFamily Support Services

Trans Family Support Services (TFSS) is compassionately dedicated to saving the lives of Transgender and Non-Binary youth by empowering them with education, support, resources and advocacy throughout their transition. Along with keeping youth safe – our primary concern – TFSS provides the following services, free of charge.

1. **Youth programming:** We offer online support groups, led by our Youth Program Coordinators (YPCs), along with peer-to-peer mentorship through Kyler's Konnections, a program that aims to make the journey of transitioning less frightening and isolating. Our team is always just a phone call away. Knowing that many Trans youth have not come out – and that many more are in need of a safety net outside of the home – we work closely with middle and high school educators, Gender Sexuality Alliance (GSA) clubs, and youth-serving organizations to ensure these youth are supported and affirmed.

2. **Family education and referral services:** With knowledge comes family acceptance, leading to a marked decrease in depression and suicide attempt rates – plus improved prospects for long-term success and mental wellbeing. We prepare families to navigate this journey together and most importantly, to understand and protect their child or sibling. We also provide referrals to vetted mental health and medical professionals who become an integral part of the transition process, and provide assistance with insurance claims.
3. **Community awareness and cultural sensitivity:** Our work aims to change negative perceptions and hostile behavior toward Trans people. We participate in numerous events and conferences, sharing information with parents, educators, community members and others who work with youth.

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



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 DEEP SOUTH

Find LGBTQ+ resources throughout Alabama, Florida, Georgia, Louisiana, Mississippi, South Carolina, and Tennessee.



ALABAMA

Bayard Rustin Community Center (@ Montgomery Pride United)

montgomeryprideunited.org

Services | Emergency (food, shelter, medical, etc), Transgender & Gender Nonconforming community night, Grief & loss support group, Youth programs (academic, mentoring, social, arts, etc.), Sexual Health awareness, Senior services, Religious and academic representation, Thrift store

Key Issues | LGBTQ+ Advocacy, Health and wellness support

Phone | 251-648-3017

Location | 635 Madison Avenue, Montgomery, AL 36104



MAGIC CITY Acceptance Center

www.magiccityacceptancecenter.org

Services | Youth programming (prom, movies, HIV testing, etc.), Youth & families programming, Adult programming (discussion groups, art workshops), LGBTQ training, Consultation, Outreach

Key Issues | LGBTQ Inclusion and Outreach, Health and wellness

Phone | 205-407-8157

Location | 3130 3rd Avenue South Birmingham, Alabama 35233



Prism Counseling & Community Services

www.prisminclusive.org

Services | Support groups (youth, adult, trans/non-binary, etc), Counseling (mental health, addictions, sex, early childhood, etc.), Case management

Key Issues | LGBTQ mental health counseling, support, and case management

Phone | 334-475-3729

Location | 26438 Hwy 134, Suite B Enterprise, AL 36330



Prism United

www.prismunited.org

Services | Youth programming (game night, open mic, chatrooms, prom, D&D, etc.), Families programming (support groups), Youth project sponsorship, LGBTQ library, Cultural competency training, HIV/STI testing, Resources referrals

Key Issues | LGBTQ youth & families, Health and wellness

Phone | 251-219-8441



ALABAMA (continued)

Safe2BU

www.safe2bu.org

Services | Counseling (Individual (Children and Adults), Couples, Family and Group Therapy), Training (Trauma informed, Anger management, Positive parenting, and LGBT Sensitivity), Resource referrals

Key Issues | LGBTQ Mental health and wellness management

Phone | 251-648-3017

Location | 1260 Dauphin Street, Suite 304, Mobile, AL 36604



SHOALS DIVERSITY CENTER

www.shoalsdiversitycenter.org

Services | In-person support groups (Trans/GNC, AA, youth), Online mental health support, Fundraising, Transgender health clinics, Diversity consulting

Key Issues | LGBTQ health and wellness, Advocacy

Phone | 256-577-9727

Location | 112 S Pine St, San Gabriel, CA 91776

FLORIDA



ALSO Youth

www.alsoyouth.org

Services | Scholarship, Counseling (youth, families, peer support group), Community Training, Youth Centers, Events & activities (prom, etc.), Resource list

Key Issues | LGBTQ+ youth, Peer support services, Education, Advocacy, Referrals

Phone | 941-951-2576

Location (Sarasota) | 1470 Boulevard of the Arts, Sarasota, Florida 34236

Location (Manatee) | 351 6th Avenue West, Bradenton, FL 34205



ARAY (All Rainbow and Allied Youth)

www.allrainbowandalliedyouth.org

Services | Drop-in center, Advocacy, Referrals, Gender Identity support, Sexual orientation support, LGBTQ+ best practices training, Binder donations, Q Chat

Key Issues | LGBTQ+ youth, Advocacy

Phone | 941-777-5052

Location | Port Charlotte, Florida, 33952



FLORIDA (continued)

THE CENTER (Orlando and Kissimmee)

www.thecenterorlando.org

Services | Support and discussion groups (Older adults, transgender, peer, etc.), Counseling (couples, family, individual, addiction/recovery), Legal, STD/HIV counseling/prevention/testing/education, Mental health programs, Resource list, LGBTQ+ Latinx organization, Scholarships (college, performing arts), Pantry

Key Issues | LGBTQ+ Health and wellbeing, Advocacy, Education

Phone | 407-228-8272

Community Center (Orlando) | 942 N Mills Ave, Orlando, FL 32803

Testing Center (Orlando) | 1200 Hillcrest Street Suite 102, Orlando, FL 32803

Testing Center (Kissimmee) | 17 W Monument Ave. Kissimmee, FL 34741



CENTERLINK, THE COMMUNITY OF LGBT CENTERS

www.lgbtcenters.org

Services | Technical assistance, Leadership training, Networking opportunities (LGBT Health Link, Center action network, youth link, Q Chat Space: The Digital LGBTQ+ Center for Youth, etc.)

Key Issues | LGBTQ networking, Leadership development, LGBTQ empowerment

Phone | 954-765-6024

Location | Virtual



Compass LGBTQ+ Community Center

www.compassglcc.com

Services | Anti-Violence resources, Vote drives, Voter registration, Counseling (couples, family, group, individual, employment, domestic abuse), Support groups (peer, theater & dance, older adults), Film Festivals, Pride Celebrations, Yoga/Meditation, GED classes, STD/HIV counseling/prevention/testing/education/treatment, Youth resources, Legal (hate crime reporting, immigration processing, representation, referrals, etc.), Art gallery

Key Issues | LGBTQ+ people and those affected by HIV/AIDS

Phone | 561-533-9699

Location | 201 N. Dixie Hwy. Lake Worth Beach, FL 33460



Gulf Coast LGBTQ+ Center, Inc.

www.lgbtqcenterofbaycounty.org

Services | Events, Scholarships, Programming (youth group, transgender support group, adult/ally support group, community suppers), Gay Straight Alliance (GSA), GSA prom

Key Issues | LGBTQ+ advocacy, LGBTQ+ youth (ages 13-18), Education

Phone | 850-640-0196

Location | 1608 Baker Ct, Room 6, Panama City, FL 32401



FLORIDA (continued)

HIGH IMPACTO

www.highimpacto.org

Services | HIV testing, Free health insurance, PrEP, Health Ambassador, Condoms and lubricants, Community Support (Latinx ARTE, Online magazine, Health fairs, etc.)

Key Issues | Latinos and minorities affected by HIV, HIV/AIDS prevention

Phone | 954-947-3603

Location | 1001 W. Cypress Creek Rd. Suite 308, Fort Lauderdale. FL 33309



Institute for LGBT Health & Wellbeing

www.instituteforlgbthealth.org

Services | CE Workshops, LGBT training certification, Support groups (transgender youth [ages 13-18], parents of transgender youth), LGBT research, The Center for Psychological Growth (gay men support group, transgender youth and adults, parents of trans youth, etc.)

Key Issues | Education/Training, Research, Wellness

Phone | 813-609-3699

Location | 2109 E. Palm Avenue, Suite 201, Tampa, FL 33605



JASMYN - Jacksonville Area Sexual Minority Youth Network Youth Center

www.jasmyn.org

Services | Training, Voter registration, HIV/AIDS and STD counseling /treatment /prevention /education, Drop-in center, Youth events and social activities, Peer led services and groups, Transgender services and groups, Older Adult resources

Key Issues | Anti-violence, Civic engagement, Community outreach, Hotlines, Mental and Physical health, Older Adults, Youth

Phone | 904-389-3857

Location | 929 Peninsular Place, Jacksonville, Florida 32204, United States



LGBT+ Family & Games

www.lgbtfam.org

Services | Custom social site, Camera chat network, LGBT+ friendly gaming servers, Streamer board support group, Podcasts, Content creation

Key Issues | Safe LGBT+ online spaces, Gaming, Community

Location | Virtual



LGBTQ Center - University of North Florida

www.unf.edu/lgbtqcenter

Services | Events (Films, Coming out week events, Button making, Transgender day of remembrance, Guest speakers, Lavender graduation, Weekly identity groups), Mentoring program, Pride club

Key Issues | Advocacy, Student retention, Student services

Phone | 904-620-4720

Location | John A. Delaney Student Union, Building 58 East, Room 1111

FLORIDA (continued)



LGBTQ Support and Social Groups USA - Florida

www.lgbtqsupportandsocialgroupusa.square.site/florida

Services | Support group meetings, Events, Q Chat, Resources

Key Issues | LGBTQ+ safe space, Education

Phone | 908-310-8889

Location | 4228 Oak Run Lane, Tallahassee, Florida 32317



Metro Inclusive Health

www.metrotampabay.org

Services | STD/HIV counseling/education/prevention/testing/treatment, Nutrition programs, Fitness programs, Health screenings, Counseling (addiction, couples, family, group, individual), Annual reports, Pediatrics, Trans health, Vaccines, Discussion groups

Key Issues | Health and wellness services, STD/HIV, Medical care, Activities, Counseling, Advocacy

Phone | 727-321-3854

Location (New Port Richey) | 4747 US 19 Hwy., New Port Richey, Florida 34652

Location (St. Petersburg) | 3251 3rd Ave N, St. Petersburg FL 33713

Location (Tampa) | 2105 N Nebraska Ave, Tampa, FL 33602

Location (Youth Center) | 907 E 12th Ave Tampa, FL 33605

Location (Clearwater) | 18167 US Highway 19 North, Suite 150, Clearwater, FL 33764



The Naples Pride Center

www.naplespride.org

Services | Health clinic (pace, STD/HIV Prevention, PrEP treatment, Hepatitis B and C), Business alliance, Events (Pride, game nights), Support groups, (youth, AA, transgender, LGBTQ, PFLAG), Community meeting space, Resource referrals, Preparing legal documents, Emergency funding (food, housing, transportation, etc)

Key Issues | Counseling, Housing, Legal, Social Activities, Fundraising, Employment, Wellness, Advocacy, Resources

Phone | 239-304-9407

Location | 2248 Airport Pulling Rd S Naples, FL 34112



Orlando Youth Alliance

www.orlandoyouthalliance.org

Services | Counseling, School mediation, Meeting space, Scholarships, Resources, Grants for local Gay-Straight Alliance / Gender Sexuality Alliance (GSA)

Key Issues | LGBT youth and young adults

Phone | 407-244-1222



FLORIDA (continued)

Pride Center at Equality Park

www.pridecenterflorida.org

Services | Flea Market, Women's health initiatives, Parenting workshops, Transgender education series, Exercise classes, Cultural competency trainings, Playground for children and families, Healthcare navigation, Financial investment series, Art gallery Couples counseling, Space rental, Events and activities (movies, live theater, health fairs, creative symposiums), HIV testing/prevention/education/counseling

Key Issues | Support, social and educational groups (seniors, youth, women, men, transgender individuals, recovery, health, the arts, athletics, spirituality, games, etc)

Phone | 954-463-9005

Location | 2040 North Dixie Highway, Wilton Manors, FL 33305



Pride Community Center of North Central Florida

www.gainesvillepride.org

Services | Safe meeting facility for LGBTQ+ and progressive groups, Meals and household supplies for people with HIV/AIDS, Youth group, Internship program for UF and SFC students, Events (social and educational), Gainesville Pride Festival

Key Issues | Visibility of LGBTQ+ persons, Social justice

Phone | 352-377-8915

Location | 3131 NW 13th St., Suite 62, Gainesville, FL 32609



Pridelines

www.pridelines.org

Services | Theater and Dance groups, Yoga/Mediation, Art gallery, Community outreach and education, Recreational programs, Youth services (homelessness support, STD/HIV prevention/testing/education, social activities, etc), Discussion groups (older adults, physical health, crystal meth anonymous, transgender and gender non conforming youth), Mental health counseling (LGBTQ+ youth and adults)

Key Issues | LGBTQ resources, Youth & young adults

Phone | 305-571-9601

Location | 6360 NE 4th Court, Miami, Florida 33138, United States

LGBTQ Visitor Center | 1130 Washington Ave, 1st Floor North, Miami Beach, FL 33139



PRISM

www.prismfl.org

Services | Educational resources, Sexual health resources for youth, STI clinic search, Prism student ambassador program, Discord community, Grassroots action

Key Issues | LGBT youth, LGBT Inclusive Education, Sexual health, Advocacy

Phone | 561-291-9207

Location | Virtual



FLORIDA (continued)

Project Pride

www.ppsrq.org

Services | LGBTQ+ business/organization support, Scholarships, Senior services (food delivery, support/discussion groups, Financial support, Event support

Key Issues | Local networking/partnerships, Advocacy, LGBTQ+ community services

Location | Sarasota FL, 34230



SAGE House

www.sagehousenaples.org

Services | Housing, Meals, Clothing, Education, Counseling, Mental health support

Key Issues | Housing, Services, LGBTQ+ adolescents and young adults

Phone | 239-682-8500



The Sanctuary of the Treasure Coast

www.sanctuaryoftreasurecoast.org

Services | Community center, Restaurant, Events

Key Issues | LGBTQ+ safe environment

Location | 21 SE Central Pkwy, Stuart, FL 34994-5907



St. Dorothy Catholic Community

www.stdorothycatholiccommunity.org

Services | Prayer requests, Mass, Wedding officiation, Orlando Gay Chorus, Homelessness meal assistance

Key Issues | Catholicism, Inclusive worship community, Wedding officiation, Affirming all love

Phone | 813-361-7109

Location | 946 N. Mills Avenue, Orlando, Florida 32803-3230



SunServe

www.sunserve.org

Services | Mental health counseling, Housing, Substance use recovery, Youth groups, Senior daycare, Transgender support groups, Women's healthy living, Parent and family support, Education/training

Key Issues | Mental health services, Critical life assistance, Economically disadvantaged and marginalized people

Phone | 954-764-5150

Location (Main Office) | 2312 Wilton Dr, Wilton Manors, FL 33305

Location (Youth & Senior Services) | 1480 SW 9th Ave, Fort Lauderdale, FL 33315



FLORIDA (continued)

Transinclusive Group

www.transinclusivegroup.org

Services | Hormone Replacement Therapy, Gender Marker/ Name Change, HIV Services, Case Management, Drop-In Center, Housing, Transinclusive Emergency Crisis Fund, COVID-19 Assistance, Career Development

Key Issues | Transgender and LGBTQ+ Advocacy

Phone | 954-903-1297

Location | 2038 N. Dixie Hwy, 104B, Wilton Manors, FL 33305



Venice Pride, Inc.

www.veniceflpride.com

Services | Pride festivals, Newsletter, Future services (scholarships, education)

Key Issues | Community service, Partnerships, Advocacy

Phone | 941-271-0818

Location | 4107 S Tamiami Trail, PMB 130, Venice, FL 34293-5109



Visuality

www.visualityswfl.org

Services | Scholarship, Educational panels, 40+ Community group, Community events, Advocacy for LGBTQ elders, Resource list, Youth services

Key Issues | Civic engagement, Outreach, Education, Mental Health, Physical Health Older Adults, Youth, Civil and human rights advocacy

Location | Fort Myers, FL 33902



Zebra Youth

www.zebrayouth.org

Services | Housing for ages 18-24 (bridge housing, rapid rehousing), Support services, Youth drop-in center, Counseling (therapy, individual, family), Case management, Education Fund (GED, community college, Career/technical school, University of Central Florida Scholarship), Events and activities

Key Issues | Homeless/At-Risk LGBTQ+ youth, Youth (ages 13-24), Black/Hispanic/Latinx LGBTQ+ youth

Phone | 407-228-1446

Location | 911 N Mills Avenue Orlando, FL 32803

GEORGIA



THE ATLANTA PRIDE COMMITTEE

www.atlantapride.org

Services | Pride Festival, Advocacy

Key Issues | LGBTQIA Inclusion and Advocacy

Phone | 404-382-7588

Location | The Philip Rush Center - 1530 Dekalb Ave. NE, Suite A, Atlanta, GA, 30307



GEORGIA (continued)

FCPC (FIRST CITY PRIDE CENTER)

www.firstcitypridecenter.org

Services | Wellness checks, HIV testing, Mental health, Youth Services, Trans & Nonbinary support, Support groups, Queer alcoholics anonymous, Prayer, Game nights, Book discussion group

Key Issues | LGBTQIA+ Inclusion and Advocacy, Health and wellness, Youth & Families

Phone | 912-304-5428

Location | 1515 Bull Street, Savannah GA 31401



I AM HUMAN FOUNDATION, INC

www.iamhumanfoundation.org

Services | Food, Safe Sex Kits, Personal Hygiene Kits, Tutoring, Name Change, Gender Change, School Books, Job interview transportation, Resume writing, Suits/Dress for interviews, Uniforms, Etiquette classes, COVID-19 resources, Youth Resources

Key Issues | Trans and GNC Advocacy, HIV Prevention and Awareness, Homelessness, Youth, LGBTQIA

Phone | 678-365-9912

Location | Virtual



SOJOURN (Southern Jewish Resource Network For Gender & Sexual Diversity)

www.sojourngsd.org

Services | Education, Outreach, Advocacy, Youth Forum

Key Issues | LGBTQIA Inclusion, Judaic Learning, Suicide prevention, Pride Festival, Gender and sexual diversity, Youth development

Phone | 404-275-4637

Location | The Philip Rush Center - 1530 Dekalb Ave., Suite A, Atlanta, GA, 30307

LOUISIANA



Capitol Reentry Program [Out of the Box (LGBTQ+) Center]

www.carpbr.com

Out of the Box Services | Peer discussions forums, Education (PrEP), Mentors of Color, Pageant

General Services | 4 Colored Girls Transgender Program (IN DEVELOPMENT), Be Safe Syringe Service Program, Prevention (HIV/AIDS, HEP C, & Syphilis) Screening & Linkage to Care, Reentry (returning citizens), Research Projects, Behavioral Health Homeless Outreach Team

Key Issues | Reentry, Economic Justice, LGBTQ+ Health & Wellness

Phone | 225-256-6627

Location OTB Center | 9148 Scotland Ave. Baton Rouge, LA. 70807 | 225-256-6627

Location (Main Office) | 1364 Swan Ave. Baton Rouge, LA. 70807 | 225-775-7988



LOUISIANA (continued)

Youth Oasis

www.youthoasis.org

Services | Diversity House - transitional living program providing services unique to LGBTQ+ youth, Emergency Shelter, Transitional housing, Positive parenting

Key Issues | Youth and young adults, Homelessness, Healthcare, Advocacy

Phone | 225-343-6300

Location | 260 S. Acadian Thruway, Baton Rouge, LA 70806

MISSISSIPPI

Gulf Coast Equality

www.gulfcoastequalitycouncil.org

Services | Activities and events (Christmas drag brunch, marathons, etc.), Annual festival, monetary donating

Key Issues | LGBTQ+ outreach and services, Education

Location | Virtual - Physical Center in Progress!

Marsha's Tea Room

www.marshastearoom.org

Services | Trans safe space, In-person and online groups, Mental healthcare, Gender affirming garments (clothes, packers, binders), Advocacy, Hormone therapy assistance, Legal, Education for public

Key Issues | Transgender and Gender Nonconforming (TCNC) health and wellness, TGNC housing, TGNC Advocacy

Phone | 601-401-8946

Location | 709 Hardy Street, Hattiesburg, MS 39401

SOUTH CAROLINA

Harriet Hancock Center

www.harriethancockcenter.org

Services | Support & social groups, Educational material, Free lending library, Book club, Resource guides (including: Transgender resource guide), and Community events

Key Issues | LGBTQ+ support and services

Phone | 803-771-7713

Location | 1108 Woodrow Street Columbia, SC 29205

PFLAG Spartanburg

www.pflagspartanburg.org

Services | Scholarship program, Educational tools (Safe schools, allies, etc), Welcoming Faith Communities

Key Issues | Proud people, Loving families, Safe communities, Diversity & Inclusion

Phone | 864-381-8187

Location | 220 East Kennedy St Arkwright, Conference Room #136, Spartanburg, South Carolina 29302

SOUTH CAROLINA (continued)



Pride Link

www.pridelink.org

Services | Medical services, Counseling, Sexual assault resources, Support groups, HIV/STI screenings, Hormone therapy resources, Legal services, Sensory space, Youth programs (support group, Youth Summit, online chat), and Computer lab

Key Issues | LGBTQ+ social support, Health & wellness, and Education

Phone | 864-248-4040

Location | 30 Pointe Cir. Suite B Greenville, SC 29615



Transgender Awareness Alliance

www.taagg.org

Key Issues | Transgender community emergency assistance

Phone | 405-872-6772

Location | Virtual



Uplift Outreach Center

www.upliftoutreachcenter.org

Services | Youth groups, Resource directory

Key Issues | Homeless and At-Risk LGBTQ+ youth

Phone | 864 381 7234

Location | 200 Fernwood Dr, Spartanburg, SC 29307



We Are Family

www.wearefamilycharleston.org

Services | Support groups (youth, parents, etc), Queer youth fest, Spirit day, Queer Prom, Mental health assistance, Gender affirming gear, SC name change program), Trans Love Fund, LGBTEACH

Key Issues | Youth leadership and social support, Health & wellness, Community, Advocacy

Phone | 843-637-9379

Location | 1801 Reynolds Ave. Unit B, North Charleston, SC 29405



TENNESSEE

inclusion tennessee

www.inclusiontn.org

Services | Queer support group, and Organization collaboration

Upcoming services | Youth services and resources, Older adults services and resources, LGBTQIA+ healthcare navigation solution, Community center

Key Issues | LGBTQ+ advocacy, Health & wellness, Education, Youth (18-24), Older Adults 50+

Location | Virtual

TENNESSEE (continued)



Knox Pride

www.knoxpride.com

Services | Community Outreach, Space Reservations, Knox Pride Festival, Events (i.e. ArtOut auction, Fashion show, picnics, etc.), and Resource Directory (College, Family & Youth, Groups, Health & Wellness, Legal, Spiritual etc.)

Key Issues | LGBTQ+ outreach, and Education

Location | Vocational suite: 4028 Chapman Highway, Knoxville, TN 37920

Collaboration suite: 4044A Chapman Highway, Knoxville, TN 37920



Oasis Center (Just Us)

www.justusoasis.org | www.oasiscenter.org

Just Us LGBTQ+ Services | Weekly meetings, individual/group therapeutic support, family support

General Services | Bike workshop, Counseling, Emergency shelter, Rapid rehousing, College connection, Street outreach, Art studio, Public transit action team

Key Issues | LGBTQ+ youth engagement and advocacy

Phone | 615-327-4455 ; 24/7 Crisis Services 615-327-4455

Location | 1704 Charlotte Avenue, Suite 200, Nashville, TN 37203



OUTMemphis

www.outmemphis.org

Services | HIV testing, PrEP navigation, Counseling, Addiction and recovery support groups, Trauma informed yoga classes, Body Image, and eating disorder workshop, and HOPE LGBTQ+ spirituality group

Key Issues | LGBTQ+ empowerment, Outreach, Advocacy, and Education, Health & wellness

Phone | 901-278-6422

Location | 892 Cooper St, Memphis, TN 38104



Pride Community Center of the Tri-Cities

www.pridetricities.com

Services | Advocacy, Education, Entertainment, Community Center, and Annual Pride

Key Issues | LGBTQIA Inclusion and Advocacy

Location | 300 E Main St Suite 159, Johnson City, TN 37601

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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