TIME TO THRIVE

IN THE UPPER MIDWEST

MAY 18, 2024

HOSTED IN MINNEAPOLIS, MN

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

SPONSOR:
T Mobile

PRESENTING PARTNER:
NEA
Great Public Schools for Every Child
Thank you for attending Time to THRIVE in the Upper Midwest 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 with the National Education Association who are co-presenting Time to THRIVE in the Upper Midwest. We are also grateful for the financial support of T-Mobile who worked to ensure this conference was a success. In June of 2023, HRC announced a National State of Emergency for LGBTQ+ Americans for the first time in our history. This was a response to the avalanche of anti-LGBTQ+, and specifically anti-transgender, laws introduced in state houses across the country. Sadly, 2024 has proven to be just as devastating to our community. At the same time, support for LGBTQ+ equality rights is at an all-time high and several states, including Minnesota, have stepped up to be a refuge for LGBTQ+ youth and families seeking a safe place to live. Today, perhaps more than ever, LGBTQ+ youth are struggling to be seen as valid, to learn and grow in a loving and supportive school, and navigate the hatred coming from our opposition. Therefore, our young people need adult allies to step up and meet the moment with love and compassion, but also with advocacy and the will to fight! So thank you for showing up today and making your commitment to the thriving of LGBTQ+ youth. You can and will make a difference and we need you now, more than ever.

Thank you,

Ted Lewis
They/Them
Director of Youth Well-Being
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 OUR COMMUNITY PARTNERS

This year, HRC is honored to have the support of so many local LGBTQ+ and allied organizations in the upper midwest region. These community partners have assisted in sharing the event with their networks and all contribute to the thriving of LGBTQ+ youth in this region in their own way. We thank them, not only for their support of Time to THRIVE in the Upper Midwest, but also for all they do for the LGBTQ+ community.

Thank You

aasl.org  
lgbtqcenters.org  
cvlgbt.org  
educationminnesota.org

fairwisconsin.com  
gsafewi.org  
phimc.org  
mnlibraryassociation.org

iowasafeschools.org  
mnpta.org  
mnschoolcounselors.org  
outfront.org

outreachmadisonlgbt.org  
phoenixcenterspringfield.org  
pflagsaukvalley.org  
queerspacecollective.org

queeryouthassemble.org  
ffmn.org  
unitingpride.org  
weac.org
At T-Mobile, we’re mobilized with the LGBTQ+ community because we’re stronger when we embrace diversity. That’s why we’re supporting the Human Rights Campaign, donating $1M over 5 years to champion new opportunities for the LGBTQ+ community.

Learn more at T-Mobile.com/Diversity
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://www.nea.org/advocating-for-change/racial-social-justice
## SCHEDULE AT A GLANCE

### Saturday, May 18, 2024

<table>
<thead>
<tr>
<th>TIME</th>
<th>ACTIVITY</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 AM</td>
<td>Registration Opens</td>
<td>Greenway Promenade</td>
</tr>
<tr>
<td>8:00 AM</td>
<td>Exhibit Hall Opens</td>
<td>Greenway Ballroom A, I, &amp; J</td>
</tr>
<tr>
<td>9:00 AM</td>
<td>Breakfast Plenary</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td>9:00 AM</td>
<td>Land Acknowledgement</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td></td>
<td>- Stephanie Autumn (she/her), Tribal Youth Resource Center</td>
<td></td>
</tr>
<tr>
<td>9:45 AM</td>
<td>Brighter than Burnout (Youth Ambassador Keynote)</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td></td>
<td>- Kei (she/they), HRC Youth Ambassador</td>
<td></td>
</tr>
<tr>
<td>9:50 AM</td>
<td>Regional Realities Panel</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td></td>
<td>- Sarah Warbelow (she/her), Human Rights Campaign</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Erin Maye Quade (she/her), MN State Senator and Gender Justice</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- A. Kade Goepfert (they/them), Gender Health Program at</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Children's Minnesota Hospital</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Jordan Mix (they/them), Iowa Safe Schools</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Hildie (she/her), HRC Youth Ambassador</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Wendy Strout (she/her), Human Rights Campaign (moderator)</td>
<td></td>
</tr>
<tr>
<td>11:00 AM</td>
<td>BREAKOUT BLOCK A</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Navigating Responses to Identity-Based Bullying</td>
<td>Greenway Ballroom E</td>
</tr>
<tr>
<td></td>
<td>- Cheryl Greene (she/her), HRC Welcoming Schools</td>
<td></td>
</tr>
<tr>
<td></td>
<td>School Boards: Why They and Their Integrity Matter</td>
<td>Greenway Ballroom F</td>
</tr>
<tr>
<td></td>
<td>- Kyrstin Schuett (she/her), School Board Integrity Project</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Empowering LGBTQ+ Educators: Supporting, Advocating, and</td>
<td>Greenway Ballroom D</td>
</tr>
<tr>
<td></td>
<td>Uplifting in Today's Climate</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- David Fernkopf (he/him), NEA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Anthony Pennock (he/him), NEA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Creating Gender Inclusive Environments</td>
<td>Greenway Ballroom G</td>
</tr>
<tr>
<td></td>
<td>- Phii Regis (they/them), HRC's All Children - All Families</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Helping Muslim Families to Support LGBTQ Children &amp; Youth</td>
<td>Greenway Ballroom C</td>
</tr>
<tr>
<td></td>
<td>- Caitlin Ryan (she/her), Family Acceptance Project</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Mahereen Baig (she/her), Parent &amp; Advocate</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Queer Equity Institute: Intergenerational Queer and Trans</td>
<td>Greenway Ballroom H</td>
</tr>
<tr>
<td></td>
<td>Community Organizing Towards Sustainable Trans Refuge State</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Minnesota State Representative Leigh Finke (she/they),</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Queer Equity Institute</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Monica Meyer (she/they), Gender Justice</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Ash Tifa (she/her), Rainbow Health</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Andrew Patricia Weston (xe/they)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Raquelle Lenoir (she/her)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Alfred Walking Bull (they/he)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Rox Anderson (they/them)</td>
<td></td>
</tr>
</tbody>
</table>
# Schedule at a Glance (Continued)

**Saturday, May 18, 2024**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11:00 AM</td>
<td><strong>Breakout Block A (Continued)</strong></td>
<td>Greenway Ballroom B</td>
</tr>
<tr>
<td></td>
<td>Queer Minds Matter (Youth Track)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Kei (she/they), HRC Youth Ambassador</td>
<td></td>
</tr>
<tr>
<td>12:30 PM</td>
<td><strong>Lunch Plenary</strong></td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td>12:45 PM</td>
<td>The Dance of Dualities Within, Exploring Rhythms of Resilience,</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td></td>
<td>Embracing Authenticity, and Forging a Path of Advocacy and</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Empowerment (Youth Ambassador Keynote)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Rehman (they/them), HRC Youth Ambassador</td>
<td></td>
</tr>
<tr>
<td>12:50 PM</td>
<td><strong>Featured Keynote on Transgender Youth &amp; Sports</strong></td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td></td>
<td>- Katie Barnes (they/them), ESPN Journalist &amp; Author</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Local transgender athletes</td>
<td></td>
</tr>
<tr>
<td>2:00 PM</td>
<td><strong>Breakout Block B</strong></td>
<td>Greenway Ballroom E</td>
</tr>
<tr>
<td></td>
<td>The Teachable Moment (PK-12)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Dave Edwards (he/him), HRC’s Welcoming Schools</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Family Acceptance Project: Helping Diverse Families to Support and</td>
<td>Greenway Ballroom F</td>
</tr>
<tr>
<td></td>
<td>Affirm LGBTQ Children &amp; Youth</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Caitlin Ryan (she/her), Family Acceptance Project</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Gender Affirming Care for Children and Youth: An Overview for</td>
<td>Greenway Ballroom D</td>
</tr>
<tr>
<td></td>
<td>Youth-Serving Professionals</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Robert Garofalo, MD, MPH (he/him), Lurie Children's Hospital</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Putting Intersectionality into Practice</td>
<td>Greenway Ballroom G</td>
</tr>
<tr>
<td></td>
<td>Phii Regis (they/them), HRC’s ACAF</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Suicide Prevention Peer Models Doing the Work: Being the</td>
<td>Greenway Ballroom C</td>
</tr>
<tr>
<td></td>
<td>Champion LGBTQ+ Youth Need</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- DeHaven Sawyer-Mays (they/them), Active Minds</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Inclusive &amp; Affirming Sex Education for LGBTQ+ Youth</td>
<td>Greenway Ballroom H</td>
</tr>
<tr>
<td></td>
<td>- Nora Gelperin (she/her), Advocates for Youth</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Loud and Queer: Testifying in Front of Adults (Youth Track)</td>
<td>Greenway Ballroom B</td>
</tr>
<tr>
<td></td>
<td>- Ray (he/him), HRC Youth Ambassador</td>
<td></td>
</tr>
<tr>
<td>TIME</td>
<td>ACTIVITY</td>
<td>LOCATION</td>
</tr>
<tr>
<td>--------</td>
<td>--------------------------------------------------------------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td>3:45 PM</td>
<td><strong>BREAKOUT BLOCK C</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Effectively Engaging School Boards Through Advocacy &amp; Elections</td>
<td>Greenway Ballroom E</td>
</tr>
<tr>
<td></td>
<td>- Brandon Rettke (he/him), NEA</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Libraries for All: Protecting the Right to Read</td>
<td>Greenway Ballroom F</td>
</tr>
<tr>
<td></td>
<td>- Laura Gigas (she/her), American Association of School Librarians (AASL)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Rachel Haider (she/her), AASL</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Ann Kaste (she/her), AASL</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Understanding and Using Data for Good: A workshop utilizing data from HRC/University of Connecticut's 2022 LGBTQ+ Youth Survey</td>
<td>Greenway Ballroom D</td>
</tr>
<tr>
<td></td>
<td>- Shoshana Goldberg (she/her), HRC Public Education &amp; Research (PE&amp;R)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Charleigh Flohr (she/her), PE&amp;R</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Building Organizational Support for LGBTQ+ Inclusive Practices</td>
<td>Greenway Ballroom G</td>
</tr>
<tr>
<td></td>
<td>- Phii Regis (they/them), HRC ACAF</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Ash Ryan (she/her), HRC ACAF</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Inclusive Restrooms: Making Universal Design a Tool for Solidarity Building</td>
<td>Greenway Ballroom C</td>
</tr>
<tr>
<td></td>
<td>- Clark Hoelscher (they/them), HRC Minnesota Steering Committee</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Aliya Finman-Palmer (she/they), Director of Educational Equity, OutFront Minnesota</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Tom Parent (he/him), Saint Paul Public Schools</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Creating LGBTQ+ Inclusive Youth Mentoring Spaces</td>
<td>Greenway Ballroom H</td>
</tr>
<tr>
<td></td>
<td>- Anne Sutkowi-Hemstreet (they/them), QUEERSPACE Collective</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Abby Neisen (they/them), QUEERSPACE Collective</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Crafting the Revolution (Youth Track)</td>
<td>Greenway Ballroom B</td>
</tr>
<tr>
<td></td>
<td><strong>Please note this session is only open to participants under the age of 25</strong></td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Zadyn (he/him), Queer Youth Assemble</td>
<td></td>
</tr>
<tr>
<td>5:15 PM</td>
<td>Dinner Plenary</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td>5:30 PM</td>
<td>Parents Speak: Panel of Parents of Transgender &amp; Non-Binary Youth</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td></td>
<td>- Moderated by Ellen Kahn (she/her), HRC Foundation</td>
<td></td>
</tr>
<tr>
<td>6:30 PM</td>
<td>Special Documentary Screening</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td>7:00 PM</td>
<td>Closing Remarks</td>
<td>Northstar Ballroom</td>
</tr>
<tr>
<td>8:00 PM</td>
<td>Event Ends</td>
<td></td>
</tr>
</tbody>
</table>
Professional Development and Resources:

- Welcome All Families
- Create LGBTQ+ and Gender Inclusive Schools
- Prevent Bias Based Bullying
- Support Transgender and Non-Binary Students
- Explore the Impact of Intersectionality on Students

Training Outline

1. Independent Pre-Training
   Our asynchronous pre-training provides foundational information, resources and activities to prepare for the live training. (45-60 min)

2. Build Competence
   We will build upon the foundational knowledge to gain a deeper understanding of definitions and concepts.

3. Application
   Through group discussions and activities, we share how to connect our learning to the school environment and our work with students.

4. Build Confidence
   Participants practice and role play using inclusive language and responding to teachable moments to build their confidence.

5. Action Planning
   Time to plan next steps. Using new learning strategies and our inclusive checklists, each participant will plan their short-term and long-term action steps.

www.welcomingschools.org  |  welcomingschools@hrc.org
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

LGBTQ+ Webinar Series
All Children – All Families’ Online Learning Archive features over 40 on-demand webinars covering various topics on LGBTQ+ inclusion in Child Welfare. To view a webinar today, visit hrc.im/acafwebinar-archive.

Agency Self-Assessment
The All Children – All Families Agency Self-Assessment is completed online and guides an agency’s analysis of their 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.

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.

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 inclusion in a national Cycle Report.

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

Saturday, May 18, 2024

8:00 AM  Breakfast & Registration Open

   Location: Greenway Promenade

8:00 AM  Exhibition Hall Opens

   Stephanie Autumn (she/her)

9:00 AM  Land Acknowledgement

   Time to THRIVE in the Upper Midwest will begin our summit with a land acknowledgement and call to action to support Native and Indigenous communities from our partners at the Tribal Youth Resource Center.

   Speaker: Stephanie Autumn (she/her)

   Location: Northstar Ballroom

9:05 AM  Welcome Addresses

   Start your summit off right with welcome addresses from our sponsors and partners and learn details about HRC’s Welcoming Schools Program.

   Speakers: Ted Lewis (they/them), Tim O’Regan (he/him), Cheryl Greene (she/her), Princess Moss (she/her), Euan Hwang (he/him), and Orlando Gonzales (he/they)

   Location: Northstar Ballroom

9:45 AM  Brighter than Burnout

   The declining mental health of young LGBTQ+ people is often cited to illustrate the devastating effects of anti-LGBTQ+ policies and environments, and is necessary to show the real impact of rising hate towards our community. But how can we move past the statistics around LGBTQ+ mental health, and ensure we are giving young members of our community the care they need? Through the lens of her own experiences, Kei discusses the importance of culturally competent mental health care, and highlights how we can strengthen our movement to stop overburdening young activists, and allow them to continue the change-making we need.

   Speaker: Kei (she/they)

   Location: Northstar Ballroom

9:50 AM  Regional Realities Panel

   Join HRC and local experts in a panel discussion on the regional realities facing the LGBTQ+ community in the Upper Midwest. This panel discussion will set the foundation for Time to THRIVE in the Upper Midwest and focus on the unique legislative landscape of the region.

   Speakers: Sarah Warbelow (she/her), State Senator Erin Maye Quade (she/her), A. Kade Goepferd (they/them), Jordan Mix (they/them), Hildie (she/her), moderated by Wendy Strout (she/her)

   Location: Northstar Ballroom
**Navigating Responses to Identity-Based Bullying**

Research indicates that over half of bullying incidents in schools are identity-based, which means they are rooted in bias. Educators often do not know how or feel uncomfortable facilitating learning about bias and/or intervening when a bias incident happens. In collaboration with the Anti Defamation League, Welcoming Schools developed a youth-centered video that prioritizes and amplifies the voices of a diverse group of students across the United States. During our time together, we will watch the short 9 minute video and provide actionable strategies based upon advice from youth to educators, creating an opportunity for educators to increase both their knowledge and confidence in addressing identity-based bullying.

**Speaker:** Cheryl Greene (she/her)

**Location:** Greenway Ballroom E

---

**School Boards: Why They and Their Integrity Matter**

Join School Board Integrity Project founder and executive director Kyrstin Schuette for a breakout workshop that delves into the critical role of school boards and the paramount importance of their integrity in shaping the future of education—particularly for our LGBTQIA+ students.

In this workshop, participants will gain a profound understanding of the key responsibilities of school boards, exploring the decision-making processes that directly impact students, teachers, and communities.

This workshop will also help participants unlock the power they have as advocates to push back against the growing hostility surrounding school boards and inclusive policies, build a more equitable future through policy reform and school board elections, and incite change.

**Speaker:** Kyrstin Schuette (she/her)

**Location:** Greenway Ballroom F

---

**Empowering LGBTQ+ Educators: Supporting, Advocating, and Uplifting in Today’s Climate**

Within educational settings nationwide, individuals within the LGBTQ+ community play integral roles as educators, whether openly identifying as such or not. However, amidst the current divisive socio-political climate in the United States, many LGBTQ+ educators experience feelings of insecurity and lack of support, both within and beyond the confines of the classroom.

This session invites participants to engage in an exploration of effective strategies for supporting, advocating for, and uplifting LGBTQ+ educators. Through open and candid dialogue, attendees will gain insight into best practices and intersectional approaches essential for fostering inclusive environments and promoting advocacy initiatives.

Additionally, participants will have the opportunity to share and discover valuable resources, including websites, books, and other materials, aimed at furthering their understanding and support of LGBTQ+ educators. Join us as we discuss practical methods for implementing supportive measures and advocating for the rights and well-being of LGBTQ+ educators. Together, we will work towards creating environments where all educators feel safe, respected, and empowered to thrive.

**Speakers:** David Fernkopf (he/him) and Anthony Pennock (he/him)

**Location:** Greenway Ballroom D
**Creating a Gender Inclusive Environment**

Do you know how you would ensure a young person is affirmed if they confide in you that they use “fae/faer” pronouns? When addressing large groups of young people with diverse gender identities, do you avoid saying things like “boys and girls” or “hey, guys”? If you answered “no” or are unsure of your response to either of those questions, the All Children - All Families team wants you to join them! We'll cover foundational concepts like gender identity and expression, the gender binary, and gender policing. Together, we’ll explore strategies for creating a gender-inclusive environment through policy and practice change, as well as language and behaviors that are affirming to gender-expansive youth. Topics will also include an overview of all you need to know about pronouns and tips for ensuring you are an affirming presence in a young person’s life.

**Speaker:** Phii Regis (they/them)

**Location:** Greenway Ballroom G

---

**Helping Muslim Families to Support LGBTQ+ Children & Youth**

Like all families, Muslim families need accurate information and access to resources to help them to support their LGBTQ children. This workshop will provide background information on the experiences of Muslim families with LGBTQ children, on core beliefs and values of Islam and resources to help providers to support Muslim parents, families and caregivers with LGBTQ youth. A Muslim educator and mother of a transgender youth will share her experiences supporting her son, advocating for other families and their LGBTQ and gender diverse children and helping to inform family support services and national policy for transgender children and youth. The director of the Family Acceptance Project (FAP) will provide an overview of FAP’s research and evidence-based family support model that is used to help racially, culturally and religiously diverse families – including Muslim families – learn to support their LGBTQ children. Participants will receive resources to help provide family support for LGBTQ young people in families, schools, agencies and communities.

**Speakers:** Caitlin Ryan (she/her) and Mahereen Baig (she/her)

**Location:** Greenway Ballroom C

---

**Queer Equity Institute: Intergenerational Queer and Trans Community Organizing Towards a Sustainable Trans Refuge State**

Last year, Minnesota reached a significant milestone with the passage of the Trans Refuge bill. Join us as we celebrate the triumphs, acknowledge the challenges, and collectively explore strategies for building a robust, inter-generational coalition working towards sustainable resources for Trans Refuge. This workshop is an opportunity to glean valuable lessons and contribute to the ongoing dialogue of strengthening the power of our collective voice in legislation.

**Speakers:** Representative Leigh Finke (she/they), Ash Tifa (she/her), and Monica Meyer (she/they), Andrew Patricia Weston (xe/they), Raquelle Lenoir (she/her), Alfred Walking Bull (they/he), Rox Anderson (they/them)

**Location:** Greenway Ballroom H

---

**Queer Minds Matter (Youth Track)**

Every day, rising hate and violence against the LGBTQ+ community interrupts our ability to simply exist as who we are, let alone thrive. LGBTQ+ youth are at the forefront of championing the rights of our community, and we need young activists to continue to build a brighter future. However, activism is exhausting; as one problem is solved, another arises, and an endless stream of negativity can be discouraging. In order to stem the spread of burnout and risk losing our activists, we must stray away from relying on individual activists to lead the charge and focus on community-based solutions. This workshop will provide young activists with a toolkit to better mitigate burnout and practice real-time community healing to empower the next generation of organizers.

**Speaker:** Kei (she/they)

**Location:** Greenway Ballroom B
12:30 PM  Lunch Plenary
Grab your lunch and learn more about HRC’s All Children-All Families program supporting LGBTQ+ youth and families in the child welfare system.

Speakers: Ted Lewis (they/them) and Phii Regis (they/them)

Location: Northstar Ballroom

12:45 PM  The Dance of Dualities Within, Exploring Rhythms of Resilience, Embracing Authenticity, and Forging a Path of Advocacy and Empowerment
Rehman (they/them) explores what it means to be queer in the 21st century and what it means to stand up for the rights of all people, regardless of our backgrounds, identities, and experiences. Rehman establishes that human rights and the fight for human rights must be inherently intersectional and our rights can not be advanced when siloed off from the rights of all people. This keynote will focus on Rehman’s experiences advancing human rights across the world, with a focus on innovation, grassroots movements, stakeholder representation, and policy, internationally and locally through intergovernmental organizations such as the World Health Organization and Office of the United Nations High Commissioner for Human Rights as well as local governments in Texas and California.

Speaker: Rehman (they/them)

Location: Northstar Ballroom

12:50 PM  Transgender, Non-Binary, & Gender Expansive Youth in Sports
Katie Barnes, award-winning journalist and author, will provide an overview of the current debate regarding transgender and nonbinary athletes. They will share their experience covering transgender athletes and provide tools to better understand why transgender youth deserve to play sports that affirm their gender identity. Following Katie’s remarks, they will be joined by some local transgender youth athletes to share their experience. To learn more, check out Katie’s new book Fair Play, information about the book is available at the registration desk.

Speakers: Katie Barnes (they/them), Alex (he/him)

Location: Northstar Ballroom
The Teachable Moment (PK-12)
Can girls marry each other? Why don’t the people in Javi’s family match? My child told me there is a girl using the boys’ bathroom at school. Welcoming Schools knows how challenging it can be to effectively respond to questions and comments from students and families. As such, we have developed and will share resources with participants that offer examples of age-appropriate responses to common questions about LGBTQ+, gender and family topics. We will work together in this session to review and practice responses so that you will feel prepared to address teachable moments throughout the school year.

**Speaker:** Dave Edwards (he/him)

**Location:** Greenway Ballroom E

---

Family Acceptance Project: Helping Diverse Families to Support and Affirm LGBTQ+ Children & Youth

Family support is the most critical factor in building healthy futures for LGBTQ children and youth. Over the past 22 years, the Family Acceptance Project (FAP) has conducted the first comprehensive research on LGBTQ youth and families, and developed the first evidence-based family support model to decrease rejection and serious health risks – including suicide, illegal drug use, homelessness and HIV – and to increase family acceptance and well-being for LGBTQ children and youth. As part of this work, FAP has trained thousands of families, providers and religious leaders on increasing family support for LGBTQ children and youth, developed multilingual evidence-based educational materials that are Best Practice resources for suicide prevention and helped ethnically, racially and religiously diverse families to learn to support their LGBTQ children, including families that are very socially and religiously conservative. This workshop will describe FAP’s family support framework that helps diverse families learn to support and affirm their LGBTQ children in the context of their cultures and faith traditions and will discuss key FAP education and intervention resources including FAP’s Healthy Futures poster series, produced in 11 language and cultural versions, that show how specific family rejecting and accepting behaviors increase serious health risks and promote well-being.

**Speaker:** Caitlin Ryan (she/her)

**Location:** Greenway Ballroom F

---

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

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

**Speaker:** Dr. Robert Garofalo, MPH (he/him)

**Location:** Greenway Ballroom D
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.

Speaker: Phii Regis (they/them)
Location: Greenway Ballroom G

Suicide Prevention Peer Models Doing the Work: Being the Champion LGBTQ+ Youth Need
The data is clear that LGBTQ+ youth are under attack and are experiencing a mental health crisis as they fight to survive. How do adults help LGBTQ+ youth in a crisis? How can adults be champions for LGBTQ+ youth? In this session, Active Minds will help educators understand the risk factors surrounding LGBTQ+ youth and be able to identify when a youth is experiencing a mental health crisis. But more than that, educators will explore how to act in a preventative manner to help turn school climates so LGBTQ+ youth can be their full, legendary selves.

Speaker: DeHaven Sawyer-Mays (they/them)
Location: Greenway Ballroom C

Inclusive & Affirming Sex Education for LGBTQ+ Youth
According to the Call to Action: LGBTQ Youth Need Inclusive Sex Education, co-authored by Advocates for Youth and HRC, among others, “lesbian, gay, bisexual, transgender and queer (LGBTQ+) youth need and deserve to learn in settings that are inclusive and affirming of their experiences and identities and that give them the education necessary to stay safe and healthy. Far too many LGBTQ+ youth are sitting in classrooms where their teachers and textbooks fail to appropriately address their identities, behaviors, and experiences. Nowhere is this absence more clear, and potentially more damaging, than in sex education.

Sex education can be one of the few sources of reliable information on sexuality and sexual health for youth. Hundreds of studies have shown that well-designed and well implemented sex education can reduce risk behavior and support positive sexual health outcomes among teens, such as reducing teen pregnancy and sexually transmitted infection rates. For LGBTQ+ youth to experience comparable health benefits to their non-LGBTQ peers, sex education programs must be LGBTQ-inclusive. Inclusive programs are those that help youth understand gender identity and sexual orientation with age-appropriate and medically accurate information; incorporate positive examples of LGBTQ individuals, romantic relationships and families; emphasize the need for protection during sex for people of all identities; and dispel common myths and stereotypes about behavior and identity.” This workshop will showcase a range of LGBTQ-inclusive and affirming sex education resources, many that are free or low-cost, to help all youth thrive.

Speaker: Nora Gelperin (she/her)
Location: Greenway Ballroom H

Loud and Queer: Testifying in Front of Adults (Youth Track)
Youth voices are more relevant than ever in this current battle to protect LGBTQ+ rights. As such it is necessary that we are adept at communicating with adults in positions of power, especially as we will one day succeed them. In this workshop we will explore different styles of debate and prepare for a mock-discussion with a “legislator” as well as learning about opportunities for testifying in our communities and how to get involved. Come learn how to effectively wield the power of your story!

Speaker: Ray (he/him)
Location: Greenway Ballroom B
Effectively Engaging School Boards Through Advocacy & Elections
School Boards have tremendous influence and power over how schools address LGBTQ+ issues. This session will examine strategies and tips for effectively engaging school boards and winning elections. Included in the session will be discussion on winning campaign strategies, candidate recruitment, and a plan for people interested in running for school board.

Speaker: Brandon Retkke (he/him)

Location: Greenway Ballroom E

3:45 PM

Libraries for All: Protecting the Right to Read
The sharp increase in book challenges over the last three years has been targeted at LGBTQIA+ and BIPOC communities. The outcome of these challenges can vary widely depending on whether or not the school has a licensed school librarian, the makeup of the school board, and the district administration’s knowledge of book selection and reconsideration policies. This session will explain the book selection and reconsideration process and guide you to become a ‘Right to Read’ advocate and ally. Resources from Unite Against Book Bans, the American Library Association’s Library Bill of Rights, and more will be shared.

Speakers: Laura Gingras (she/her), Rachel Haider (she/her), and Ann Kaste (she/her)

Location: Greenway Ballroom F

3:45 PM

Understanding and Using Data for Good: A workshop utilizing data from HRC / University of Connecticut’s 2022 LGBTQ+ Youth Study
An interactive workshop, participants will gain familiarity with key results and new data from the HRC and the University of Connecticut’s 2022 LGBTQ+ Youth Study, an online survey of almost 13,000 LGBTQ+ youth (age 13-17) nationwide. In addition, participants will discuss and brainstorm ways data can be used for advocacy efforts at the state, local, institutional, and national level.

Speakers: Shoshana Goldberg (she/her) and Charleigh Flohr (she/her)

Location: Greenway Ballroom D

3:45 PM

Building Organizational Support for LGBTQ+ Inclusive Practice
Join the Human Rights Campaign Foundation’s All Children - All Families Program (ACAF) for steps you can take today to be more LGBTQ+ inclusive in your work. LGBTQ+ youth continue to face anti-LGBTQ+ discrimination and need all adults to do their part in creating an affirming and inclusive environment. Come explore foundational concepts for supporting youth with diverse sexual orientations, gender identities, and expressions, and learn more about the experiences of LGBTQ+ youth today. This workshop will also discuss the barriers faced by LGBTQ+ youth, organizational policies and practices to remove these obstacles, and ACAF’s model and resources for practice improvement.

Speakers: Phii Regis (they/them) and Ash Ryan (she/her)

Location: Greenway Ballroom G
Inclusive Restrooms: Making Universal Design a Tool for Solidarity Building

Single issue struggles have often left communities competing against each other. Yet, many of the needs of marginalized peoples overlap. Universal design processes offer a tool for action in solidarity towards liberatory manifestations.

When the Saint Paul Public Schools facilities team came to the community during the Facilities Master Planning process in 2014, many students, parents, and school staff had complaints about bathrooms. The problems ranged from missing stall doors to students missing class while behaving in alarming behaviors in, specifically, boys bathrooms.

The Gender and Sexual Diversity Parent Advisory Council, whose members crossed many racial, ability, and other marginalizations, offered a universal design solution. Courageous and intentional care was taken throughout the process to draw in multiple perspectives to enact solidarity and ensure the new facilities design would meet the needs of multiple marginalized communities.

The final bathroom design has since been implemented in over twenty schools in the district. Acknowledging the success in the school district, the State of Minnesota made grants available to schools across the state to implement similar designs.

In this session, leaders from the effort in St. Paul, Minnesota will share their successes and what they learned about using universal design principles in implementing Multi-Stall All Gender Restrooms. A tool focusing on Inclusive Restrooms from the Human Rights Campaign will be shared with participants.

Speakers: Clark Hoelscher (they/them), Tom Parent (he/him), and Aliya Finman-Palmer (she/they)

Location: Greenway Ballroom C

Creating LGBTQ+ Inclusive Mentoring Spaces

When mentoring LGBTQ+ youth, creating inclusive spaces is essential for youth to show up as their most authentic selves. It’s important to create a supportive environment, listen attentively to their experiences and concerns, provide guidance and resources and advocate for their rights and well being. This workshop will offer strategies and insights for co-creating respectful and affirming LGBTQ+ spaces for all young people in our communities. Topics include adapting physical spaces to be more inclusive, age-appropriate tools to talk about gender and sexuality, and more.

Speakers: Anne Sutkowi-Hemstreet (they/them), Abby Neisen (they/them)

Location: Greenway Ballroom H

Crafting the Revolution (Youth Track **YOUTH ONLY**)

Zines have been a primary tool for revolutions since the first modern human rights movement. They have been used as an underground resource for communication between and within marginalized communities to distribute knowledge in an effective way. Come learn about the history of zines and then make your own! **Please note this session is only open to participants under the age of 25.**

Speakers: Zadyn (he/him)

Location: Greenway Ballroom B
5:15 PM  **Dinner is Served**

*Location:* Northstar Ballroom

5:30 PM  **Parents Speak: Panel of Parents of Transgender & Non-Binary Youth**

Parents of Trans and Non-Binary youth are often on the frontlines of advocacy at all levels, from advocating in their child’s school or medical provider’s office, to testifying in front of elected officials or speaking to the press. This panel discussion will feature several parents who will share from their experiences of supporting their trans or non-binary children, educating their extended families and communities, navigating anti-trans legislation, and finding their voices in the movement.

**Speakers:** Hannah Edwards (she/her), Daniel Young (he/him), Rahul Deshmukh (he/him), Mahereen Baig (she/her), and moderated by Ellen Kahn (she/her)

*Location:* Northstar Ballroom

6:30 PM  **Special Documentary Screening**

A family discovers the pitfalls and joys of forging a new path after hostile politics force them to leave their home.

**Speakers:** Wes Jones (he/him) and Wendy Welch (she/her)

*Location:* Northstar Ballroom

7:00 PM  **Closing Remarks & Call to Action**

Close out Time to THRIVE in the Upper Midwest with some inspiration from HRC Board Member and Minneapolis City Council Member, Andrea Jenkins. Additionally, make a commitment to the continued thriving of LGBTQ+ youth and learn how to stay connected to HRC’s local work in the Upper Midwest.

**Speakers:** Councilwoman Andrea Jenkins (she/her), Wendy Strout (she/her), Allosious Snodgrass (he/him), and Ted Lewis (they/them)

*Location:* Northstar Ballroom

8:00 PM  **Event Ends**
CenterLink is a member-based association of LGBTQ centers serving their local and regional communities. Our mission is to strengthen, support, and connect LGBTQ centers.

RESOURCES FOR LGBTQ+ YOUTH

QCHATSPACE.ORG
Q Chat Space provides professionally facilitated, live chat-based support groups for LGBTQ+ teens.

IMI.GUIDE
imi (eye-me) is a digital, research-backed mental health tool made for and with LGBTQ+ teens.

LGBTQ CENTER DIRECTORY
Your local LGBTQ+ center provides programs, services, and support for LGBTQ+ youth. LGBTQCenters.org/LGBTCenters
A. Kade Goepfred, MD | They/Them | Chief Education Officer and Medical Director of Gender Health Program, Children’s Minnesota

A. Kade Goepferd, MD, is the Chief Education Officer at Children’s Minnesota and medical director of Children’s Gender Health Program. Dr. Goepferd has been with Children’s for 18 years, and in that time has been an advocate for advancing equitable healthcare for all children, working to ensure a positive experience for patients, families and professional staff. In 2019, Dr. Goepferd launched the Children’s Gender Health Program, the largest multispecialty exclusively pediatric program in the region.

Dr. Goepferd is a leader in the LGBTQIA+ community who is driving equitable care for LGBTQIA+ youth, particularly transgender and gender diverse youth, and is a sought-after speaker and trainer on these topics. As an advocate and educator, they have received multiple awards including two special recognition awards from the American Academy of Pediatrics in 2019 and 2023 and the distinguished Ellen Perrin Award for Excellence in LGBTQ Health and Wellness from the American Academy of Pediatrics in 2022.

In October of 2020, their first TED talk, “The revolutionary truth about kids and gender identity” was released by TEDxMinneapolis. They currently serve on the Board of Directors for Rainbow Health, an LGBTQ+ health and HIV advocacy organization and recently received the 2022 HealthCare Heroes Award for Health Equity from the Minneapolis/St. Paul Business Journal, the Community Champion award from QUEERSPACE Collective and the Lavender Community Pride award in 2023. Last year they were named the Grand Marshall for the Twin Cities Pride Parade in June 2023.

They spend their free time parenting their three amazing kids and can be found on the sideline coaching youth basketball. They love travel and speaking to small and large audiences to use their experience and expertise to impact change for LGBTQ youth.

Abby Neisen | They/Them | Program & Training Coordinator, QUEERSPACE Collective

Abby (they/them) graduated with a Bachelor of Science in Women and Gender Studies with minors in Spanish and Human Development and Family Sciences from North Dakota State University. With a background in youth development and LGBTQ+ advocacy, they are passionate about building encouraging, inclusive, and supportive spaces for all folx to be their authentic selves.
Allosious Snodgrass | He/Him | Midwest Associate Regional Campaign Director, Human Rights Campaign

Allosious K. Snodgrass develops and implements strategic legislative and electoral campaign plans for a significant geographic area covering several midwestern states. His primary focus is to advance HRC’s candidate, legislative, and issue priorities by working effectively with state and local LGBTQ+ and allied organizations. Allosious is a native Midwesterner and enjoys working with partners to achieve LGBTQ+ equality for all throughout the Midwest. When he is not working, he enjoys spending time with his family.

Alfred Walking Bull | They/He | Fellow, Queer Equity Institute

Alfred Walking Bull is an enrolled citizen of the Rosebud Sioux Tribe in South Dakota, based in Minneapolis, the ancestral homelands of his Dakota cousins. They identify as gay, queer, Two-Spirit and a person of faith in recovery. They have a 20-year background in journalism, communications, organizing, and facilitation. Alfred draws on their childhood, family, tiospaye, tribal nation, traditions, lived experience, reporting and research history to contextualize broader discussions of race, politics, gender, sexuality, and religion.

Alfred’s background also includes political organizing for elections, issues and community. Currently, he serves as the Development Director for Tending the Soil. His hobbies include reading, designing, beading, and percolating the perfect cup of coffee.

Aliya Finman-Palmer | She/They | Director of Educational Equity, OutFront Minnesota

Aliya Finman-Palmer is the Director of Educational Equity at OutFront Minnesota, our state’s largest LGBTQ+ advocacy organization. In this role they support and partner with parents and caregivers, students, school staff, administrators, policy makers and community partners to improve school climate for LGBTQ+ students and staff across Minnesota. They advocate for best practice in supporting queer and trans youth and help to provide the support and stability necessary to create safer and equitable learning environments where all students can thrive.

Prior to working at OutFront MN, Aliya worked in Public Education in Minnesota since 2012, most recently in the Minneapolis Public Schools District as a Family and Community Liaison at a Creative Arts Elementary School. Aliya has a Bachelor of Arts in Chinese Language and Culture from Beloit Wisconsin and a Masters of Education in Youth Development Leadership from the University of Minnesota, with a focus on Organizational Approaches to Youth Development. Aliya is passionate for facilitation of youth empowerment, specifically BIPOC youth and completed their final paper on Youth Organized Resistance and How Black Youth Participated in the Civil Rights Movement.

In her free time, Aliya enjoys playing piano, drawing, reading books at her local Black owned coffee shop, hosting board game nights with her wife and spending time at home with their 3 year old terrier mix, Linus.
**Ann Kaste** | She/Her | Outreach & Instruction Librarian and Coordinator of K-12 Outreach, Minitex

Ann Kaste (she/her) is an Outreach and Instruction Librarian and Coordinator of K12 Outreach at Minitex. Ann’s interests are in all things libraries and making access to digital resources as seamless as possible for library users and educators. Ann has worked in academic, special, and K12 libraries over the course of her career, and enjoys connecting the dots between systems and people. She loves discussing all things e-resources among academic and K12 librarians, digital learning specialists, media specialists and tech integrationists. She’s especially excited about sharing information about the amazing programs and services that Minitex provides.

**Andrew Patricia Weston** | Xe/They | Activities Coordinator, The Bridge for Youth

Andrew Patricia is a queer, transgender, disabled, anti-racist, liberation-oriented revolutionary. Xe swore to make the world a better place every other Tuesday from first to tenth grades, and is doing xyr best to keep that promise every day. Andrew Patricia has worked in numerous roles supporting LGBTQ+ young people, most recently at the Bridge for Youth. Xe centers xyr core values of solidarity, empowerment, and accountability are the center of my work. in all the work xe does, informed by xyr BA in social justice concentrating in gender, justice, and liberation. When Andrew Patricia isn’t at work, you can find xem hanging out with xyr best friends and three cats, reading queer fanfiction, or getting way too invested in hyperlocal politics.

**Anne Sutkowi-Hemstreet** | She/They | Program Director, QUEERSPACE Collective

Anne (she/they) has lived all over the US in Michigan, California, Pennsylvania, North Carolina, and now lives in Minnesota with their wife and two children! Anne has 20+ years of program and curriculum development, coordination and management; program capacity building, and research and evaluation experience. Prior to starting at QUEERSPACE Collective, they founded Rainbow Collective for Change in North Carolina, a grassroots organization that provides LGBTQIA+ families and gender diverse youth with meaningful opportunities to connect with each other and engage in advocacy and activism as a collective.

Anne earned her Bachelor’s degree from West Chester University in Psychology and a Master’s of Public Health from University of California, Los Angeles. Anne’s passion for LGBTQIA+ and gender inclusion work is fueled by her two children, the children of her close friends, and her personal experience as a queer parent navigating a culture and systems that are not LGBTQIA+ and gender inclusive.

**Councilwoman Andrea Jenkins** | She/Her | Council Member, Minneapolis City Council and Board Member, Human Rights Campaign

Andrea Jenkins is a writer, performance artist, poet, and transgender activist. She is the first African American openly trans woman to be elected to office in the United States.

Jenkins moved to Minnesota to attend the University of Minnesota in 1979 and was hired by the Hennepin County government, where she worked for a decade. Jenkins worked as a staff member on the Minneapolis City Council for 12 years before beginning work as curator of the Transgender Oral History Project at the University of Minnesota’s Jean-Nickolaus Tretter Collection in Gay, Lesbian, Bisexual, and Transgender Studies.

Andrea holds a Master’s Degree in Community Development from Southern New Hampshire University, an MFA in Creative Writing from Hamline University, and a Bachelor’s Degree in Human Services from Metropolitan State University. She is a nationally and internationally recognized writer and artist, a 2011 Bush Fellow to advance the work of transgender inclusion, and the recipient of numerous awards and fellowships.
**Ash Ryan | She/Her | Coordinator of All Children - All Families, Human Rights Campaign**

Ash Ryan (She/Her) is the Coordinator for HRCF’s All Children - All Families program which focuses on promoting LGBTQ+-inclusive policies and affirming practices among child welfare agencies. With a background in public health and a passion for advancing the well-being of LGBTQ+ youth, Ash is dedicated to ACAF’s mission of improving the experiences of LGBTQ+ youth involved in the child welfare system and ensuring that LGBTQ+ folks who wish to become parents can do so with affirming support.

**Ash Tifa | She/Her | Legal Services Program Coordinator, Rainbow Health**

Ash Tifa (she/her) is a passionate human rights advocate, community organizer, and abolitionist with an exceptional background in law and policy advocacy. Her academic foundation, including a law degree from University College Cork and international law studies at Université de Montréal, has equipped her with the legal expertise to tackle critical human rights issues.

Throughout her career, Ash has demonstrated a deep commitment to social justice. From working with asylum-seeking communities - advocating for the end of the direct provision system in Ireland and aiding the resettlement of Afghans in Minnesota, to organizing to end qualified immunity and fight against police brutality in New York City and Minneapolis. Ash’s work continues to effectuate change and inspire others.

At Rainbow Health, Ash has played a pivotal role in shaping the organization’s legal program to better serve the needs of the LGBTQ+ and HIV+ communities. By hosting events such as name change clinics and the All Gender Health conference and advocating for expanded access to Gender Affirming Care at the state level, Ash has established herself as a prominent leader in trans healthcare advocacy.

**Anthony Pennock | He/Him | Male/Non-Binary Co-Chair, Michigan Education Association LGBTQ+ Caucus**

Dr. Anthony Pennock is a special education teacher at WK Kellogg Preparatory High School with Battle Creek Public Schools. Dr. Pennock advocates daily for all the students in his classroom, school, and district to be able to live as who they are, to thrive, and respect those different from them. Dr. Pennock’s commitment to advocacy began when he was a child. As the youngest of five children, Dr. Pennock saw the inequities and challenges of both living in an unstable income household and questioning his sexuality in a suburban community which was not accepting. Dr. Pennock always stood up for what they believed in, often leading to bullying and harassment. In 2015, Dr. Pennock became a co-founder of Calhoun County Equality’s Young Adults of Calhoun (YAC) group with the goal of providing a safe, welcoming, and inclusive environment for young LGBTQ+ individuals in Calhoun County to have difficult discussions and develop a social network. Through his work in this organization, as well as completing his MEd in Curriculum and Instruction in Teacher Leadership from Concordia University in 2016, Dr. Pennock took his knowledge and advocacy to a place that he initially feared, the classroom. In Winter 2017, Dr. Pennock received a job with Battle Creek Public Schools as an 8th grade special education teacher. In this new capacity, Dr. Pennock ensured student voice in literature in the classroom, discipline, as well as ensured the school’s minority students felt welcome and had a voice. In the Fall of 2019, Dr. Pennock was transferred to the alternative high school for Battle Creek Public Schools, where he remains to this day. That same semester, Dr. Pennock became the president of the Battle Creek Education Association and was also the recipient of the Battle Creek Pride Education Award for 2019 for his advocacy for all of his students. Dr. Pennock completed his EdD in Organizational Leadership in Special Education from Grand Canyon University in 2021 and has developed a passion for educational and organizational structural changes that benefit all of our students. Professionally, in 2018, Dr. Pennock was a member of a group of MEA members who successfully formed the MEA LGBTQ+ Caucus for MEA members and has co-led book studies, conference sessions for both MEA and NEA, as well as worked with other leaders to develop educational resources for all MEA members to support LGBTQ+ students and educators through an intersectional lens.
Brandon Rettke | He/Him | Associate Director of Campaigns & Elections, National Education Association

Brandon Rettke is the Associate Director of the NEA’s Campaign and Elections Department, where he manages the NEA’s Federal PAC; hard side campaign efforts working with Campaigns and party committees; member engagement and political communications. Brandon has been in the NEA family for 25 years, having spent 21 years working in state affiliates (WEAC and Education Minnesota). Prior to NEA, he was the Director of Public Affairs at EDMN, where he managed their communications, political and legislative programs. Prior to his union work, Brandon worked on a variety of campaigns and successfully managed several state and federal campaigns. He also served as one on the initial trainers in the first Camp Wellstone training.

Caitlin Ryan, PhD, ACSW | She/Her | Director, Family Acceptance Project, San Francisco State University

Caitlin Ryan, PhD, ACSW is a clinical social worker, educator and researcher who has worked on LGBTQ health and mental health for more than 40 years and whose work on LGBTQ health has shaped policy and practice for LGBTQ children and youth. She directs the Family Acceptance Project (FAP) at SF State University – a research, education, intervention and policy project – to help ethnically, racially and religiously diverse families to support their LGBTQ children. Dr. Ryan and her team conducted the first research on LGBTQ youth and families, and developed the first evidence-based family support model to help diverse parents, families and caregivers to prevent suicide and other health risks and to promote well-being for LGBTQ children and youth. She has worked with families from all racial and religious backgrounds, including Muslim families with LGBTQ children, to help them to support their LGBTQ children. And she has worked in diverse settings, including as a school social worker. Her work has been recognized by major national professional groups in the fields of counseling, medicine, nursing, psychiatry, psychology and social work, and by civic, arts, LGBTQ and faith-based groups. Dr. Ryan trains on her work across the U.S. and other countries and works with organizations, faith communities, families and providers to integrate FAP’s family-based support approach into services and programs to build healthy futures for LGBTQ children, youth and young adults across disciplines and systems of care.

Charleigh Flohr | She/Her | Associate Director of Public Education & Research, Human Rights Campaign

Charleigh J. Flohr is Associate Director of Public Education & Research at the HRC Foundation, where she has been for almost five years. As Associate Director, she conducts statistical analyses and leads data collection efforts that support public education efforts geared toward increasing public awareness and understanding of LGBTQ+ people. Charleigh has nearly a decade of experience in research with experience across multiple organizations, including the Edgar Dyer Institute of Leadership and Public Policy, the Congressional Management Foundation, Center for American Progress, Democracy Fund and the National Center for Transgender Equality. She has several research publications, including peer reviewed publications. She holds a Master’s in Public Policy from Georgetown University, where she studied causal econometrics and applied survey statistics. She is currently based in Washington, DC.

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

Cheryl Greene 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.
Clark Hoelscher | They/Them | Steering Committee Director, Human Rights Campaign Minneapolis

Clark Hoelscher intentionally seeks to build community, connection, liberation, and joy through their professional and personal efforts. Clark, who taught biology and physics has a doctorate in curriculum and instruction specializing in school equity transformation, is a Program Specialist for the Out For Equity program in the Saint Paul Public Schools. In that role, they direct school-based LGBTQ2IA+ programs, and work in partnership with LGBTQ2IA+ youth-serving agencies to build leadership opportunities.

Clark co-founded the SPPS Gender and Sexual Diversity Parent Advisory Council, co-developed the first gender identity item for the Minnesota Student Survey, and co-authored the SPPS Gender Inclusion Policy and Procedures—leading to the nation’s first public school all-gender, multi-stall bathrooms.

Their volunteer work has included hosting international conferences on Bisexuality, serving on the national advisory council for GLSEN, serving on the Human Right Campaign Minnesota local steering committee, serving on two public school boards, and participating in environmental and abolition efforts in South Minneapolis. Their doctoral research in secondary teacher education established a framework for LGBTQ-inclusive institutional transformation and has been put into practice across the United States.

Clark is grateful to work with so many young people who are changing the world for themselves and others. They are held in love, community, and accountability by their partner, a trans man, 5 children, and housemates in their queer and trans intentional community. They reside near the convergence of the Mississippi and Minnesota Rivers called the Bdote, the origin of the Dakota people, in the city presently known as Minneapolis.

Daniel Young | He/Him | Parent & Advocate

Born and raised in the suburbs of Washington DC, followed by stints in Chicago, Jerusalem, Los Angeles, Pittsburgh and Miami, Daniel Young is a relatively new transplant to the Twin Cities!

He is joined in Minnesota by his wife and twin 9-year-old children, one of whom is transgender and his parents who moved up to the Twin Cities as well! Here in Minnesota, he adopted a rescue dog that’s 46% Pit Bull and 5% Shih Tzu…if you can figure that out! He is happy to be a Minnesotan, and to serve as the Chief Chaplain at the Minneapolis VA and has gotten involved in several activities, including being his son’s Cub Scout den leader, coaching a 10u futsal team and becoming a member of the Gender and Sexual Diversity Parent Advisory Committee of the St. Paul Public Schools.

Among his priorities are advocating for spiritual health and wellbeing as a key dimension of a person’s overall health, broadening the scope of chaplaincy to include religious life and practice, spirituality, questions of meaning and purpose and direction. He works in his personal and professional life to embrace diversity in its many forms.

Dave Edwards | He/Him | National Facilitator with Welcoming Schools, Human Rights Campaign-Founder, Gender Inclusive Schools

Dave Edwards, PhD (ABD), MAT, is a queer, neurodivergent, career educator who has served in almost every role in preK-12th grade school communities. After getting started as a special education paraprofessional in an Autism classroom in Saint Paul Public Schools, he served as a special education teacher, middle/high school classroom teacher, special education coordinator, and Dean of Students. From 2015-2018, Dave made the jump to higher education as lead instructor for the nontraditional teacher licensure program in Emotional Behavior Disorders at the University of MN Twin Cities. He was an undergraduate and graduate professor in the teacher preparation program at Hamline University from 2018 to 2020 before devoting his efforts full-time to Gender Inclusive Schools. He is a proud HRC’s Welcoming School’s National Facilitator, and has presented over 70 in-person sessions in 15 states during the 2023 calendar year. Dave serves on the board of the Minnesota Transgender Health Coalition and his family is heavily involved with Transforming Families MN. As a parent advocate, Dave has been quoted in national publications such as the New York Times, Rolling Stone, NBC News, and Into, and has appeared as a content expert on the Dr. Phil show.
David Fernkopf | He/Him | Assistant Director, KSDE

Dr. David Fernkopf is a dedicated professional, serving as an Assistant Director at the Kansas State Department while also holding the role of Adjunct Professor at Fort Hays State University. Graduating with a doctorate in Educational Leadership in 2017, Dr. Fernkopf’s passion for education is evident in both his administrative and academic endeavors.

Beyond his professional achievements, Dr. Fernkopf is a vocal advocate for LGBTQ+ rights and equality. His commitment to advocacy is demonstrated through his active involvement in various organizations. He serves on the NEA-SOGI (Sexual Orientation and Gender Identity) Committee, contributing his expertise to promote inclusivity and support for LGBTQ+ educators and students. Additionally, he holds an office within the NEA LGBTQ+ Caucus, where he works tirelessly to advance the rights and representation of LGBTQ+ individuals within the education sector.

Dr. Fernkopf’s dedication extends beyond advocacy to practical action. He has conducted numerous training sessions over the years, imparting knowledge and fostering understanding on LGBTQ+ issues. Through these initiatives, he strives to create safer and more inclusive environments within educational settings, ensuring that all individuals feel respected and valued.

In his multifaceted roles, Dr. David Fernkopf exemplifies leadership, compassion, and a steadfast commitment to promoting equity and diversity within the field of education.

DeHaven Sawyer-Mays | They/Them | Manager of K-8 Engagement, Active Minds

DeHaven is a non-binary educator and storyteller to change spaces so folks can be their full selves. DeHaven’s career has been to serve LGBTQ+ youth through support groups and trainings. They now work at Active Minds leading the middle school program called We Are Active Minds Middle School.

Ellen Kahn | She/Her | Vice President for Programs & Partnerships, Human Rights Campaign

Ellen Kahn is the Vice President 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.
**Minnesota State Senator Erin Maye Quade** | She/Her | **Special Projects Advisor, Gender Justice**  
**State Senator, Minnesota State Senate**

Erin Maye Quade is a proven leader with extensive experience in the private, non-profit, and public sectors who believes in evidence based-solutions and in our collective ability to come together and solve problems. Currently, Erin serves as a Minnesota State Senator and as a Special Projects Advisor at Gender Justice. During her run for Senate, Erin went into labor while giving a speech at the DFL caucus in April, sparking a national conversation on misogyny in politics. When she was elected in November 2022, she became one of the first three Black women to be elected to the Minnesota Senate. She is also the first Black mom and first out lesbian in the Minnesota State Senate. She was also the first LGBTQ person—and among the youngest—to be endorsed as the DFL candidate for Lt. Governor when she joined Erin Murphy’s ticket in 2018. In just one term as a State Senator, Erin has successfully led initiatives to expand reproductive freedom, protect LGBTQ+ rights, safeguard election integrity, and promote literacy. In particular, Erin’s leadership on reproductive freedom inside and outside of the legislature has been critical to making Minnesota a national leader for abortion access. Erin built UnRestrict Minnesota, the biggest reproductive freedom coalition in the state, into a powerful force in state politics. Thanks to her leadership, the coalition won a court victory overturning most of Minnesota’s abortion restrictions, elected the state’s first-ever pro-reproductive freedom legislative majority, and passed historic legislation expanding and strengthening reproductive freedom throughout our state. Erin previously served as Advocacy Director for Gender Justice, working to advance gender equity through public education, legislative outreach, strategic partnerships and coalition-building. Through her work with Gender Justice and UnRestrict Minnesota, she led the largest reproductive health, rights, and justice coalition in the state of Minnesota from 2019 to 2022. In this role, she laid the groundwork for a statewide movement that successfully expanded access to abortion care in Minnesota in the year after Roe was overturned.

**Euan Hwang** | He/Him | **YouthLink Manager, CenterLink: The Community of LGBTQ Centers**

Euan has been with CenterLink: The Community of LGBTQ Centers as the YouthLink Manager since 2021, supporting 100+ LGBTQ+ youth centers and programs and managing CenterLink’s two digital resources for LGBTQ+ youth: Q Chat Space and imi.

Euan has been working in the youth sector for over 10 years so he is not afraid of the teenagers! He enjoys working with them, as much as they give him a hard time sometimes, and feels like a proud dad whenever he sees his former program youth all grown up. Since 2011, Euan has managed various youth programs at different organizations, from small community-based organizations to nation-wide organization like the YMCA. At every organization, he aims to build lasting relationship with the youth, create opportunities for youth to lead meaningfully, and build fun & safe spaces (in-person and online) for youth to be their authentic selves!

When he’s not working, Euan likes to play video games, watch anime, try new recipes, and practice martial arts.

**Hannah Edwards** | She/Her | **Executive Director, Transforming Families**

Hannah Edwards (she/her) is the Executive Director of Transforming Families Minnesota, a peer led support group for trans and non-binary youth and their parents and caregivers. She is also a former public school art teacher. In her role TFF she gets to work with families on their journey with their trans/non-binary children. Hannah enjoys being there to support families in their moments of joy and in the moments when they need connection to community and resources. She believes that when we all know better we all can do better. When Hannah is not working she loves to spend time with her 2 amazing daughters and her husband Dave.
Hildie | She/Her | Youth Ambassador, Human Rights Campaign

Hildie (she/her) is a trans actor/performer who advocates for affirmation and celebration of trans kids. After experiencing gender-based discrimination in kindergarten, Hildie has become a passionate advocate for the affirming spaces trans kids need to thrive. Hildie appears in the Welcoming Schools’ video, “What I need to Succeed at School”, that is shown to thousands of educators in whole-staff professional development every year. Hildie is also a featured actor in Warner Media and HRC’s “Let Us Play” campaign to fight for inclusion of trans kids in sports. Hildie frequently delivers powerful speeches at rallies, protests, and LGBTQ+ fundraisers across the Twin Cities on the needs of trans and gender expansive youth. Hildie has also spoken out the Minnesota state Capitol for trans rights, even testifying to the senate about the trans refuge bill last spring.

Hildie has always loved performing. She’s been in school plays and played Becky at The Children’s theater in their Morris Micklewhite and the Tangerine Dress 2023 production. Hildie has sung on stage in the Twin Cities since she was 5 years old. Hildie was the “Future So Bright” Grand Marshal of the Twin Cities Pride Parade 2022 - making her the Twin City’s youngest parade Grand Marshal in history. Hildie also enjoys being a Youth Ambassador with the Human Rights Campaign where she gets the chance to share her voice and story.

Jordan Mix | They/Them | Director of Educational Programming, Iowa Safe Schools

Jordan Mix (they/them) is the Director of Educational Programming at Iowa Safe Schools. They graduated from Drake University in 2016 with degrees in Law, Politics, and Society; Sociology; and Women and Gender Studies. While at Drake they were the president of Drake’s LGBTQ organization, Rainbow Union, helped establish the first all-gender bathroom on campus, and collaborated heavily in writing Drake’s Transgender Inclusion Statement. Jordan also completed their graduate studies in Gender and Sexuality Studies at the University of North Carolina Charlotte.

In 2019, Jordan was the head curator of a project called Breathe, Learn, Act — the first ever virtual care package for parents and loved ones of transgender and non-binary kids. Jordan joined the Iowa Safe Schools team in March of 2020, where they work with K-12 educators to develop LGBTQ-Inclusive curriculum, facilitate an online academy for Iowa’s K-12 educators, and lead training sessions for students, educators, and other community members.

When they’re not working, you can find Jordan hiking with their wife, cheering on the U.S. Women’s National Soccer Team with their cat, and honing their home barista skills.

Katie Barnes | They/Them | Author, Fair Play: How Sports Shape the Gender Debates
Journalist, ESPN

Katie Barnes (they/them/their) is an award winning journalist covering the intersection of sports and gender. As a feature writer at ESPN, Katie has profiled women’s sports superstars like Maya Moore, A’ja Wilson, and Amanda Nunes. They are a leading journalist in the coverage of legislation and policy affecting transgender and intersex athletes. Fair Play is their first book. It was named as a “Must-Read Book of 2023” by Time Magazine.

Katie is a 3-time GLAAD award nominee and a 2022 finalist for the Dan Jenkins Medal, a prestigious award honoring outstanding sports journalism. They were named the 2017 Journalist of the Year by NLGJA — The Association of LGBTQ Journalists.

Katie studied American Studies, History, and Russian Studies at St. Olaf College, and Student Affairs in Higher Education at Miami University (OH), and thus believes no degree is prophetic. A retired fanfiction writer, Katie now enjoys writing with their name attached, but wears their fandom as a badge of honor.

Katie actually likes cornfields, and thinks there is nothing better than a summer night’s drive through the Indiana countryside. When not transcribing a mountain of interviews, you can usually find Katie hanging out with their wife and cats, Atticus and Zora, attempting to write for fun, or playing video games.
Kei | She/They | Youth Ambassador, Human Rights Campaign

Kei is a bisexual woman from Chicago, and is a proud community college student. After receiving affirming mental health treatment in high school, Kei 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, Kei became the co-founder and president of the first LGBTQ+ Youth Advisory Council at her local LGBTQ+ center, and helped organize the first Pridefest in her area. Kei is also a fierce advocate on her college campus, and led the charge against an anti-LGBTQ organization that was allowed to have a presence on campus. As she grows as an advocate, she hopes to continue to destigmatize conversations about mental health, especially in the Asian community, and work towards creating equitable social policy in the future.

Kyrstin Schuette | She/Her | Executive Director, School Board Integrity Project

Kyrstin Schuette is determined to make an impact. Once a student plaintiff against the Anoka-Hennepin, MN, school district for its demeaning and demoralizing policies against LGBTQIA+ students, she now serves as founder and executive director of the School Board Integrity Project, a nonprofit that provides training, resources, and information to current and potential school board candidates as they run for office. Kyrstin’s personal experience with the real-life impact of discriminatory policies put into place by those in power with opposing values and motives drive her to inspire and support candidates and activists who have the success of all students at the center of their work.

The School Board Integrity Project is part of Kyrstin’s purview at Apparatus General Benefit Corporation, a women-founded, led, and operated public affairs firm headquartered in Minneapolis, MN. At Apparatus, Kyrstin is a principal leading the firm’s campaign, policy, and community engagement work. With over a decade of experience working for progressive organizations and on campaigns for individuals and issues, Kyrstin is always on point to help direct, manage, and ensure those around her are able harness their own organizing power.

Her advocacy and campaign work has contributed to multiple awards including the Department of Justice Pride Award for her work in the Anoka-Hennepin school district and Independent Expenditure Campaign of the Year from the National Association of Political Consultants.

Kyrstin lives in Minneapolis with her wife (and high school sweetheart), Kayla, and their menagerie of pets.

Laura Gingras | She/Her | Library Media Specialist, Waconia Public Schools

Laura Gingras (she/her) is a K-5 School Library Media Specialist for Waconia Public Schools. This is her sixth school year working with these creative learners! Prior to that Laura was a high school library para-professional. She started working in her local public library at the age of 16 before majoring in Elementary Education at the University of Wisconsin-Eau Claire. She holds her Master of Library and Information Science (MLIS) degree from St. Catherine University in St. Paul. Laura is the current President of the Information and Technology Educators of Minnesota (ITEM), a division of the Minnesota Library Association.

Minnesota State Representative Leigh Finke | She/They | State Representative, Minnesota House of Representatives | Executive Director, Queer Equity Institute

Leigh Finke (she/her) is the first trans woman to serve in the Minnesota House of Representatives. Leigh serves as the founding Chair of the Minnesota Legislator’s Queer Caucus, and authored the landmark Trans Refuge legislation that was passed last year. In 2023, she created the Queer Equity Institute, a non-profit dedicated to queer civic engagement, where she is Executive Director. Leigh lives in Saint Paul.
Mahereen Baig | She/Her | Teacher, Schaumburg sd#54

Mahereen Baig is an immigrant from Pakistan and the mother of 3 boys. Her youngest son is Transgender. Mahereen is also a teacher of 30 years and is currently teaching 1st grade in a Midwest suburban school. She holds a Master of Science in Bilingual Literacy. Mahereen was raised in a fairly strict Islamic household in Houston and attended the mosques weekly with her family. Mahereen and her ex-husband, a convert to Islam, have raised their sons as Muslims and passed onto them their love of God as Muslim Americans. Mahereen was a former member of The Human Rights Campaign on the Parents for Transgender Equality Council, as well as for Desi Rainbows, a growing movement of Support for Southeast Asian families of LGBTQ+ parents and youth. Mahereen serves as an advocate to bring diversity and inclusivity into her district as well as welcoming newcomer families to the U.S. education system.

Monica Meyer | She/They | Political Director, Gender Justice

Monica Meyer has been leading organizing, activism, fundraising and policy advocacy on behalf of issues of equity and justice since 1992. Monica’s most recent job was working for LGBTQ liberation as the Executive Director of OutFront Minnesota. During Monica’s twenty years at OutFront Minnesota, she loved getting to work with thousands of justice-loving people fighting to make Minnesota more loving and equitable.

During this time, OutFront was involved in securing some key victories advancing LGBTQ equity including helping to form and lead Minnesotans United for All Families, the campaign to defeat a constitutional amendment banning same-sex couples from the right to marry and secure marriage equality through the Minnesota legislature. They also worked to pass one of the country’s strongest anti-bullying laws, a policy to secure trans inclusion in sports, and elect pro-equality candidates up and down the ballot.

Some of Monica’s recognition includes the Humphrey Institute’s Public Leadership Award, the Lynx’s Inspiring Women Award, HRC’s Brian Coyle Award, the Charlotte Striebel Award from MN NOW and the MN School Social Work Association’s Friend of Social Work Award.

Monica received her master’s degree in public policy from the Humphrey Institute at the University of Minnesota, and her undergraduate degree from Hamline University. She lives in NE Minneapolis with her family and loves being close to so much great art and food.

Nora Gelperin, MEd | She/Her | Division Director of Sex Education & Training, Advocates for Youth

Nora Gelperin, M.Ed. is the Division Director for the Sex Education and Training Team at Advocates for Youth. Nora is one of the co-authors of Advocates’ Rights, Respect, Responsibility: A K-12 Sexuality Education curriculum, which was released in January 2016, and updated in 2020. Nora was part of the core team that developed the National Sexuality Education Standards: Core Content and Skills K-12, First (2012) and Second Editions (2020) and National Teacher Preparation Standards for Sexuality Education, (Journal of School Health, 2014). She has more than twenty years of experience providing sexuality education to youth and professional development to education professionals. Her work has been featured in The Atlantic, Medium, Salon, Illinois Public Radio, Boston Magazine and The New York Times.
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.

Orlando Gonzales | He/El/They | Senior Vice President of Programs, Research, and Training, Human Rights Campaign

Orlando Gonzales (he, el, they), MPA is the Senior Vice President of Programs, Research, and Training at the Human Rights Campaign. The Human Rights Campaign is America’s largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer people. HRC envisions a world where LGBTQ+ people are embraced as full members of society at home, at work and in every community.

Orlando is an experienced nonprofit executive focused on LGBTQ+ human rights and equity. Previously, he served as the Executive Director of Safeguarding American Values for Everyone (SAVE/SAVE Foundation) in South Florida. SAVE is the longest serving LGBTQ+ human rights organization in Florida with a mission to promote, protect, and defend equality.

Prior to joining SAVE, Orlando was the Chief of Staff and Communications Operations Manager at the Patient-Centered Outcomes Research Institute (PCORI) in Washington, DC, where he worked on increasing patient and stakeholder engagement in research funding, collaborated to develop a dissemination and implementation framework for research findings, as well as a process for patient and peer review to help speed up the uptake of new information.

Throughout his career, Orlando has been involved with businesses and non-profit organizations with an impact on both the local and national levels. Public service is an integral part of his life, focusing on organizations that promote human rights and the educational advancement of people of color and the LGBTQ+ community. He has served on the board of trustees/directors of the Point Foundation, Philanthropy Miami, the National Urban Fellows and has been an active alum of Georgetown University.

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

Phii Regis is the Director of the All Children - All Families Program at the Human Rights Campaign Foundation (HRCF). They play a leading role in helping advance LGBTQ+ inclusive policies and practices in child welfare systems across the United States. For more than eight years, Phii has helped agencies transform service delivery for LGBTQ+ children, youth, and families. 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.
Rachel Haider | She/Her | Library Media Specialist, Hastings High School

Rachel Haider is the Library Media Specialist at Hastings High School in Hastings, MN. She also serves as the Information and Technology Educators of Minnesota (ITEM), the school library division of the Minnesota Library Association, President-Elect. She is completing on her 5th year as a media specialist and was a classroom English and Communications teacher for 7 years before that. Rachel is passionate about students seeing themselves in literature and finding their voice through what they read.

Rahul Deshmukh | He/Him | Member of Parents for Transgender Equality National Council, Human Rights Campaign

Proud parent.

Raquelle Lenoir | Sher/Her | Director of Development, University of Minnesota

Hello! I am Mak3va, known in community as Sharmane. And by some as Raquelle. Currently the Director of Development for YAP. I am a person surviving HIV since 2007. I am an active member across many community groups. I am most know for my activism with in the BIPOC Transgender community, however as a recovering addict my work began in Chemical Health; and I have been blessed to have opportunities to grow and find my own way to support my community as a whole. I am also active in the MN ball room scene. As the HAUS Mother of the Minnesota Chapter of DelCore Sno. As the 2023 year ended I found my self back on stage performing across the city. Performing as Mak3va gives me peace and a space to express my love for music and fashion. In January I was selected to represent Minnesota on a national level as Miss Trans Minnesota. I am so honoured and humbled to be in that position. I only hope I can do my state proud.

Ray | He/Him | Youth Ambassador, Human Rights Campaign

Ray is a 17 year old transmasculine activist and student. He became involved in activism when anti-trans bills were proposed in his state, and since then he has become outspoken on the importance of community, acceptance and diversity for queer youth.

Rehman | They/Them | Youth Ambassador, Human Rights Campaign; SDG-3/Health Advisor and North American Youth Representative, UN-Habitat; Youth Representative and Adolescent Champion, World Health Organization/Pan American Health Organization; Youth Ambassador, Human Rights Watch; Leadership Council Member, USA for UNFPA (the UN Sexual and Reproductive Healthcare Agency)

In Rehman's work at the World Health Organization, they have led partner UN agencies, governments, NGOs, and corporations to create the “What Young People Want" chatbot, a groundbreaking global initiative that consulted with 1.2+ million young people, primarily in the Global South, from a marginalized background. This initiative catalyzed 100+ countries across the world to make economic and social commitments to adolescent health and well-being worth tens of millions of dollars and impacting hundreds of millions. Additionally, in their work as an NGO Representative and Ambassador to the United Nations Economic and Social Council, Rehman has consulted or advised the World Health Organization, UN Women, UN Human Rights, UNICEF, the UN Population Fund, UN Climate Change, the UN Environment Programme, the UN Refugee Agency, the White House, the US Department of State, the European Union, the G20, the United Kingdom, and New Zealand. Their contributions have resulted in the publication of
Robert Garofalo, MD, MPH | He/Him | Chief of Division of Adolescent & Young Adult Medicine, Lurie Children’s Hospital

Robert Garofalo MD, MPH is a Professor of Pediatrics at Northwestern University’s Feinberg School of Medicine in Chicago, Illinois. He is the founding Chief of the Division Adolescent & Young Adult Medicine at Lurie Children’s Hospital and the founding director of its Adolescent HIV and Gender Development Programs. Dr. Garofalo has >25 years of clinical and research experience in adolescent health, HIV medicine, HIV prevention and the health of sexual and gender minority youth. In 2010, he was appointed to the National Academy of Science/Institute of Medicine Committee on LGBT Health Issues and Research Gaps and Opportunities. Dr. Garofalo’s research has been generously funded by the National Institutes of Health being the Principal Investigator (PI or MPI) on 20 research grants and a Co-Investigator on >30 other NIH-funded research projects. He has conducted innovative research on health and health risk behaviors among LGBTQ youth in the U.S. and has led the development of 4 interventions deemed evidence-based by the Centers for Disease Control and Prevention (CDC) for outcomes across the HIV prevention and care continuum. His academic work most recently includes seminal research on HIV outcomes among young sexual and gender minority men in Nigeria. Dr. Garofalo is a member of several professional organizations including the American Academy of Pediatrics, the Society for Adolescent Medicine, the American Medical Association, and the World Professional Association for Transgender Health. He is a past President of the Gay and Lesbian Medical Association (GLMA) Dr. Garofalo is the founding Editor-in-Chief of the journal Transgender Health. He has >200 publications in scholarly journals. In addition to academic work, Dr. Garofalo co-authored the book When Dogs Heal which was published in 2021. He founded Fred Says (named after his dog), a non-profit charity that has donated back to the community over $1.5 million to support care and services for transgender youth and young people infected with and impacted by HIV both in the U.S. and globally.

Rehman (continued)

24+ first-authored papers presented before and cited at platforms such as the Human Rights Council, UN Committee for Economic, Social, and Cultural Rights, Commission on the Status of Women, United Nations Human Rights Advisory Committee, European Union Parliament, White House, and the Economic and Social Council Partnership Forum. Rehman too has collaborated with the White House, the US Department of State, Congress, the UN Environment Programme, and American University to organize the largest-ever US-based UN Youth Climate Conference to shape effective climate policies.

Rehman continues to fight for the human rights of all, whether that be through iCure Health International, an organization Rehman established at the age of 10 which has touched the lives of 60,000 individuals across 30+ chapters in 22+ countries, dedicated to enhancing public health access, education, and policy; co-leading UNICEF’s Child-Friendly Cities Initiative in Houston, TX, passing policies impacting 2.5 million youth which led to Houston being named the US’s first Child-Friendly-City by UNICEF; developing a patent-pending device aimed at eliminating the need for open-fire cooking methods; advocating for Yemen’s Youth at the UN Committee for Economic, Social, and Cultural Rights; raising tens of millions of dollars as the youngest-ever Leadership Council Member of a country-level UN body; or working with congresspeople and Human Rights Watch to protect the health of migrants. Rehman has been honored with President Biden’s Lifetime Achievement Award, a White House Letter of Commendation, and the Diana Humanitarian Award.
**Rox Anderson** | They/Them | Director, OUR Space MN MTHC RARE Productions

Roxanne Anderson is a community organizer, artist, abolitionist, and award-winning activist who has been working in social justice/service for 30+ years. Rox believes vital, visible leaders of color make our communities stronger. Roxanne Co-Founding Director of OUR Space an LGBTQ community center start up for Minnesota’s queer community, is the Director of Programs of Minnesota Transgender Health Coalition, the co-founder/creative director of RARE Productions, a multimedia arts and entertainment company focusing on producing and promoting queer artists of color. Rox is a CORE member of REP (Relationships Evolving Possibilities) where they work to support community members responding to emergent crises and build or rebuild their own systems of support. Roxanne has been honored with many accolades including: POC Pride 2022 Legacy Award, 2018 Bush Fellow, The Stellar Award for Outstanding Transgender Adult of the Year, the Beautiful Humans Award for the work of RARE Productions in LGBTQI2S Media for its coverage of cutting edge and emerging POC artists, the University of Minnesota’s Community Excellence Award, Lavender Magazine’s 100 Fab Community Organizer Award, Twin Cities Black Pride Community Service Award for Diversity and Inclusion, Twin Cities Pride Grand Marshal and featured in Curve magazine, Rolling Stone Magazine, and many other publications for community leadership. Rox is a skilled and highly sought facilitator their topics of expertise include LGBTQ Identities, Kink and Sexual Liberation, Creating Safer Spaces, Building Racial Equity, Mental Health First Aid, Cultural Competency, Trans Awareness, ally-ship, Strategic Planning, Organizational Development, and Business Start Ups. Anderson is on the Board of Directors for SouthSide Harm Reduction, MN POC Pride, Vice-Chair Twin Cities Spectrum, and is on the advisory teams for the City of Minneapolis Trans Equity Working Group and ConneQT for LGBTQ youth program. Rox is a Reiki practitioner too.

Rox loves art, playing music, taking pictures. They have been an on-air DJ/Radio Host for 25 years with shows on KFAI and KRSM radio stations, they enjoy swimming, fishing, and riding their scooter T’challa-aka the Black Panther and their motorcycle Vicki. Rox lives on the original, ancestral, and contemporary homeland of the Dakota and Anishinaabe people, currently known as Minneapolis, MN with their partner, 2 pitbulls and some chickens.

**Sarah Warbelow** | She/Her | Vice President of Legal, Human Rights Campaign

Sarah Warbelow is Vice President, Law 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. As a nationally recognized expert on LGBTQ civil rights law, Warbelow routinely consults with law and policy makers, businesses, media outlets, and advocacy organizations to advance equality. Through her public education efforts, Warbelow regularly testifies before Congress and contributes to media outlets such as CNN, MSNBC, the New York Times, NPR, the Washington Post, Bloomberg Law, the Wall Street Journal, and Time Magazine.

Warbelow joined the Human Rights Campaign in January 2008 as senior counsel for special projects and Justice for All fellow, then served as HRC’s State Legislative Director, from September 2009 to April 2014. Warbelow is also an affiliated professor at George Washington University and George Mason Law School, teaching courses on civil rights law and public policy. Prior to joining HRC, Warbelow served as the program manager for the American Association of University Women Foundation Legal Advocacy Fund. She received her master’s of public policy and law degree from the University of Michigan.
Shoshana Goldberg | She/Her | Director of Public Education & Research, Human Rights Campaign

Shoshana K. Goldberg is the Director of Public Education & Research at the HRC Foundation. In her role, she oversees research projects that use quantitative and qualitative data to better understand the lived experiences of LGBTQ+ individuals in all aspects and dimensions of daily life, as well as public education products that aim to educate and inform advocates, policy makers and the general public. Prior to joining HRC, Goldberg held both research and academic positions in the fields of LGBTQ+ health and policy, working with organizations such as The Williams Institute at the UCLA School of Law, UNC-Chapel Hill, and Strength in Numbers Consulting Group. Through her prior work, she has co-authored numerous academic articles, book chapters and research briefs, gaining expertise in the use of population-based data to understand the demographics of the LGBTQ+ population, as well as how existing social, structural and political factors contribute to vulnerabilities, marginalization and health disparities faced by the LGBTQ+ community. Goldberg holds a Master’s of Public Health in Maternal and Child Health, and a Ph.D. in Maternal and Child Health and Epidemiology, both earned from the Gillings School of Global Public Health at the University of North Carolina-Chapel Hill. She is currently based in Brooklyn, N.Y.

Stephanie Autumn | She/Her | Director of the Tribal Youth Resource Center, Tribal Law & Policy Institute

Ms. Autumn (Hopi Nation) possesses 40 years of local, national, and International American Indian advocacy and policy work experience. Ms. Autumn has worked with diverse tribes throughout the country on issues of American Indian adult and youth justice, substance abuse prevention, restorative justice, and Tribal youth mentoring programs. She has managed projects on AI juvenile domestic assault, a statewide restorative justice program, pre- and post-release services for AI youth and adults, Tribal mentoring, and truancy, served as project director for three Department of Justice funded programs for tribal youth, which provided training and technical assistance to over 135 tribal grantees. Ms. Autumn is a national restorative practices facilitator and trainer and has represented the International Treaty Council and other American Indian Human Rights organizations at the United Nations in Geneva, Switzerland and New York, Russia, Japan, Africa, Libya, and throughout Europe and the United States. Ms. Autumn is the founder of the American Indian Prison Project Working Group and served as a consultant for the MN Missing and Murdered Indigenous Women Task Force. She is a mother and grandmother.

Ted Lewis | They/Them | Director of Youth Well-Being, Human Rights Campaign

Ted Lewis, MEd, joined the team at HRC in 2022 and currently serves as the director of Youth Well-Being in HRC’s Foundation. The Youth Well-Being program is dedicated to improving the lived experience of LGBTQ+ youth in everyday institutions of daily life. Ted leads on Project THRIVE, Time to THRIVE, and HRC’s Youth Ambassador program. Ted brought nearly two decades of experience to their role at HRC. Prior to this role, Ted served as the 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 a Master of Education from the University of South Carolina.

Tim O’Regan | He/Him | Director of Public Affairs, T-Mobile

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 twelve years with T-Mobile, raising the company’s profile among government 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 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.
Tom Parent | He/Him | Executive Director of Operations and Administration, Saint Paul Public Schools

Tom Parent, AIA is the Executive Director of Operations and Administration for Saint Paul Public Schools, where his primary responsibility is supporting the 10 departments and thousands of people who make the school district run. One area of particular focus for Tom has been on the role that communities can play in the strategic planning of the built environment and how that is an integral component of the education experience. He is a licensed architect with a background in working with education and non-profit organizations, and was a 2013 Hubert H. Humphrey Policy Fellow at the University of Minnesota.

Wendy Strout | She/Her | Wisconsin State Director, Human Rights Campaign

Wendy Strout has served as HRC’s Wisconsin State Director since November 2017. Prior to joining HRC, Wendy was the Wisconsin Field Director for the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO). She is also the former Executive Director for Emerge Wisconsin, which trains Democratic women to run for office. Along with her board, she grew Emerge to be a true statewide program, covering all regions of Wisconsin. In her free time, Wendy enjoys long-distance

Wendy Welch | She/Her | Mom, Welch Household

Born and raised a fourth generation Texan, currently living in Forest Lake, Minnesota with her husband, four children, and animals galore. When not as busy raising a family and animals, she loves thrifting, playing games with the kids, traveling, and learning new things.

Wes Jones | He/Him | Deputy Director of Video, Human Rights Campaign

Wes Jones serves as the Deputy Director of Video for the Human Rights Campaign, where he tells stories centered around the fight for LGBTQ+ equality. Before joining HRC, he worked as a senior video producer at The Hill Newspaper. Wes holds a BA in Media Arts and Design from James Madison University. His work has won Shorty, Anthem and W3 awards.

Zadyn | He/Him | Head of Programs, Queer Youth Assemble

Zadyn is a queer transmasc activist and artist. His activism centers around queer and trans rights along with gun control and human rights.
Active Minds

Active Minds (activeminds.org) is the nation’s leading nonprofit organization promoting mental health awareness and education for young adults. Through award-winning programs and services, Active Minds is empowering a new generation to speak openly, act courageously, and change the conversation about mental health for everyone. Active Minds is dedicated to saving lives and building stronger families and communities. Active Minds has a presence at more than 1,000 campuses, schools, communities, and workplaces nationwide, and is powered by a robust Chapter Network, the nationally acclaimed Send Silence Packing® display, inspiring Active Minds Speakers, and our tailored Active Minds @ Work initiative.

Website

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

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. We currently have over 375 member LGBTQ+ centers worldwide providing essential services, promoting growth, wellness, and connectivity in their communities.

CenterLink offers 2 digital resources for LGBTQ+ youth:
- Q Chat Space provides live-chat support groups for LGBTQ+ and questioning youth (13-19 years old) that are facilitated by trained staff and/or volunteers from CenterLink member LGBTQ+ centers across the United States.
- imi is a digital, science-backed mental health tool for LGBTQ+ youth to learn coping skills, hear stories from real LGBTQ+ teens, and explore resources that will affirm their queer identities and boost mental health.

Website
Minnesota PTA

Minnesota PTA was chartered in 1922 as a state affiliate of the National PTA (Parent Teacher Association). For over 100 years, Minnesota PTA continues to be committed to strengthening our public-education by working together to Advocate for Every Child with One Voice. Our Mission is to to make every child’s potential a reality by engaging and empowering families and communities to advocate for all children.

National PTA® is the oldest and largest child advocacy association in America. For over 125 years, PTA has worked with school communities and decision makers to solve the toughest problems in our nation’s history. PTA is a network of millions of families, students, teachers, administrators, and business and community leaders devoted to the educational success of children and the promotion of family engagement in schools.

PTA is an association that prides itself on being a powerful voice for all children, a relevant resource for families and communities, and a strong advocate for public education. Membership in PTA is open to anyone who supports the PTA mission and wants to be involved and make a difference for the education, health, and welfare of children and youth. Our collective voice is powerful as we continue to advocate for public education on behalf of all students. Minnesota PTA is a registered 501(c)(3) nonprofit.

Website

T-Mobile

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
The PTA’s mission is to make every child’s potential a reality by engaging and empowering families and communities to advocate for all children.

- **Every PTA Member is an advocate for Children.** We are engaged in advocacy every time we support and speak up for children.

- **PTA Advocacy Changes Lives.** PTA has a long, successful history of influencing policy to promote children’s education, health and well-being—resulting in child labor laws, school lunch programs and much more.

- **We Need Your Voice!** Working together, we can continue to make a difference for all children.

To inquire how you can join the Minnesota PTA, contact us anytime at: **mnpta@mnpta.org**

PTA Advocates & Supports the LGBTQIA+ Community. Look and listen to the PTA Podcast on Notes from the Backpack on the National PTA website ~ Scan QR Code – or visit: **PTA.org/PodcastEp37**

**How to Help LGBTQIA+ Youth Thrive**
Created in partnership with dozens of publishers and with information provided by the publishers, librarians, and School Library Journal, Unite Against Book Bans book résumés are designed to help support readers’ access to books that are targeted by censors.

These documents are in a PDF format that can be downloaded and printed for easy sharing with administrators, book review committees, board members, and the public.

Each book résumé includes:
- a synopsis
- reviews from professional journals
- awards & accolades
- intended audience
- information about how a title has been successfully retained after a demand to censor the book (when possible)

bit.ly/BookResumes

SCHOOL LIBRARIANS MAKE ROOM ON THE SHELF FOR EVERYONE’s STORY.
@thebookwrangler

Did you know?
6 of the TOP 10 challenged books in 2023 were targeted due to LGBTQ+ content?

It is MUCH harder to ban books in schools with LICENSED SCHOOL LIBRARIANS AND MEDIA SPECIALISTS

You can help! Advocate for school libraries here
School counselors promote affirmation, respect, and equal opportunity for all students regardless of sexual orientation, gender identity or gender expression. School counselors promote awareness of and education on issues related to LGBTQ+ students and encourage a safe and affirming school environment. School counselors work to eliminate barriers impeding student development and achievement and are committed to all students’ academic, career and social/emotional development. (ASCA Position Statement: The School Counselor and LGBTQ+ Youth, revised 2022)
OUTFRONT MINNESOTA WORKS THROUGH INTERSECTIONAL ORGANIZING, ADVOCACY, EDUCATION, AND DIRECT SUPPORT SERVICES.

OUR EDUCATIONAL EQUITY WORK INCLUDES:

- **Sponsoring and supporting inclusive school policies**;
- **Bringing together 450 educators and youth at our annual Youth Summit**;
- **Supporting GSAs throughout the state**;
- **Responding to school-based incidents—from bullying to harmful policies**;
- **Reaching thousands of youth and adults through inclusion trainings**.
TRANSFORMING FAMILIES MN IS HERE TO MAKE LIFE BETTER FOR TRANS YOUTH & THEIR FAMILIES STARTING RIGHT HERE IN MINNESOTA WITH SUPPORT GROUPS FOR...

TRANS TEENS & TWEENS
TRANS KIDS
PARENTS & CAREGIVERS OF TRANS YOUTH
PARENTS OF TRANS ADULTS

AND THAT’S NOT ALL!

Families at all stages of their journey are welcome at our monthly in-person support groups for caregivers and youth. We also have virtual meetings and an online community to support families in Minnesota who cannot make it to our in-person events.

Our organization is peer-led, so our meetings are a great place for trans kids and their parents to support one another and learn together. We also celebrate our families across the state through pride celebrations, fundraisers, community events, and more!

LEARN MORE ABOUT WHAT WE DO AND HOW TO JOIN OUR COMMUNITY BY VISITING TFFMN.ORG, EMAILING US, OR CHECKING OUT OUR SOCIAL MEDIA!

🌟 info@tffmn.org
🌟 transformingfamiliesmn
🌟 transformingfamiliesmn
🌟 tffmn.org
Our mission is to create space for LGBTQ+ youth to feel safe and empowered to be their true selves.

We believe 2SLGBTQIA+ youth deserve to have a supportive community in their life.

**1:1 MENTORSHIP**

2SLGBTQIA+ mentors are matched with LGBTQ+ youth based on youth voice, youth choice, and shared interests. Mentors and mentees connect 2-3 times a month, for a year, to hangout, set and accomplish goals, and build resilience through meaningful engagement.

**TWIN CITIES**

**TRAINERING & CONSULTING**

Leveraging our experience working directly with LGBTQ+ youth and community, we provide training and consulting to support local and national youth-serving organizations, corporations and educational institutions.

**NATIONAL**

**YOUTH WORKSHOPS**

Youth workshops includes 12-20 LGBTQ+ mentees and 3-5 LGBTQ+ mentors, who take part in a 6-8 week program with a specific focus (art, STEM, film, sports, etc.). The program is developed by and with a community organizational partner.

**TWIN CITIES & ST. CLOUD**

@queerspacecollective
/qeerspacecollective
info@queerspacecollective.org
IN 2024, THE SCHOOL BOARD INTEGRITY PROJECT...

TRAINED AND SUPPORTED MORE THAN 80 INCUMBENTS, NEW CANDIDATES, AND FUTURE CANDIDATES FOR SCHOOL BOARD ACROSS MINNESOTA.

SAW 96% OF SCHOOL DISTRICTS WITH SCHOOL BOARD INTEGRITY PROJECT CANDIDATES ELECTED ONE OR MORE OF OUR CANDIDATES TO THEIR BOARD IN 2023

EMPOWERED 84 CANDIDATES TO PLEDGE TO PROTECT AND ADVOCATE FOR LGBTQ+ STUDENTS

JOIN THE SCHOOL BOARD INTEGRITY MOVEMENT

LEARN MORE

CONTRIBUTIONS TO THE SCHOOL BOARD INTEGRITY PROJECT ARE NOT TAX-DEDUCTIBLE. THE SCHOOL BOARD INTEGRITY PROJECT HAS APPLIED TO THE INTERNAL REVENUE SERVICE FOR STATUS AS A POLITICAL ENTITY. CONTRIBUTIONS TO THE SCHOOL BOARD INTEGRITY PROJECT WILL BE USED HELP PROVIDE TRAINING, RESOURCES, AND INFORMATION TO CURRENT SCHOOL BOARD CANDIDATES AS THEY RUN FOR OFFICE ACROSS MINNESOTA.
Creating LGBTQ+ Inclusive Schools
www.WEAacademy.org

Instructor: Melissa Bollow-Tempel, a Wisconsin music teacher fired after choosing the song Rainbowland (Dolly Parton, Miley Cyrus) for a concert.

Participants will cover:

- Names, Pronouns & Language
- Respect, Acceptance & Safety
- How to Make Systemic Changes

Creating LGBTQ+ Inclusive Schools focuses on understanding LGBTQ+ youth and families served in public schools with an end goal of creating supportive and welcoming schools for all children. This course challenges educators to examine and evaluate personal views and practices, review issues within schools that impact LGBTQ+ youth and families and develop strategies for taking action to make our schools more inclusive.

FREE!

for members of the Wisconsin Education Association Council

See all our course offerings: weaacademy.org
HEY THERE, WE’RE
FAIR WISCONSIN
The Badger State’s only statewide LGBTQ+ civil rights and civic engagement organization.

Join the fight for LGBTQ+ rights!

Stay in the loop:
@fair_wisconsin
@Fair_Wisconsin
info@fairwisconsin.com
fairwisconsin.com
SAVE THE DATE!

OutReach

MAGIC

PRIDE

FESTIVAL

SUNDAY AUGUST 18TH 2024!

Information on Sponsors, Vendors, and more COMING SOON!

WWW.OUTREACHMAGICFESTIVAL.ORG
Our programs support Queer communities across Eau Claire, Chippewa, and Dunn Counties

- Teen Hangout Nights
- Queer Prom
- Pride in the Park
- Game Nights
- Queer Closet Events
- and more!

Stop by and visit us at 505 S Dewey St Suite 204, Eau Claire, WI 54701
Or check us out at https://www.cvlgbt.org/

Facebook: Chippewa Valley LGBTQ-plus
Instagram: cv_lgbtq
Iowa Safe Schools

Who We Support

- LGBTQ Youth & Their Peers
- Educators, Administrators, & Helping Professionals
- Families & Caregivers
- Community Groups & Workplace Partners

Our Work

- Safety Planning
- LGBTQ Affirming Books
- Continuing Education
- DEI & ERG Engagement
- Education Events
- The GSA Network
- Advocacy Efforts
- Policy & Practice Consulting
- Professional Development
- Relevant Resources
- The Spirit Awards
- Student Events

Founded in 2002, the mission of Iowa Safe Schools is to provide safe, supportive, and nurturing learning environments and communities for LGBTQ and allied youth through education, outreach, advocacy, and direct services.

Iowa Safe Schools is cultivating the next generation of LGBTQ leaders... we invite you to join us!

www.iowasafeschools.org

FOLLOW US

@iowasafeschools
Public Health Institute of Metropolitan Chicago (PHIMC) advances health justice and strengthens public health through innovation and partnerships that align people, strategies, and resources.

### Adolescent and School Health
- Illinois Safe Schools Alliance
- Regional Substance Use Prevention Integration Centers
- School Health Access Collaborative
- Student Health Data Transformation

### Workforce Development
- National Health Corps Chicago
- Opioid-Impacted Family Support Program

### Health Justice
- Community Reentry Project
- Region 8 – HIV Prevention Services

### Organizational Development
- Backbone Management Services
- Consulting, Training, & Technical Assistance
- Fiscal Management
- Strategic Planning

### Quality Systems
- HIV Practice Transformation
- Impact Metrics and Program Evaluation
- Transgender and Gender Diverse Wellness and Equity Program
- Protecting Our Patients: Affirming Care
- Protecting Our Patients: Routine HIV Screening

---

**As a leader in Illinois’ public health arena, PHIMC partners with public health departments, schools, and other government agencies, community-based organizations and advocacy groups, academic and grant-making institutions, and healthcare providers and associations.**

**PHIMC works to prevent HIV infections, support LGBTQ+ youth, train tomorrow’s public health and healthcare leaders, support people struggling with substance use, ensure quality services to justice-involved individuals and families, improve school health in Chicago, improve access to gender-affirming care, and build healthy communities for all people in Illinois. PHIMC also creates organizational capacity by providing administrative and fiscal services to non-profits and large public and private bureaucracies.**

### Illinois Safe Schools Alliance Events

- **Action Camp** is a 5-day sleepaway camp in August that brings together leaders from GSAs across Illinois to learn from one another and shape the safer schools movement. For more than a decade, Action Camp has been helping LGBTQ+ young people sharpen their critical lens, strengthen their anti-oppressive frameworks, and actively skill-share and practice creating safe spaces that support, affirm, and celebrate all identities.
- Applications have closed for this year’s camp, however, we invite you to scan the QR code to learn more and donate to help us make Action Camp magic.

Visit [phimc.org](http://phimc.org) for more information
Thank you for all you do educators!

Have a great conference!

from

Central Illinois’s LGBT Community Center

Phoenix Center Services:
- Youth Group
- Support Groups
- Community Education
- Social Gathering Space
- Mental Health Services
- Pride Festival
- HIV/STI Testing
- Housing
- Pride Store
- And much more!

More Information, including how to contact us, can be found at:

PhoenixCenterSpringfield.org
Uniting Pride was founded in 2009 as an organization to advocate for the equality, wellness, and visibility of the LGBTQ+ communities in Champaign County. Since then, we have been active in the community through support and social groups, community-building events, educational workshops, local advocacy, resource referrals, and more. Uniting Pride is one of three LGBTQ+ resource centers in downstate Illinois.

unitingpride.org
Instagram.com/up_centercu
Facebook.com/UPCenter
PFLAG is an organization of LGBTQ+ people, parents, families, and allies who work together to create an equitable and inclusive world. Founded in 1973, PFLAG is on a mission to ensure LGBTQ+ people everywhere are safe, celebrated, empowered and loved.

Many people have questions when a child, family member, friend, or other loved one comes out as lesbian, gay, bisexual, transgender, or queer (LGBTQ+). PFLAG chapters provide support, education, and advocacy to LGBTQ+ people, their parents and families, and allies, including co-workers, teachers, doctors, and others who wish to better understand and support them.

PFLAG Sauk Valley is located in the northwest corner of Illinois (Sterling, Dixon, Rock Falls area). Our Creating Connections group meets monthly and is a space to ask questions, receive support, and share personal journeys.

PFLAG advocates for affirming legislation and against harmful policies and laws at the local, state, and federal levels. PFLAG Sauk Valley is one of 400 chapters nationwide participating in this advocacy work.

Email: pflagsaukvalley@gmail.com
Website: pflagsaukvalley.org
Facebook: @PFLAGSaukValley
LOCAL LGBTQ+ RESOURCES

Community Partners in Minnesota

OUTFRONT MINNESOTA
outfront.org
Mission | Our mission is to build power within Minnesota’s 2SLGBTQIA+ communities and address inequities through intersectional organizing, advocacy, education, and direct support services. We envision a safe and equitable world where all members of our communities are free to lead lives of opportunity, autonomy, and full self-expression.

Key Issues/Services | Education and Advocacy for the 2SLGBTQIA+ community in Minnesota, Anti-Violence support, and Professional Development on LGBTQ+ inclusion.

Phone | 612-822-0127
Anti-Violence Helpline | 800-800-0350
Email | access@outfront.org
Anti-Violence Helpline Email | avp@outfront.org
Location | 2446 University Ave. W Suite 112, Saint Paul, MN 55114
Social Media: Facebook | Instagram | Twitter

TRANSFORMING FAMILIES
tffmn.org
Mission | Transforming Families is a community where transgender, gender non-conforming, and questioning youth and their families come together to support each other in a safe, welcoming space. At our monthly gatherings, separate breakout groups for parents, kids, siblings, and teens provide the opportunity to meet and learn from other people traveling the same path. Families meet other families to share, talk, and hang out. We’re here to listen to each other’s stories, exchange resources, build community, and have fun! It’s a simple idea that works.

Key Issues/Services | Confidential peer support group for transgender youth and their families.

Email | info@tffmn.org
Location | Meetings in Saint Paul, Mahtomedi, Minneapolis, Eagan, and Virtually
Social Media: Facebook | Twitter
LOCAL LGBTQ+ RESOURCES (CONTINUED)

QUEERSPACE COLLECTIVE
queerspacecollective.org

Mission | QUEERSPACE collective creates space for LGBTQ+ youth to feel safe and empowered to be their true selves. Our vision is for all LGBTQ+ youth to have a network of support to help them develop a strong sense of pride in who they are, where they come from, and where they want to go.

Key Issues/Services | 1:1 mentorship in the Twin Cities, Youth Workshops in the Twin Cities and Saint Cloud, Professional Development on LGBTQ+ Inclusion, Equality U Webinar Series

Email | info@queerspacecollective.org
Location | Twin Cities and Saint Cloud
Social Media: Facebook | Instagram | LinkedIn | YouTube

EDUCATION MINNESOTA
educationminnesota.org

Mission | Education Minnesota is the leading advocate for public education in Minnesota. Education Minnesota gives “voice” to the issues that affect educators and their students. We make sure our members’ voices are heard anywhere decisions get made that affect public education - whether it’s at the state Capital, in Washington, DC, or with local school administrators.

Key Issues/Services | Teacher union, advocacy for public education including educators and students, and resources for educators.

LGBTQ+ Educator Resources & Support Website

Phone | 651-227-9541
Fax | 651-292-4802
Location | 41 Sherburne Ave. St. Paul, MN 55103
Social Media: Twitter | Facebook | LinkedIn | Pinterest | Instagram

MINNESOTA PTA
mnpta.org

Mission | Every Child. One Voice. PTA’s mission is to make every child’s potential a reality by engaging and empowering families and communities to advocate for all children.

Key Issues/Services | Advocacy, education, and support for parents and families with students in school in Minnesota.

National PTA & the LGBTQ Community Website

Phone | 952-767-4909
Email | MNPTA@mnpta.org
Location | 7800 Metro Parkway, Suite 300, Bloomington, MN 55425
FAIR WISCONSIN  
fairwisconsin.com  
**Mission** | Fair Wisconsin envisions a fair, safe, and inclusive society in which lesbian, gay, bisexual, transgender, and queer (LGBTQ) people are treated with dignity and respect.  
**Key Issues/Services** | Political advocacy and education for LGBTQ+ inclusion in Wisconsin.  
**Email** | info@fairwisconsin.com  
**Phone** | 608-441-0143  
**Location** | 122 East Olin Ave., Suite 100, Madison, WI 53713  
**Social Media:** Twitter | Facebook | Threads | Instagram

CHIPPEWA VALLEY LGBTQ+ COMMUNITY CENTER  
cvlgbt.org  
**Mission** | We aim to provide services and create educational programs that promote well-being and unity within and among the LGBTQ+ community. We work to promote understanding, tolerance, and acceptance of the LGBTQ+ community and of individuals within that community in the Chippewa Valley (Eau Claire, Chippewa, and Dunn County).  
**Key Issues/Services** | LGBTQ+ interest groups and teen hangouts, TRANSforming the Valley transgender support groups and community closet, social events and activities, and a lending library.  
**Phone** | 715-552-5428  
**Email** | info@cvlgbt.org  
**Location** | 605 S. Dewey Street, Suite 204, Eau Claire, WI 54703

GSAFE  
gsafewi.org  
**Mission** | GSAFE increases the capacity of LGBTQ youth and students, educational staff, and families to create school environments.  
**Key Issues/Services** | GSA Support, professional development on LGBTQ+ inclusion, Racial Justice program for GSAs, leadership development for LGBTQ+ youth, resources for LGBTQ+ youth, families, and educators.  
**Phone** | 608-661-4141  
**Location** | 122 E. Olin Ave., Suite 100, Madison, WI 53713  
**Social Media:** Facebook | Instagram | Youtube
OUTREACH LGBTQ+ COMMUNITY CENTER
outreachmadisonlgbt.org
Mission | Our mission is a commitment to equality and quality of life for all LGBTQ+ people through community building, health and human services, and economic, social, and racial justice advocacy.
Key Issues/Services | Advocacy, community space, Earl Greely Memorial Library, LGBT Switchboard referral and information, peer counseling, speakers bureau, social and support groups, trans health project, LGBT Senior Alliance, and Wilma's Fund.
Email | info@lgbtoutreach.org
Phone | 608-255-8582
Fax | 608-255-0018
Location | 2701 International Lane, Suite 101, Madison, WI 53704
Social Media: Twitter | Facebook | Instagram

WISCONSIN EDUCATION ASSOCIATION COUNCIL
weac.org
Mission | The public schools we have today are the result of the investment, ingenuity and commitment of those who have come before us. Together, we embrace advocacy, collaboration, professionalism, social justice and economic security for Wisconsin Public School students, families, and educators.
Key Issues/Services | Teacher’s union and public education advocacy.
Phone | 608-276-7711, 800-362-8034
Fax | 608-276-8203
Email | editor@weac.org
Location | 33 Nob Hill Road, Madison, WI 53713
Social Media: Twitter | Facebook | LinkedIn | Pinterest | Instagram | Youtube

Additional LGBTQ+ Resources in Wisconsin

LGBT OF WALWORTH COUNTY
Mission | Our mission is to serve the lesbian, gay, bisexual, transgender, and non-binary community and its allies through advocacy, support, outreach, resources, and education. We promote equality for all. We do not discriminate or judge.
Key Issues/Services | Resources and referrals including local LGBT friendly churches.
Website | lgbtwalco.org

7 RIVERS LGBTQ CONNECTION
Mission | Our mission is to create spaces for connection, community, education, and advocacy for LGBTQ+ people, our allies, and our neighbors.
Key Issues/Services | Bi the Way support group, Galaxy high school support group, Raising Rainbows for youth ages 0-10 with LGBTQ+ families, Trans Forum support group, resources, library, speakers and panelists, community pride.
Website | 7riverslgbtq.org
Phone | 608-784-0452
Email | info@7riverslgbtq.org
Location | 230 Sixth St. South, La Crosse, WI 54601
Social Media: Facebook
THE LGBT CENTER OF SE WISCONSIN
Mission | The LGBT Center of SE Wisconsin is a small yet mighty organization advocating for the rights of individuals who have experienced discrimination and for policies and ordinances that make our cities more inclusive.
Key Issues/Services | Support groups and safe zone training.
Website | lgbtsewi.org
Phone | 262-664-4100
Email | info@lgbtsewi.org
Location | 1456 Junction Avenue, Racine, WI 53403
Social Media: Facebook | Instagram | Youtube

MILWAUKEE LGBT COMMUNITY CENTER
Mission | Since 1997, we aim to nurture an inclusive, diverse, healthy, and safe LGBTQ+ community.
Key Issues/Services | Transgender resources including name change clinics, medical referrals, gender-affirming surgery support, transition materials, social events, and support groups. Social and support groups for older LGBTQ+ adults. Project Q youth support groups and drop-in hours. Victim and crisis services. Clothing closet, food pantry, lending library, and cyber center.
Website | mkelgt.org
Phone | 414-271-2656
Email | admin@mkelgbt.org
Location | 315 West Court St., Milwaukee, WI 53212
Social Media: Facebook | Instagram | Youtube | Linkedin

Community Partners in Illinois

ILLINOIS SAFE SCHOOLS ALLIANCE
ilsafeschools.org
Mission | The Illinois Safe Schools Alliance aims to promote safety, support, and healthy development for lesbian, gay, bisexual, transgender, queer, and questioning youth, in Illinois schools and communities, through advocacy, education, youth organizing, and research. The Alliance is an initiative of the Public Health Institute of Metropolitan Chicago.
Key Issues/Services | Youth Organizing including Action Camp and GSA support. Policy, education, and advocacy on LGBTQ+ inclusion for youth. Professional development and training on LGBTQ+ inclusion with youth.
Email | Julio Flores - julio.flores@phimc.org
Phone | 312-629-2988
Location | 180 N. Michigan Ave. Suite 1220, Chicago, IL 60601
PHOENIX CENTER (CENTRAL ILLINOIS LGBT CENTER)
phoenixcenterspringfield.org
Mission | The mission of the Phoenix Center is to support Central Illinois’ LGBT Community with programming for promoting equality, health & well-being, and social and educational growth.
Key Issues/Services | Housing services, public health, counseling and support groups, education and professional development.
Phone | 217-528-5253
Fax | 217-528-5260
Location | 109 East Lawrence Ave. Springfield, IL 62704
OUT in Quincy Location | 432 S. 8th St., Quincy, IL 62301
Out on Second Location | 120 E. Scarrit, Springfield, IL 62704

UNITING PRIDE OF CHAMPAIGN COUNTY
unitingpride.org
Mission | Uniting Pride exists to create a Champaign County where all who identify as sexual and/or gender minorities can live full, healthy, and vibrant lives.
Key Issues/Services | Support and social groups, queer prom, love fest fundraisers, food pantry, gender-affirming items, professional development and education on LGBTQ+ inclusion.
Phone | 217-898-5235
Email | info@unitingpride.org
Location | University YMCA, 1001 South Wright St., Champaign, IL 61820
Social Media: Facebook l Instagram

PFLAG OF SAUK VALLEY
pflagsaukvalley.org
Mission | PFLAG is creating a caring, just, and affirming world for LGBTQ+ people and those who love them. PFLAG of Sauk Valley is a chapter of PFLAG National.
Key Issues/Services | Peer-to-peer support for parents and families of LGBTQIA+ people, advocacy for inclusive policies and laws, educating the community on LGBTQIA+ inclusion.
Phone | 815-408-0604
Email | pflagsaukvalley@gmail.com
Location | c/o First Presbyterian Church, 410 2nd Ave., Sterling, IL 61081
Social Media: Facebook
LOCAL LGBTQ+ RESOURCES (CONTINUED)

Additional LGBTQ+ Resources in Illinois

CENTER ON HALSTED
Mission | Center on Halsted advances community and secures the health and well-being of the LGBTQ people of Chicagoland.
Key Issues/Services | Youth support groups and resources. Ralia Klepak Performing Arts Program. Family programming, school-based programs, and Youth Housing Program. Anti-Violence survivor support and resources including trauma-focused therapy. HIV and STI testing, PrEP resources, and linkages to care. Behavioral health services including therapy groups and letters of support for gender-affirming care. LGBTQ+ Senior services including meals program, social and recreational programs, and community referrals. LGBTQ+ community center.
Website | centeronhalsted.org
Phone | 773-472-6469
LGBTQ Violence Resource Line | 773-871-2273
Email | mail@centeronhalsted.org
Location | 3656 N. Halsted, Chicago, IL 60613
Social Media: Facebook I Twitter

NAPER PRIDE, INC.
Mission | Naper Pride is a family-centered celebration of LGBTQ+ members of our city and community.
Key Issues/Services | Housing support, meals program, peer-led resource groups, and general LGBTQ+ advocacy and support.
Website | naperpride.org
Email | hello@naperpride.org
Location | 20 N. Center St., Naperville, IL 60540
Social Media: Facebook I Instagram I Youtube

YOUTH OUTLOOK
Mission | Established in 1998, Youth Outlook is the first and longest-running social services agency in Illinois solely dedicated to supporting LGBTQ+ youth. We work in seven counties in northern Illinois, offering drop-in centers for youth, caregiver and parent support, plus community education and professional development.

YOUTH OUTLOOK (CONTINUED)
Key Issues/Services | Housing support, meals program, peer-led resource groups, and general LGBTQ+ advocacy and support.
Website | youth-outlook.org
Email | info@youth-outlook.org
Phone | 815-754-5331
Location | 1828 Old Naperville Road, Naperville, IL 60563
Social Media: Instagram I Twitter I Facebook

CLOCK, INC.
Mission | Clock, Inc.’s purpose is to provide a non-judgemental, safe, and reliable community center for LGBTQ+ individuals to reduce any feelings of discrimination or isolation.
Key Issues/Services | Community support groups for all ages, counseling services for individuals, couples, or families, training workshops and professional development on LGBTQ+ inclusion, mentorship program, library, clothing closet, and computer lab.
Website | clockinc.org
Email | info@clockinc.org
Phone | 309-558-0956
Location | 4102 46th Ave., Rock Island, IL 61201
Social Media: Facebook I Instagram I Twitter I LinkedIn I Snapchat

THE LIAM FOUNDATION
Mission | Our mission is to encourage, heal, and empower the LGBTQIA+ community in Northern Illinois through love, integrity, advocacy, and mentorship.
Key Issues/Services | Financial assistance and micro grants program. Name change project and support for transgender people. Care coordination for LGBTQ+ people, regular support groups and social activities. Professional development and resources on LGBTQ+ inclusion.
Website | theliamfoundation.org
Email | info@theliamfoundation.org
Phone | 331-303-0818
Location | 1005 Fifth Ave., Rockford, IL 61104
Social Media: Facebook I Twitter I Instagram
IOWA SAFE SCHOOLS
iowasafeschools.org
Mission | Iowa Safe Schools provides comprehensive support and resources to LGBTQ youth, educators, administrators, and helping professionals, and the families and community members of LGBTQ youth.
Key Issues/Services | GSA support, resources and referrals for LGBTQ+ youth and families, professional development and resources for educators, advocacy for LGBTQ+ inclusion.
Phone | 515-381-0588
Social Media: Twitter I Facebook I Instagram

CAPITAL CITY PRIDE OF IOWA
capitalcitypride.org
Mission | Capital City Pride is a 501(c)(3) organization that brings together members of the lesbian, gay, bisexual, transgender, and queer community along with their friends, allies, and supporters. We do this by producing events that inspire, educate, commemorate, and celebrate our diverse community and culture with and for the greater Des Moines metro.
Key Issues/Services | Iowa Pridefest, on-going LGBTQ+ and allied events.
Location | 2643 Beaver Ave. #170, Des Moines, IA 50310
Social Media: Facebook I Instagram I Youtube I LinkedIn
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.