- 9TH ANNUAL -

TIME TO THRIVE

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

VIRTUALLY • FEBRUARY 8-10, 2022

CO-PRESENTING PARTNERS

PRESENTING SPONSOR
A LETTER TO THE LGBTQ+ LEADERS OF TOMORROW

I've worked for over a decade as an engineer and a trans woman in a historically male-dominated field, thanks in part to the support of my peers and the visibility of those who came before me. My advice to all my friends in the LGBTQ+ community: remember that none of us do this alone. Continue to be visible. Continue to be proud. You never know whose life you will touch as we continue this important fight for equality!

Victoria Perez Bolivar
Senior Field Technician (she/her/hers)
I kindly remind conference attendees of the essential need to elevate the voices of LGBTQ+ youth as you work to create safe and inclusive environments for us. We are the best experts of our experiences and have valuable suggestions on what the adults in our lives can do to promote our safety, inclusion and well-being.

On behalf of all HRC’s Youth Ambassadors, we thank you for ensuring that LGBTQ+ youth are invited to the table as you work to advocate for positive change.

– Jalen Smith
(he/him/his)
HRC Youth Ambassador
SCHEDULE AT A GLANCE

**Tuesday, February 8th**

1:00 – 3:00 PM PT
Optional Pre-Conference for Beginners: An Introduction to LGBTQ+
Identities, Intersectionality, and Racial Equity

4:00 – 6:00 PM ET

**Wednesday, February 9th**

9:00 – 9:20 AM PT
Welcome address with conference speakers, including
HRC’s Youth Ambassadors

12:00 – 12:20 PM ET
Break

9:20 – 9:30 AM PT
Workshops A

12:20 – 12:30 PM ET
Virtual Exhibitor Hall Visits or Join Networking Forums

9:30 – 10:15 AM PT
Workshops A

12:30 – 1:15 PM ET
Virtual Exhibitor Hall Visits or Join Networking Forums

10:15 – 10:45 AM PT
Virtual Exhibitor Hall Visits or Join Networking Forums

1:15 – 1:45 PM ET
Workshops B

10:15 – 1:45 AM PT

1:45 – 2:30 PM ET

11:30 AM – 12:00 PM PT
Virtual Exhibitor Hall Visits or Join Networking Forums

2:30 – 3:00 PM ET

12:00 – 12:45 PM PT
Workshops C

3:00 – 3:45 PM ET

12:45 – 12:47 PM PT
Closing Message by HRC Youth Ambassador

3:45 – 3:47 PM ET

12:50 – 1:30 PM PT
Virtual Exhibitor Visits or Join Networking Forums

1:30 – 1:32 PM PT

3:50 – 4:30 PM ET

1:30 – 1:32 PM PT

Virtual Exhibitor Visits or Join Networking Forums
**Thursday, February 10th**

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<td>Closing Youth Panel on Queer Youth Joy &amp; Closing Message with HRC's Youth Ambassador</td>
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- CTA California Teachers Association
- Gender Spectrum
- NASSP National Association of Secondary School Principals
- The Trevor Project
- The YMCA
Thank you for attending the Human Rights Campaign Foundation’s ninth annual Time to THRIVE Conference, co-presented by the National Education Association and the American Counseling Association. For three empowering and enriching days, we will focus on how to help promote safety, inclusion and well-being for LGBTQ+ youth.

This conference would not be possible without support from our partners and sponsors, especially our presenting sponsor, T-Mobile. Throughout the conference, inspiring speakers, expert presenters and exhibitors will provide you with the answers and resources you need to help the LGBTQ+ youth in your lives. Whether this is your first time at the conference or you’ve joined us each of the last eight years, Time to THRIVE is a one-of-a-kind experience on your path toward supporting young people on their journeys.

Thank you so much for joining us for our virtual convening and for the life-saving work that you’re doing in your own workplaces and communities!

– Dr. Vincent “Vinnie” Pompei, Director of Time to THRIVE

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Vincent “Vinnie” Pompei, Ed.D. | He/Him | Director of Time to THRIVE

Dr. Vincent Pompei is the Director of the Youth Well-Being Program and the Time to THRIVE Conference for the Human Rights Campaign. Additionally, he is an Advisory Board Member for the American Counseling Association Foundation. Previously, he was the Project Director for the Center for Excellence in School Counseling and Leadership at San Diego State University, served as President for the California Association of School Counselors and was a National Cadre Trainer for the National Education Association. He also worked as a middle school teacher and high school counselor for 10 years. In addition, Pompei authored the LGBTQ+ section of the American School Counselor Association’s National Model, HRC’s California LGBTQ+ Youth Report and a published laminated educator guide on creating LGBTQ+-inclusive schools. Pompei is often sought out as an expert on topics related to the safety and inclusion of LGBTQ+ youth. He has spoken at numerous conferences around the country, has been called to testify at a congressional hearing on school safety and was one of four public educators invited to the Obama White House for their first anti-bullying summit. Pompei has been named one of the Advocate Magazine’s Top 40 Under 40, selected by the National Education Association as a Classroom Superhero and honored by the California PTA for his advocacy work around school safety and inclusion.
Ellen Kahn | She/Her | Senior Director of Programs and Partnerships

Ellen Kahn is the Senior Director, Programs and Partnerships at the Human Rights Campaign. In her role, Kahn provides national leadership and expertise in public education and advocacy efforts on behalf of LGBTQ+ youth and families. Kahn oversees a portfolio of highly successful projects that promote fair and inclusive policies and practices: All Children—All Families; Welcoming Schools; the HBCU Project; and Youth Well-Being, which includes the annual Time to THRIVE Conference. Kahn is sought out as an expert on topics related to LGBTQ+ youth and families, and frequently speaks at national and regional conferences and provides training and consultation for child welfare professionals, educators and health care providers.

Prior to joining HRC, Kahn spent 12 years at Whitman-Walker Health in various roles: Director of the Lesbian Services Program, Associate Director of LGBTQ+ Health Promotion and as supervisor of a behavioral health program for people with HIV. While at Whitman-Walker Health, Kahn established “Choosing Children,” a robust program for LGBTQ+ parents and prospective parents, including “Maybe Baby” groups, an annual “Parenting Day” and a range of support groups for LGBTQ+ parents.

Kahn was a founding board member of Rainbow Families DC, the capital area’s support and education organization for LGBTQ+-headed families. She has facilitated “Maybe Baby” groups for over 15 years and consults with dozens of prospective LGBTQ+ parents each year. Kahn received her B.S. from Temple University and her M.S.S. from the Bryn Mawr College School of Social Work and Social Research. Kahn is the proud mom of two fabulous daughters and lives in Silver Springs, MD.

Jay Brown | He/Him | Senior Vice President, HRC Foundation

An experienced non-profit leader with nearly 20 years of experience, Jay Brown drives the innovative work of the HRC Foundation, the organization’s educational arm. 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. These programs span a range of issues, including the workplace; children, youth and LGBTQ+ families; health and aging; HIV and AIDS; religion and faith; and the global LGBTQ+ movement.

Brown has a long-standing history with the LGBTQ+ movement and the organization, including previous roles as HRC’s Communications Director and HRC’s Director of Research and Public Education. He’s held senior communications and marketing roles at Carnegie Mellon University and Reading Is Fundamental, and also has experience consulting for progressive organizations on strategic communication and organizational development needs.

A longtime advocate for transgender equality and out transgender man, Brown lives in Maryland with his spouse, Kendra, and their two children.

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

The Human Rights Campaign Foundation in partnership with the National Education Association and the American Counseling Association present Time To THRIVE, the annual national conference to promote safety, inclusion and well-being for LGBTQ+ youth...everywhere!

We are making progress on the road to legal equality, yet LGBTQ+ young people in America still face dramatically heightened rates of rejection and discrimination in school, at home and within their community. LGBTQ+ youth who are multiply marginalized face additional barriers that make navigating their lives as LGBTQ+ young people even more difficult. In our fight for full equality, in order to best support and create equitable opportunities for all LGBTQ+ youth to THRIVE, we must commit to using an intersectional approach. We must center the experiences of LGBTQ+ youth carrying the heaviest burden of oppression, such as trans and non-binary youth, Black, Indigenous and other LGBTQ+ youth of color (BIPOC), and those who are multiply marginalized.

Intersectionality was originally coined by Kimberlé Crenshaw in 1989 as a way to bring light to the multiple facets of oppression African American women face. In her seminal paper, “Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics”, Crenshaw argues that when understanding the oppression Black women face, it cannot be solely understood from being Black or a woman. Rather, it must be understood from the relationship those two identities have, how they interact, and how they reinforce each other. An intersectional framework also considers, but is not limited to, other forms of oppression such as classism, heterosexism, patriarchy, ableism, and xenophobia. Click here to watch Kimberlé Crenshaw speak about intersectionality as it relates to working with students in K-12 education or here to watch a free HRC webinar titled “Putting Intersectionality into Practice”.

At Time to THRIVE, we aim to engage a broad audience of youth-serving professionals on building cultural humility around LGBTQ+ identities using a strong intersectional approach. Time to THRIVE offers the opportunity for youth-serving professionals to lean into conversations on the relationship of multiple aspects of identities. Workshops and panels look at the intersections of LGBTQ+ identities with other barriers, such as racism, ableism, classism, sexism, and transphobia, to understand the ways they impact LGBTQ+ youth in a wide range of settings. This serves to create spaces in which all LGBTQ+ youth are affirmed, supported, and have an equitable opportunity to THRIVE.

The Centers for Disease Control and Prevention (CDC) recently released landmark research from their Youth Risk Behavior Surveillance System (YRBSS), a biennial survey that highlights some of the most pressing issues facing our youth today. HRC and several national partners subsequently released an executive summary of the CDC's latest data comparing the experiences of LGBTQ+ youth with their non-LGBTQ+ peers. Below are just some of the findings:

+ 31% of LGBTQ+ youth, 43% of transgender youth and 40% of questioning youth have been bullied at school, compared to 16% of their non-LGBTQ+ peers.
+ 78% of non-LGBTQ+ youth mostly earn As and Bs in school, compared to only 65% of LGBTQ+ youth, 55% of transgender youth, 63% of LGBTQ+ youth of color and 63% of questioning youth.
+ 16% of LGBTQ+ youth, 22% of transgender youth and 17% of LGBTQ+ youth of color are usually sleeping somewhere that is not the home of a parent or guardian, compared to 3% of non-LGBTQ+ youth.
+ More than half of LGBTQ+ youth (54%), 61% of transgender youth and 61% of questioning youth are battling symptoms of depression, compared to 29% of non-LGBTQ+ youth.
+ 22% of LGBTQ+ youth, 29% of transgender youth and 32% of questioning youth and 27% of LGBTQ+ youth of color have attempted suicide, compared to 5% of non-LGBTQ+ youth.
AN INTERSECTIONAL APPROACH CONT.

These data are a call to action for adults who strive to ensure the overall well-being of LGBTQ+ young people. Time to THRIVE provides a comprehensive opportunity for youth-serving professionals to build awareness and cultural humility, learn current and emerging best practices and gather resources from leading experts and national organizations in the field. The conference is strongly committed to an intersectional approach in all conversations, workshops, and keynotes.

“...We live in a country now where any one of our identities is not only misunderstood, it’s villainized. And the teachers, counselors and others who are working with young people like me have an enormous amount of responsibility to ensure that we can be our true selves with as little fear as possible and with as much freedom as we can find. I’m a proud bi immigrant of color. I’m all of these things. And I’m so grateful that there are folks out there like you all — working to help young people live in the light, not forcing us into the shadows. Thank you.

— Paolo Veloso
HRC Youth Ambassador Alumni
EXAMPLE PRONOUN USAGE

This is not an exhaustive list of pronouns. There are other pronouns people may use, such as ze/hir, while others may not use any pronouns.

She/Her/Hers

| Her phone call just started. | She is here now. | She excused herself from the meeting. | That seat is hers. | Let’s wait for her. |

He/Him/His

| His phone call just started. | He is here now. | He excused himself from the meeting. | That seat is his. | Let’s wait for him. |

They/Them/Theirs

| Their phone call just started. | They are here now. | They excused themselves from the meeting. | That seat is theirs. | Let’s wait for them. |

PRONOUNS

Using a pronoun that doesn’t match a person’s gender identity can hurt and frustrate individuals, making them feel as though they are invisible — whether or not it is intentionally malicious. Here are a few ways to demonstrate respect and support for those around you:

+ Offer your own pronouns. It seems simple enough, but it can also make some people uncomfortable or nervous. Take a breath and offer your own pronouns, then ask their pronouns. For example, “By the way, I use ‘she’ and ‘her’ pronouns. Which pronouns do you use?” It is possible that the person will have no idea what you are talking about, and now you have a teachable moment.

+ Avoid pronouns until you learn someone’s pronouns.

+ However the person responds, respect their wishes and use those pronouns.

+ If you accidentally misgender someone, simply apologize and correct yourself, and then move on. Overly focusing on your mistake, especially in a group environment, can make things worse.

+ Practice on your own. If someone uses pronouns that are new for you, it can help to practice. Washing dishes, walking your dog or driving to work are all great opportunities to try it out.

+ In group settings you can give folks the opportunity to self-identify. When introducing yourself, include: “my pronouns are ______.” If you are facilitating a group, ask each participant to include their pronouns when introducing themselves — if they feel comfortable.

+ Add your pronouns to your email signature or next to your name when using a virtual platform. This not only models inclusivity, but may indicate to others that you are affirming of all gender identities.
CONTINUING EDUCATION HOURS

Continuing education hours will not be available during the conference. However, each participant that successfully completes a workshop will receive a certificate of completion upon verification.

CONFERENCE EVALUATION: YOUR VOICE MATTERS

Participate in the Time to THRIVE 2022 conference evaluation.

Every year brings new challenges for youth-serving professionals like you. We want to ensure that every year we do better in providing you with experiences that best meet your needs. This evaluation is also being conducted to better understand whether your participation in Time to THRIVE is equipping you to better advocate and implement change in your workplace that supports the needs of LGBTQ+ youth. Should you agree to participate in this evaluation, you will receive two short survey questionnaires over a three month period. The surveys will take an average of 5 to 10 minutes to complete depending on the individual.

In addition to providing valuable data that will help improve the conference for future participants, you also have the chance of winning one of three $50 gift cards to Starbucks, Barnes & Noble, or Bookshop.org if you complete both surveys.

DON’T FORGET TO FOLLOW US ON SOCIAL MEDIA!

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

Adrian Smith | He/Him | Ohio

Adrian Smith is a 17-year-old fiery activist who made history at his Catholic high school as the first transgender man to openly transition. After being censored from his high school’s newspaper his freshman year and told LGBTQ+ content was unacceptable, Smith worked all four years of high school to grow his school’s GSA threefold, re-introduce LGBTQ+ library books that were previously banned and organize workshops and trainings to give the staff the tools they need to fight against homophobia, biphobia and transphobia. He now also leads the student-run newspaper and the “Tellus Zine” editorial board in Cincinnati, retaliating against the oppression he faced in creative expression in literary spaces and forging a safe space for his entire community. Smith’s numerous obstacles and mental health struggles have inspired him to fight boldly for equality in LGBTQ+ health care and he aspires to become an openly transgender medical professional.

Alise Maxie | They/Them, She/Her | Texas

Alise Maxie is a 20-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.
Ash Silcott | They/Them | Wyoming

Ash Silcott is a 16-year-old non-binary person from Wyoming. Silcott’s story started when they were little and their mom took them to their first women’s march and pride march. Although they have a supportive family, Silcott still had trouble understanding themself. Their peers started using ‘gay’ as an insult and made Silcott feel unwanted. This continued until Silcott got to eighth grade and became a member of their school’s GSA. Not long after, a group of kids in Silcott’s grade put up racist and anti-LGBTQ+ posters in their school. Silcott quickly acted to defend their fellow students and went to every school board meeting, despite being the only student from the school there. But instead of helping the students who were the victims, the school decided to ban rainbows in an attempt to stop the controversy. Instead of giving up, Silcott decided to do something bold and returned to school the next week with dyed rainbow hair. Not long after, one of the kids behind the posters was suspended, and the school began to become more inclusive by hiring new staff members to do acceptance trainings. Silcott continues to advocate for the LGBTQ+ community and Black lives.

Jalen Smith | He/Him | California

Jalen Smith, a 20-year-old transgender man from South Pasadena, California, is a queer rights activist currently studying political science. After undergoing hormone replacement therapy, he decided to live as his authentic self in the spring of 2019. After being misgendered and judged in silence, Smith sought to better educate those around him through partaking in his own social advocacy. As a member of the Angels of Change cohort under Children’s Hospital of Los Angeles, Smith’s work consisted of empowering trans and gender-nonconforming youth and further promoting trans visibility. As a result of his work, he was awarded by Los Angeles City Council in 2019 on behalf of the city for demonstrating the strength and resilience of gender diverse youth. This milestone made Smith feel ready to share his story. And now having had the pleasure of speaking with journalists and state legislators across the country about the struggles faced by LGBTQ+ youth, Smith has gone on to lobby for monumental bills like the Equality Act, intern for the United States Senate, and even model for queer-inclusive rap group Brockhampton. And as an HRC Youth Ambassador, he works to not only help others like him feel valid in their identities, but help them understand the importance of living their story and their truth.
Joseph Reed | He/Him | California

Joseph Reed is a 20-year-old cisgender, bisexual male from San Bernardino, California. He is a high school student with ambitions in the performing arts and medical fields. Since his first year in high school, Reed has been in many dance team events and competitions. He has done so while studying for a career in paramedics. Reed attended the 2019 Time to THRIVE Conference in Anaheim, California, which opened his eyes to the possibilities available to the LGBTQ+ community. It also strengthened his resolve to be part of the change in the LGBTQ+ community. Since then he has become a positive role model and advocate for the LGBTQ+ community by supporting his LGBTQ+ peers, presenting to his school district's board and leadership on the importance of supporting LGBTQ+ youth, and spoke on an LGBTQ+ youth panel at the California Association of School Counselor's 2019 annual conference.

Katie Paff | South Florida

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.

Kei Smith | Any Pronouns | Illinois

Kei Smith is a bisexual woman from the suburbs of Chicago, and is a proud community college student. After receiving affirming mental health treatment in high school, Smith felt validated enough to come out. Since then, she has vowed to advocate for communities of color to get the same affirming care she received. On her journey to do so, Smith became the co-founder and president of the first LGBTQ+ Youth Advisory Council at the Kenneth Young Center. Through her work at the Kenneth Young Center, Smith has spoken to local and state lawmakers about requiring LGBTQ+ trainings for counselors and the importance of being accepted by those that are meant to help you. She hopes to continue to destigmatize conversations about mental health and queerness, especially in the Asian community, and be the representation she has always wanted.

Lucía Torres-Espinoza | She/Her, They/Them | California

Lucía Torres-Espinoza is a 19-year-old Latinx, Chicanx and Indigenous lesbian from Los Angeles, California, currently finishing up their degree in political science from Cal Poly Pomona with focuses in law, minority advocacy and public health. Through their own experience being marginalized as a young, queer woman of color in professional spaces across legislative advocacy, non-profit management and public health consulting, they have committed to uplifting young, queer voices of color and facilitating inclusion efforts in these professional spaces. These efforts are all rooted in their community organizing and activism background within the Chicanx, Latinx and queer communities as they constantly strive to uplift marginalized voices within each of their communities.
Maya Daniele  |  They/Them or No Pronouns  |  Arizona

Mya Daniele is a 15-year-old biracial non-binary artist from Peoria, Arizona. Currently in high school, Daniele is pursuing art in various forms and is focused on character design.

Raised in a close-knit home by their mother and father, their parents are loving and accepting of Daniele’s whole personhood. Both encourage Daniele to explore the world on their terms, ensuring that their home will always be a safe space. With their support, Daniele joined the Arizona organization One-N-Ten in the hopes of finding others with whom they share common interests.

In late 2020, Daniele was selected to join the One-N-Ten Youth Advisory Council, where they now work to make transformative change within the organization and the LGBTQIA+ community. Their hard work was profiled at the One-N-Ten “Fresh Brunch” fundraising event in the spring of 2021. They continue to raise awareness of LGBTQ+ BIPOC discrimination as they strongly believe in amplifying the voices of those often silenced while using art and storytelling to spread love, awareness and representation.

Molly Pinta  |  She/Her  |  Illinois

Molly Pinta is bisexual and proud. With the help of her parents, she founded The Pinta Pride Project, a nonprofit that aims to bring acceptance and awareness to the LGBTQ+ community in the northwest suburbs of Chicago. The organization threw Buffalo Grove’s inaugural Pride parade with more than 80 groups and nearly 7,000 attendees. In addition to organizing the annual parade, The Pinta Pride Project celebrates National Coming Out Day and holds an annual LGBTQ+ prom. This past year, Pinta was honored at the Chicago Pride Parade, as the youngest-ever Grand Marshal. Pinta has also spoken to companies such as Kellogg and SIEMENS and to many local and national newspapers and radio shows, including the TODAY Show in New York City. Pinta’s greatest wish for the coming year is to continue to inspire her peers to live their true lives. She would like to speak to as many students as possible about her message of love and acceptance and show them that even a 13-year-old can have a major impact on the world.

Luke/Lucy Chacko  |  They/Them, She/Her, He/Him  |  Texas

Chacko is a 16-year-old Gender-Fluid, Queer, Singer/Songwriter, and advocate from Arlington, Texas, who became a viral internet sensation after a performance on stage with Idina Menzel at the Verizon Theater. This moment landed them a spot on “The Ellen DeGeneres Show” and gave them a platform to share their experiences with bullying and discrimination. It also provided them the opportunity to perform all over the country for the Boys and Girls Club of America and other charitable organizations. Chacko is passionate about using songwriting as a tool to help others. At age 11, they wrote their first song entitled “King,” that tells their struggle with bullying and how they overcame it. A forthcoming EP, entitled “The Color Movement,” addresses their struggles with being stereotyped, anxiety, feeling accepted in the world, and their battle with mental health. Their hope is to encourage other individuals to be leaders and to empower and support the LGBTQ+ community through their music and advocacy.
Ve’ondre Mitchell | She/Her | Washington

Ve’ondre Mitchell is a proud Black/Latinx trans woman of color. She is currently in her senior year of high school and is a fierce advocate on social media. Since she was a child, Mitchell has been driven to unapologetically live her truth, and she finds innovative and creative ways to educate and lift up the voices that need to be heard! Mitchell’ shines a light on popular topics of interest by sharing her experiences, giving advice and hopes and demonstrating self-confidence and self-love by sharing educational videos to a large online audience. To make changes and spread awareness in her school and her community, Mitchell strongly believes in trans visibility. She demonstrates this by singing in school assemblies, coaching her school dance team, participating in the Black Student Union, doing enlightening interviews and marching and protesting against racial and gender inequality.

Nico Craig | He/Him, They/Them | California

Nico Craig is an 19-year-old DJ and music producer from Los Angeles. He has DJed at HRC galas across the country for six years. He attended Culver City High School, where he spread his passion for uniting the LGBTQ+ community among his peers. Craig became an activist, creating his middle school’s first and only LGBTQ+ student organization. These efforts earned him the American Citizenship Award by Culver City. He strived to transform his negative experiences with harassment and bullying into fighting for acceptance and equal treatment on his campus. After graduating high school in 2020, he continues to be involved in the LGBTQ+ community, and he recently came out as a transgender man. With his passion in music, he has earned the opportunity to speak on the Grammy X GLAAD panel with LGBTQ+ and ally music artists such as Dan Reynolds, Linda Perry, Asiahn, Shea Diamond and many others. Craig aims to be a light for trans and gender non-conforming BIPOC communities.

THE HRC FOUNDATION IS GRATEFUL FOR SUPPORT FROM LEVI STRAUSS & CO., SIRIUS XM, AND S&P GLOBAL WHICH MAKES THE YOUTH AMBASSADOR INITIATIVE POSSIBLE. THANK YOU!
Tuesday, February 8th

1:00 – 3:00 PM PT
4:00 – 6:00 PM ET

**Optional Pre-Conference for Beginners: An Introduction to LGBTQ+ Identities, Intersectionality, and Racial Equity**

Are you interested in building support for LGBTQ+ youth, but don’t know where to start? Then join SMYAL for a deep dive into the world of LGBTQ+ terminology and best practices, and leave with the knowledge and vocabulary necessary to explore the next steps for building a safe and inclusive space at your school, center, or workplace. This workshop will explore how intersecting identities impact young people’s experience, and the key links between racial justice and LGBTQ+ justice. This workshop is designed for youth workers, teachers, and other youth-serving professionals who are beginning their journey in understanding LGBTQ+ identities.

Ty Kitchen (they/them), Community Engagement and Youth Leadership Manager, SMYAL; Kourtney Gastinell (she/her), Youth Fellow, Education and Leadership Programs, SMYAL
Wednesday, February 9th

9:00 - 9:20 AM PT  
12:00 - 12:20 PM ET

**Virtual Plenary**

Join us for our first virtual Time to THRIVE Plenary with special guest speakers.

- **Jalen Smith**  
  HE/HIM  
  HRC Youth Ambassador

- **Jodie Patterson**  
  SHE/HER  
  HRC Foundation Board Chair

- **Lucy/Luke Chacko**  
  SHE/HER, HE/HIM  
  HRC Youth Ambassador

- **Becky Pringle**  
  SHE/HER  
  President, NEA

- **Mya Daniele**  
  THEY/ THEM OR NO PRONOUNS  
  HRC Youth Ambassador

- **Alise Maxie**, THEY/ THEM, SHE/ HER  
  HRC Youth Ambassador

9:20 - 9:30 AM PT  
12:20 - 12:30 PM ET

**Break**

9:30 - 10:15 AM PT  
12:30 - 1:15 PM ET

**WORKSHOPS A**

**Using Media and Popular Culture to Reframe Masculinity for LGBTQ+ Youth of Color**

This workshop will explore heterosexual men's representation in media and how the shifts in their presentation impact LGBTQ+ identified people. Homophobia (or the irrational fear of, aversion to, or discrimination against homosexuality or homosexuals) restricts all men and boys in the ways in which they express themselves, but especially young Black and Brown boys. Through use of current television, print media, and other forms of communication, this workshop will allow participants to discuss and reshape how they view masculinity. This workshop's objective is to assess how these messages differ between dominant culture and communities of color, as well as aide young people who receive these messages to interpret them to create inclusive social climates rather than ones that reject.

Wesley Thomas MPH, M.Ed (he/him), LGBTQ and Sexual Health Program Manager, District Of Columbia Public Schools
Wednesday, February 9th cont.

9:30 - 10:15 AM PT
12:30 - 1:15 PM ET

WORKSHOPS A cont.

Faith and LGBTQ+ Identities
This workshop will cover how faiths have mentioned LGBTQ+ identities and harmed LGBTQ+ people, as well as how individuals can use religion as a shield instead of a sword attacking LGBTQ+ communities. This workshop will be inclusive in its representation and discussion of all faiths, and will include non-Abrahamic faith and spiritual practices. Participants will leave the space with a basic knowledge of the position on LGBTQ+ lives from a variety of perspectives including Karmic and Eastern Philosophies in addition to the dominant Abrahamic religions.

Lisbeth Melendez Rivera MAL, BQN Consulting Principal, BQN Consulting

Dealing with Resistance and Pushback to LGBTQ+ Topics in PK-12 Schools
It is imperative that administrators, educators and youth-serving professionals provide safe, affirming and welcoming spaces for all students, families and staff. In this workshop, we will cover some key tips for organizing against resistance to LGBTQ+ and gender-inclusive policies and procedures, books and curriculum. We will provide real-life examples from schools and communities that have successfully addressed resistance. This will be followed by a question and answer session.

Michele Hatchell (she/her), Associate Director, Human Rights Campaign Foundation’s Welcoming Schools

10:15 - 10:45 AM PT
1:15 - 1:45 PM ET

Virtual Exhibitor Hall Visits or Join Networking Forums

10:45 - 11:30 AM PT
1:45 - 2:30 PM ET

WORKSHOPS B

Supporting LGBTQ+ Youth in the Welfare System
LGBTQ+ young people and Black & Brown youth are overrepresented in foster care and, unfortunately, face bias and discrimination while in care. When providing services to gender and sexual minority youth, it is important to consider how navigating multiple marginalized identities can create unique challenges for them. This workshop will discuss the barriers faced by LGBTQ+ youth, the additional challenges of LGBTQ+ youth of color, how to use an intersectional lens to inform your work, organizational policies to reduce these barriers, and models and tools from HRC’s All Children—All Families for practice improvement. We will also cover guidance on advocating and affirming LGBTQ+ youth.

Phii Regis MPS (they/them), Associate Director, All Children - All Families
Wednesday, February 9th cont.

10:45 - 11:30 AM PT
1:45 - 2:30 PM ET

WORKSHOPS B cont.

Beyond the Rainbow: Racial Equity & LGBTQ-Inclusive Sex Ed

Very few LGBTQ youth report learning LGBTQ-inclusive sex-ed in their classrooms. This workshop will cover reasons why LGBTQ-inclusive sex-ed is important for all youth, the disproportionately poor health outcomes that emerge without LGBTQ-inclusive sex-ed, as well as how race impacts the resulting inequities. This workshop will also explore strategies for educators to advocate for LGBTQ-inclusive sex-ed in their school districts, if it is not already present.

Brittany Broaddus-Smith LSW, MEd (she/her), Senior Program Manager - Health Equity, Advocates For Youth

Creating and Implementing LGBTQ-Inclusive Policies

This workshop will cover the benefits of inclusive policies for LGBTQ+ youth using data from GLSEN’s National School Climate Survey, strategic approaches to creating inclusive school policies, and the importance of implementing the policies. We will learn from student experiences through a brief Q&A. Attendees should leave this workshop with concrete understandings and tools to take to their working environments to further protect and elevate LGBTQ+ people.

a.t. furuya (they/them), Sr. Youth Programs Manager, GLSEN

11:30 AM - 12:00 PM PT
2:30 - 3:00 PM ET

Virtual Exhibitor Hall Visits or Join Networking Forums

12:00 - 12:45 PM PT
3:00 - 3:45 PM ET

WORKSHOPS C

Taking an Intersectional Approach to Suicide Prevention

While the overall suicide rate dropped in 2020 amid the COVID-19 pandemic, rates actually increased among young adults and some communities of color. Unfortunately, this data was not able to be segmented by LGBTQ identity, but The Trevor Project’s 2021 National Survey on LGBTQ Youth Mental Health revealed similar disparities — 42% of LGBTQ youth seriously considered attempting suicide in the past year, including more than half of transgender and nonbinary youth, and LGBTQ youth of color reported higher rates than their white peers.

Dr. Myeshia Price PhD (she/they), Senior Research Scientist, Trevor Project
Wednesday, February 9th cont.

12:00 - 12:45 PM PT
3:00 - 3:45 PM ET

WORKSHOPS C cont.

Understanding and Uplifting LGBTQ+ AAPI Youth

Asian American and Pacific Islanders make up the fastest-growing population in the United States; however, little emphasis is placed on cultural competency and serving of these unique ethnoracial groups. For LGBTQ+ AAPI youth, they can face additional obstacles due to being a minority within a minority, and in decolonizing perspectives within and outside of the AAPI community of what it means to be AAPI and LGBTQ+.

Participants will gain a greater understanding of the needs of Asian American and Pacific Islander youth, and how they can better serve and support them by hearing from leaders and changemakers in the AAPI space. Participants will be able to ask presenters questions about how to support AAPI youth in their own communities.

Laura Galeano (she/her), PFLAG Connects Manager, PFLAG National; Danny Cortez M.Div. (he/him), Executive Director, Estuary Space; Sung Tse (she/her), Co-President, PFLAG San Gabriel Valley API; Tanya Fitzgerald (she/her), Parent & IT Professional

Know Your Rights: A Workshop on LGBTQ+ Youth and Student 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.

Sarah Warbelow (she/her), Legal Director, Human Rights Campaign

12:45 - 12:47 PM PT
3:35 - 3:47 PM ET

Closing Message

Katie Paff
HRC Youth Ambassador

12:50 - 1:30 PM PT
3:50 - 4:30 PM ET

Virtual Exhibitor Visits or Join Networking Forums
Thursday, February 10th

9:20 - 9:30 AM PT  
12:20 - 12:30 PM ET

Virtual Plenary
Join us for our virtual Time to THRIVE Plenary with special guest speakers.

Molly Pinta  
SHE/HER  
HRC Youth Ambassador

Richard Yep  
HE/HIM  
CEO, American Counseling Association

Andrea Jenkins  
SHE/HER  
City Council President

Break

9:30 - 10:15 AM PT  
12:30 - 1:15 PM ET

WORKSHOPS D

Latinx LGBTQ+ Students & Their Experiences

LGBTQ+ students experience significant health and educational disparities, which have led to gaps in student outcomes when compared to their cisgender, heterosexual counterparts. These disparities are exacerbated when taking race and ethnicity into account. In this session, UnidosUS, will discuss opportunity gaps experienced by LGBTQ+ Latinx students along with policy recommendations to support healthier learning environments and affirm students’ safety.

Kendall Evans (she/her), Policy Analyst, UnidosUS
Thursday, February 10th cont.

9:30 - 10:15 AM PT  
12:30 - 1:15 PM ET  
WORKSHOPS D cont.

Seeing the Signs and Stopping School Pushout

Students of color, LGBTQ+ students, and students with disabilities are often criminalized in school, leading to their overrepresentation in school discipline and the juvenile legal system. When schools prioritize criminalization over care, they leave these students vulnerable to the short- and long-term consequences of the school-to-prison pipeline. In “Seeing the Signs and Stopping School Pushout,” Sabrina Bernadel (she/her/hers), Equal Justice Works Fellow at the National Women’s Law Center, will cover school pushout, the school-to-prison pipeline, and how students who live at the intersection of multiple, traditionally marginalized identities are targeted by the school policies and practices that lead to these systemic educational issues. Join this workshop to learn about the school-to-prison pipeline and protective factors that can enable you to support students and dismantle pushout in your community’s schools.

Sabrina Bernadel Esq. (she/her), Equal Justice Works Fellow, National Women’s Law Center

Bisexual+ Youth: Challenging Stigma and Reducing Disparities

Bi+ youth face higher rates of suicidality and intimate partner violence and are less connected to support and resources than their lesbian and gay counterparts. In this webinar, we will look at population and disparities data, with attention to the experiences of bi+ youth of color and the impact of holding multiple marginalized identities. The webinar will explore messages and stigma that surround this community and clarify what it means to identify with a non-binary sexuality. Finally, the webinar will discuss strategies for supporting youth with non-binary sexualities.

Robyn Ochs, Ed.M. (She/They), Educator and Editor, Bi Women Quarterly, Independent Speaker

10:15 - 10:45 AM PT  
1:15 - 1:45 PM ET  
Virtual Exhibitor Hall Visits or Join Networking Forums
Thursday, February 10th cont.

10:45 - 11:30 AM PT
1:45 - 2:30 PM ET

WORKSHOPS E

Our Stories, Our Families: A Desi Perspective

What should you do when your child comes out to you? This panel conversation with a diverse array of South Asian parents will explore individual families’ journey with their LGBTQ+ children. This particular panel focuses on South Asian parents; however, it will be relevant and beneficial to any individuals striving to create inclusive parent and family support networks, and to all learning about how parents can be more supportive of their LGBTQ+ youth. Audience members will leave with a greater understanding of how to support LGBTQ+ youth as parents and caregivers, as well as the cultural challenges that can arise when coming out across the diaspora.

Aruna Rao (she/her), Executive Director, Desi Rainbow Parents & Allies; Neeraja Aravamudan (she/her), Community Engagement Center Director; Rahul Deshmukh (he/him), Asst. Professor, Rosalind Franklin University

Say Something: Examining HIV Stigma in HIV Messaging

Through the use of video and images, this engaging workshop will examine the power of HIV messaging and the unintended ways HIV prevention messaging have reinforced HIV stigma.

Louie Ortiz-Fonseca (they/them), Director, LGBTQ+ Health & Rights, Advocates for Youth

Supporting LGBTQ+ Muslim Young People

Islamophobic rhetoric often takes on a gendered component that disproportionately harms queer and trans Muslims. This can be witnessed through “gendered Islamophobia” in the aftermath of the Orlando tragedy, the burqini ban in France, and in the leadup to the war in Afghanistan. Gendered Islamophobia manifests as stereotypes that Islam is particularly anti-women or anti-LGBTQ+. Young Muslims report gaps in care provided to them by therapists, healthcare workers, and other Muslim-youth serving professionals around their sexuality and gender identity. In this workshop, gender-diverse young Muslims will speak on Gendered Islamophobia, best practices for sexuality, gender, and culturally-affirmative care for LGBTQ+ Muslim youth, and will learn how to make use of resources for gender-diverse young Muslims in their professional practice.

Ramish Nadeem (he/him, they/them), Muslim and International Youth Advocacy Program Manager, Advocates For Youth; Hanan Jabril (they/them), Organizer, Advocates for Youth

11:30 - 11:45 AM PT
2:30 - 2:45 PM ET

Break
Thursday, February 10th cont.

11:45 AM - 12:30 PM PT  
2:45 - 3:30 PM ET

WORKSHOPS F

Intersecting Identities: Supporting BIPOC and LGBTQ+ Youth with Disabilities

It is estimated that 36% of lesbian and bisexual women, 30% of gay men, and 40% of trans folx in the United States have a disability. In fact, there is a higher prevalence of neurodiversity among gender diverse populations. This workshop will provide an introduction to Disability Justice, recognize the beauty and complexity of intersectionality, and focusing attention on an anti-racist framework in supporting these populations. Objectives: 1) Participants will understand rights and legal protections of LGBTQ+ youth 2) Participants will understand their own unearned privilege and the contrast for disabled queer/trans students of color 3) Participants will learn how they can support and empower disabled LGBTQ+ youth as youth-serving professionals

Amy Cannava Ed.S. NCSP (she/her), Chair, LGBTQI2-S Committee, National Association of School Psychologists

A Spot on the Team: Transgender & Non-Binary Youth Athletes

The inclusion of transgender athletes has become a political battleground, but there should be nothing political about young people playing sports with their friends. In this session, we will review how we got to this moment, the important research around inclusion of youth athletes, and how you as a youth-serving professional can help fight for and create opportunities for trans and non-binary youth, whether you are an athlete or not.

Chris Mosier (he/him), Professional Athlete & Founder of TransAthlete.com

12:30 - 12:45 PM PT  
3:30 - 3:45 PM ET

Virtual Exhibitor Hall Visits or Join Networking Forums

12:45 - 1:40 PM PT  
3:45 - 4:30 PM ET

Keynote Panel Introduction

Ash Silcott  
THEY/THEM  
HRC Youth Ambassador
Thursday, February 10th cont.

12:45 - 1:40 PM PT
3:45 - 4:30 PM ET

Closing Panel on Queer Youth Joy

**FACILITATOR**

![ALOK](image)

**ALOK**
THEY/THEM
Writer and Performance Artist

**PANELISTS**

![Lucy/Luke Chacko](image)

**Lucy/Luke Chacko**
THEY/THEM, SHE/HE, HE/HIM
HRC Youth Ambassador

![Armando Hernandez Jr.](image)

**Armando Hernandez Jr.**
HE/HIM
HRC Youth Ambassador

![Ve’ondre Mitchell](image)

**Ve’ondre Mitchell**
SHE/HE
HRC Youth Ambassador

![Kei Smith](image)

**Kei Smith**
ANY PRONOUNS
HRC Youth Ambassador

Closing Message

![Nico Craig](image)

**Nico Craig**
HE/HIM, THEY/THEM
HRC Youth Ambassador

1:35 - 2:00 PM PT
4:35 - 5:00 PM ET

Virtual Exhibitor Visits or Join Networking Forums
Thank you to our exhibitors

All Children - All Families
Welcoming Schools
Human Rights Campaign Foundation
Q Chat (CenterLink)
Child Welfare Information Gateway
American Atheists
Trans Families
Desi Rainbow Parents & Allies
Bi+ Hive
Advocates for Youth
Truth Initiative
Big Brothers Big Sisters of America
GLSEN
CDC/DASH
SMYAL
ADL (Anti-Defamation League)
National Education Association
Gender Spectrum
American Counseling Association
Community Relations Service, U.S. Department of Justice
PFLAG

Thank you to our presenters

Advocates for Youth
All Children - All Families
DC Public Schools
Desi Rainbow Parents & Allies
GLSEN
Human Rights Campaign
National Association of School Psychologists
National Women’s Law Center
PFLAG National
SMYAL
TransAthlete.com
The Trevor Project
UnidosUS
Welcoming Schools
A comprehensive, intersectional approach to creating an inclusive school climate!

PROFESSIONAL DEVELOPMENT

Welcoming Schools facilitators can deliver the following trainings to your school or district:

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

ONLINE RESOURCES

Available for immediate download:

+ Standards-Based Lesson Plans
+ Inclusive Book Lists
+ Age-Appropriate LGBTQ+ Definitions
+ Responses to Students’ Questions and Comments
+ Professional Development Videos

REGISTER NOW

National Day of School and Community Readings

JAZZ & FRIENDS

Affirm Transgender and Non-Binary Youth
Register Now:
HRC.im/JazzAndFriends | #JazzAndFriends

To learn about Welcoming Schools professional development and to access free resources visit: WelcomingSchools@HRC.org
Take Our Survey!

If you are a parent or caregiver of a trans or non-binary kid, we want to hear from you! HRC Foundation teamed up our partners to present a large-scale national survey designed to help us better understand the experiences of caring for young trans and non-binary people.

To participate, go to hrc.im/ParentSurvey
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/
Counselors are poised to **EMPOWER** LGBTQ Youth like never before.

Many LGBTQ students identify school counselors as the one school staff member they are most likely to disclose concerns related to their sexual and gender identity.

Visit [counseling.org/timetothrive](http://counseling.org/timetothrive) to browse resources and learn more about the ways in which ACA empowers counselors to serve LGBTQ clients.
CTA/NEA represents more than 310,000 educators in California public schools, colleges and universities.

THE CALIFORNIA TEACHERS ASSOCIATION

is proud to support

the Human Rights Campaign Foundation:
Time to THRIVE Conference

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Time to THRIVE Conference

CTA/NEA represents more than 310,000 educators in California public schools, colleges and universities.

“Creating gender-sensitive and inclusive environments for transgender and non-binary young people for 15 years.”

www.genderspectrum.org
On behalf of the 1.7 million members of the American Federation of Teachers, we are proud to support the Human Rights Campaign in its mission to promote safety, inclusion and well-being for LGBTQ+ youth everywhere. We salute HRC as it presents its ninth annual Time to THRIVE conference.

The AFT believes that every person in America deserves the freedom to thrive, fueled by opportunity, justice and a voice in our democracy. A “freedom to thrive” agenda requires bold action to promote an economy that works for all, including the ability to form and join a union; high-quality, accessible healthcare as a right; retirement security; great public schools and affordable, world-class higher education; civil rights and anti-racism in all aspects of our lives, including unfettered access to the vote; a vibrant democracy; and safe, welcoming and healthy environments and communities for all, regardless of who you are, your gender identity, who you love, your immigration status, how you worship or where you live.

We stand with you as champions of great schools and colleges that fulfill the promise of public education, good jobs that support a middle-class life, affordable healthcare for all, the fight against discrimination and hate, and the defense of democracy.

Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

The American Federation of Teachers is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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#FreedomToThrive | #IamAFT
The National Association of Secondary Principals (NASSP) continues to be an active voice for the rights and equitable treatment of the LGBTQ+ community.

NASSP supports its LGBTQ+ students and educators through various initiatives, such as our LGBTQ+ School Leaders Network.

Led by members, this network serves as a space for principals and assistant principals in the LGBTQ+ community to share challenges and opportunities, and support each other personally and professionally.

LGBTQ+ students and educators need your voice!

nassp.org/lgbtq
THANK YOU TO OUR NATIONAL PROJECT THRIVE PARTNERS!