TIME TO THRIVE

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

VIRTUALLY • FEBRUARY 9-11, 2021
You

are creating safety, inclusion, and well-being for LGBTQ+ youth everywhere.

Your commitment and conviction, generosity and advocacy are inspiring.

We’re proud to be connected to you.

Thank you from your friends at

TIME TO THRIVE

AT&T
I kindly remind conference attendees of the essential need to **elevate the voices of LGBTQ youth** as you work to create safe and inclusive environments for us. **We are the best experts of our experiences** and have valuable suggestions on what the adults in our lives can do to promote our safety, inclusion and well-being.

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

– Jalen Smith  
HRC Youth Ambassador
Tuesday, February 9th

1:00 – 3:00 PM PT  
Optional Pre-Conference for Beginners: LGBTQ 101

4:00-6:00 PM ET  
Post Bostock: Legal Rights of LGBTQ Youth in K-12 Public Schools

Wednesday, February 10th

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

12:00 – 12:20 PM ET  
Break

9:20 – 9:30 AM PT  
Workshops A

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

9:30 – 10:15 AM PT  
Workshops B

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

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

1:15 – 1:45 PM ET  
Workshops C

10:45 – 11:30 AM PT  
Virtual Exhibitor Visits or Join Networking Forums

1:45 – 2:30 PM ET  
Closing Message by HRC Youth Ambassador

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

2:30 – 3:00 PM ET

12:00 – 12:45 PM PT  
Virtual Exhibitor Visits or Join Networking Forums

3:00 – 3:45 PM ET

12:45 – 12:50 PM PT  
Virtual Exhibitor Visits or Join Networking Forums

3:45 – 3:50 PM ET

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

3:50 – 4:30 PM ET
## SCHEDULE AT A GLANCE CONT.

### Thursday, February 11th

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<tr>
<th>Time</th>
<th>Session Description</th>
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<td>9:00 - 9:20 AM PT</td>
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<td>12:45 - 1:30 PM PT</td>
<td>Closing Panel on Supporting Trans and Non-Binary Youth</td>
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<td>3:45 - 4:30 PM ET</td>
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<td>1:30 - 1:35 PM PT</td>
<td>Closing Message with HRC's Youth Ambassador</td>
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<td>4:30 - 4:35 PM ET</td>
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<td>4:35 - 5:00 PM ET</td>
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THANK YOU TO OUR GENEROUS SPONSORS AND PARTNERS

CO-PRESENTING PARTNERS

PRESENTING SPONSOR

CONFERENCE PARTNERS

BRONZE SPONSORS

COMMUNITY SPONSOR
Thank you for attending the Human Rights Campaign Foundation’s eighth annual Time to THRIVE Conference, co-presented by the National Education Association and the American Counseling Association. For three empowering and enriching days, we will focus on how to help promote safety, inclusion and well-being for LGBTQ youth.

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

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

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

CONFERENCE TEAM

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

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

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

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

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

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

An experienced non-profit leader with nearly 20 years of experience, Jay Brown drives the innovative work of the HRC Foundation, the organization’s educational arm. As the Senior Vice President of Programs, Research and Training, he works with a team of professionals who manage HRC Foundation programs — aiming to ensure equality for LGBTQ people at every intersection of their identities and lives. These programs span a range of issues, including the workplace; children, youth and LGBTQ families; health and aging; HIV and AIDS; religion and faith; and the global LGBTQ movement.

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

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

Andi Salinas, MSW
They/Them
Youth Well-Being Manager

Pallavi Rudraraju
They/Them
Youth Well-Being Coordinator

Jesus Chavez
He/Him
HRC Conference Planning Fellow

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

Time to THRIVE is committed to an intersectional* approach in all conversations, workshops and keynotes. An intersectional analysis recognizes the fact that we all have multiple identities — including, but not limited to, our race, gender, sexual orientation, ability, immigration status and faith. Individuals’ identities are not isolated or separate, but rather overlap and are part of the complexity that determines how they experience the world with privilege and oppression. To truly address LGBTQ discrimination, we must acknowledge the intersectional identities of the youth we serve.

The higher rates of discrimination that LGBTQ youth face, whether that be homelessness or bullying in the home, school or community, are of grave concern to those who serve them. When we talk about the disproportionate discrimination that LGBTQ students face, we must also acknowledge that LGBTQ youth of color are impacted at even higher levels than their white LGBTQ counterparts. LGBTQ youth of color are more likely to experience police brutality, homelessness or the school-to-prison pipeline. Students with multiple marginalized identities will experience numerous forms of oppression — often simultaneously.

Consider the case of a transgender sophomore from a mixed immigration status family. In a single day, this student might be denied access to the restroom that corresponds with their gender identity and be taunted with threats of deportation. Both experiences create anxiety and isolation for the student, and both impact the student’s ability to focus on school. In order to fully support this student, adults must use an intersectional lens to recognize how the student’s specific combination of identities impacts their lived experience, including — and perhaps most important — the ways in which they encounter multiple forms of oppression.

We ask that you commit to exploring, first and foremost, your own intersectional identities during this conference. As you consider the intersectional identities of the youth you serve, remember that well-intentioned adults sometimes implement interventions/preventions to support LGBTQ students, but fail to address other forms of oppression. The ultimate goal is to dismantle systems of oppression and outdated policies that continue to disproportionately benefit privileged identities, while creating barriers for others.

*Intersectionality was originally coined by Kimberlé Crenshaw in 1989 as a way to bring light to the multiple facets of oppression African American women face. In her seminal paper, “Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics” Crenshaw argues that when understanding the oppression black women face, it cannot be solely understood from being black or a woman. Rather, it must be understood from the relationship those two identities have, how they interact, and how they reinforce each other. An intersectional framework also considers, but is not limited to, other forms of oppression such as classism, heterosexism, patriarchy, ableism and xenophobia.

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

— Paolo Veloso
Former HRC Youth Ambassador
**EXAMPLE PRONOUN USAGE**

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

### She/Her/Hers

<table>
<thead>
<tr>
<th>Her phone call just started.</th>
<th>She is here now.</th>
<th>She excused herself from the meeting.</th>
<th>That seat is hers.</th>
<th>Let’s wait for her.</th>
</tr>
</thead>
</table>

### He/Him/His

<table>
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**PRONOUNS**

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

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

- Avoid pronouns until you learn someone’s pronouns.

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

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

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

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

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

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

CONFERENCE EVALUATION: YOUR VOICE MATTERS

Participate in the Time to THRIVE 2021 conference evaluation.

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

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

DON’T FORGET TO FOLLOW US ON SOCIAL MEDIA!

@HRC Facebook.com/HumanRightsCampaign Youtube.com/HRCMedia @HumanRights Campaign

#TimeToTHRIVE
HRC YOUTH AMBASSADORS

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

Ace Auker | They/Them, She/Her, He/Him | Florida

Ace Auker is an 19-year-old sapphic, non-binary woman. Ace’s journey began in seventh grade, when bullying and social pressure lead them to self-harm and attempt suicide. During their recovery, they were “baker-acted” (a Florida law forcing at-risk students to spend a minimum of three days in a crisis center) and forced out to their family and community. Their horrible experience at the crisis center and lack of support from their school motivated them to pursue advocacy. Ace started speaking at various committee hearings at the county and state level, supported by organizations like PTSA, GLSEN, and Equality Florida. Much of their work in Florida has been dedicated to inclusive education, better mental health services and a fair, truthful juvenile justice system. In 2018, they won the Florida Holocaust Museum’s Anne Frank Humanitarian Award. Ace attends Florida State University, double majoring in Classical Archaeology and Art History with a minor in Museum studies. They plan to use their education to protect culturally relevant artifacts, and make museums more welcoming, accessible, and enriching spaces. Even as an FSU student, Ace is excited that their newfound proximity to their state’s capital will increase their ability to participate in policy change. As a Youth Ambassador, they hope to provide support and resources to LGBTQ youth struggling with mental illness, while simultaneously acting as a liaison between conflicting groups — whether at a local school affair or in a heated political argument.

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

Luke Chacko is a 15-year-old from Arlington, Texas, who became a viral internet sensation after a performance on stage with Idina Menzel at the Verizon Theater. This moment landed him a spot on “The Ellen DeGeneres Show” and gave him a platform to share his experiences with bullying and homophobia. It also provided him the opportunity to perform all over the country for the Boys and Girls Club of America and other charitable organizations. Chacko is passionate about using songwriting as a tool to help others. At age 11, he wrote his first song entitled “King,” which addressed his struggle with bullying and how he overcame it. A forthcoming EP, entitled “The Color Movement,” talks about his struggles with being stereotyped as a gay male, anxiety and feeling accepted in the world. His hope is to encourage people to be authentic and to empower and support the LGBTQ community through his music.
Nico Craig  |  He/Him, They/Them  |  California

Nico Craig is an 18-year-old DJ and music producer from Los Angeles. He has DJed at HRC galas across the country for six years. He attended Culver City High School, where he spread his passion for uniting the LGBTQ community among his peers. Craig became an activist, creating his middle school’s first and only LGBTQ student organization. These efforts earned him the American Citizenship Award by Culver City. He strived to transform his negative experiences with harassment and bullying into fighting for acceptance and equal treatment on his campus. After graduating high school in 2020, he continues to be involved in the LGBTQ community, and he recently came out as a transgender man. With his passion in music, he has earned the opportunity to speak on the Grammy X GLAAD panel with LGBTQ and ally music artists such as Dan Reynolds, Linda Perry, Asiahn, Shea Diamond and many others. Craig aims to be a light for trans and gender non-conforming BIPOC communities.

Armando Hernandez, Jr.  |  He/Him  |  Arizona

Armando Hernandez Jr. was born and raised in Phoenix, Arizona, where he currently attends Arizona State University and is studying business as well as Chinese language and culture. He seeks opportunities to use his leadership experience and passion for cultural diversity to make a positive impact in his community — including by founding his high school’s first LGBTQ club and serving as one of its first officers. Hernandez has been out as a gay Latino since age 13 and has faced many life-changing obstacles from a young age. Today, he continues to share his story of overcoming adversity to show others that it’s not impossible to live a life full of contentment and authenticity, no matter your circumstances or background.

Nakiya Lynch  |  They/Them  |  Maryland

Nakiya Lynch is a 21-year-old genderqueer person, pansexual and self-described “firecracker.” They are passionate, direct, outgoing and known for their interesting fashion choices and bright green hair. Lynch is ardent about pressing for inclusivity and intersectionality in Black and LGBTQ spaces. Through their advocacy, they hope to teach LGBTQ youth and parents of LGBTQ youth about important topics including sexual health — especially in their hometown of Prince George's County, Maryland, where they feel these topics are not well-addressed in schools and community services. When they’re not scrolling through Twitter, spending time with friends or at their job at the local Department of Social Services, they can be found at a rally or at an event speaking on behalf of queer foster youth. They love to laugh almost as much as they love justice and making sure everyone has equal access to resources, support and community inclusivity.

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

Alise Maxie is a 20-year-old student, activist and organizer from Houston, Texas. They are a non-binary lesbian currently pursuing a marketing and legal studies degree at Prairie View A&M University in Texas. After encountering a negative experience being outed to their family during their sophomore year of high school, Maxie made it their goal to not only be a voice for LGBTQ youth but to create a support system for LGBTQ youth in low income and minority areas. Although their activism journey has just begun, Maxie is working to become the proud LGBTQ role model they wish they had in their community growing up and is already known on and off campus as a strong, positive force in the community. Within the last year, Maxie has led their first protest, partnered with HRC Foundation as an organizing committee member for the HBCU Program, created a series of sex health video blogs (vlogs) geared toward minorities and implemented a self-run kindness initiative program on their campus.
Ve’ondre Mitchell | She/Her | Washington

Ve’ondre Mitchell is a 16-year-old proud Black/Latinx trans woman of color. She is currently in her junior year of high school and is a fierce advocate on social media. Since she was a child, Mitchell has been driven to unapologetically live her truth, and she finds innovative and creative ways to educate and lift up the voices that need to be heard! Mitchell’ shines a light on popular topics of interest by sharing her experiences, giving advice and hopes and demonstrating self-confidence and self-love by sharing educational videos to a large online audience. To make changes and spread awareness in her school and her community, Mitchell strongly believes in trans visibility. She demonstrates this by singing in school assemblies, coaching her school dance team, participating in the Black Student Union, doing enlightening interviews and marching and protesting against racial and gender inequality.

Sam Moehlig | He/Him | California

Sam Moehlig is a San Diego native and a youth leader in the transgender community. He has learned to overcome not only the challenges of being trans but also growing up with a disability, as he was born with Fetal Alcohol Syndrome. Sam serves as a Youth Ambassador for TransFamily Support Services in San Diego. He is often the first trans youth that others talk to when they come out. Sam works with many youth and parents of trans youth, guiding them on their gender journeys. His transition is the subject of the Emmy Award-winning documentary ‘A Transgender Teen’s Journey: Sam’s Story’. Sam is a gymnastics coach, college student and a 3rd-degree black belt in TaeKwonDo. Sam is committed to educating folks on acceptance and equality for all.

Ashton Mota | He/Him | Massachusetts

Ashton Mota is a 16-year-old Black Dominican-American student who came out to his mother and school community as transgender four years ago. Ever since, he has advocated for his rights to use his preferred name, play on the boy’s sports teams, use the bathroom and locker room he feels the safest in and be his authentic self. Ashton began his advocacy by speaking publicly at GLSEN Massachusetts’ Spring conference about his experience. Today, he embodies the characteristics of a leader at school, is a GenderCool Champion, and member of the GLSEN Massachusetts board. Ashton was also a strong supporter of the campaign ‘Yes on 3,’ Freedom for All Massachusetts in 2018. He and his mother supported the campaign by speaking about the ballot question and how it would have impacted families like his. Ashton seeks to create strong communities, but most importantly, to maintain them. He believes that together, we can create an environment that will help foster love, acceptance and partnership among our LGBTQ youth. Ashton is committed to creating strong partnerships, building allyships and continuing to demonstrate that we are strong — that we are resilient.

Brooklyn Owen | She/Her | Washington, D.C.

Brooklyn Adele Owen is a student at Georgetown University and is originally from Jacksonville, Florida. When her parents found out that she was queer, they sent her to “conversion therapy.” Eventually, because of her difference in religious beliefs, they forced Brooklyn to move out. As she couch-surfed with friends and mentors, the story of her struggle to afford college became public. She appeared on the Ellen Show with Ellen DeGeneres where she shared her story of being her authentic self and receiving funds to start a scholarship. She has since started the Unbroken Horizons Scholarship Foundation to provide a way for others like her to attend post-secondary institutions.
Avi Newlyn Pacheco | He/Him, She/Her | Nevada

Avi Newlyn Pacheco is an LGBTQ+ activist and proud advocate for Pacific Islanders and Indigenous people and cultures. Originally named Sopi Pouvave and raised by a single mother from Samoa, Avi grew up with deep roots to his heritage but in a family with hostile beliefs towards LGBTQ+ people. At the age of 16, Avi suffered the loss of his mother and eldest brother while also being outed as gay. Battling suicidal thoughts and losing his sense of purpose, Avi’s life was given a second chance when he relocated to Hawaii and was taken in by a transgender drag artist who sparked the beginnings of his passions for activism with the creation of the Beauty Blossom Workshop, a sisterhood group aimed at educating and uniting local transgender youth. From there, Avi began working in the queer club scene where he fell in love with Hawaii’s mahuwahine community of powerhouse trans drag artists and pageant queens who inspired his name change as a symbol of embracing his queer identity and taking control of his life. Once consumed by depression and self-hatred but now standing confident and tall at 6’5, this statuesque Samoan beauty went on to advocate on behalf of the LGBTQ+ and Pacific Islander communities through public speaking across the country... usually with a pair of 6-inch heels on. Today Avi resides in Las Vegas, NV where he continues to work in the queer club scene and remains a strong advocate for communities suffering from systemic oppression and colonialism.

Gia Parr | She/Her | Connecticut

Gia is a 17-year-old high school senior, high honors student and athlete. She was the first to come out as transgender at her middle school after transitioning from male to female before the start of eighth grade. To let her classmates know, she and her parents sent a letter to the entire middle school. The response was overwhelmingly positive and supportive. It’s a story Gia has shared in national media — People magazine, the New York Times and the Megyn Kelly Today Show — and in person as a founding Champion of The GenderCool Project, a national storytelling campaign that focuses on who transgender youth are rather than what they are. A founding member of her middle school’s GSA club and a member of the high school Peace Project, Gia is shifting the conversation around gender by being a model of positivity and achievement. By being her authentic self, she gives others permission to be theirs.

Molly Pinta | She/Her | Illinois

Molly Pinta is 14 years old, bisexual and proud. With the help of her parents, she founded The Pinta Pride Project, a nonprofit that aims to bring acceptance and awareness to the LGBTQ community in the northwest suburbs of Chicago. The organization threw Buffalo Grove’s inaugural Pride parade with more than 80 groups and nearly 7,000 attendees. In addition to organizing the annual parade, The Pinta Pride Project celebrates National Coming Out Day and holds an annual LGBTQ prom. This past year, Pinta was honored at the Chicago Pride Parade, as the youngest-ever Grand Marshal. Pinta has also spoken to companies such as Kellogg and SIEMENS and to many local and national newspapers and radio shows, including the TODAY Show in New York City. Pinta's greatest wish for the coming year is to continue to inspire her peers to live their true lives. She would like to speak to as many students as possible about her message of love and acceptance and show them that even a 13-year-old can have a major impact on the world.
Joseph Reed  |  He/Him  |  California

Joseph Reed is a 19-year-old cisgender, bisexual male from San Bernardino, California. He is a high school student with ambitions in the performing arts and medical fields. Since his first year in high school, Reed has been in many dance team events and competitions. He has done so while studying for a career in paramedics. Reed attended the 2019 Time to THRIVE Conference in Anaheim, California, which opened his eyes to the possibilities available to the LGBTQ community. It also strengthened his resolve to be part of the change in the LGBTQ community. Since then he has become a positive role model and advocate for the LGBTQ community by supporting his LGBTQ+ peers, presenting to his school district’s board and leadership on the importance of supporting LGBTQ+ youth, and spoke on an LGBTQ youth panel at the California Association of School Counselor’s 2019 annual conference.

Ash Silcott  |  They/Them  |  Wyoming

Ash Silcott is a 15-year-old non-binary person from Wyoming. Silcott’s story started when they were little and their mom took them to their first women’s march and pride march. Although they have a supportive family, Silcott still had trouble understanding themself. Their peers started using ‘gay’ as an insult and made Silcott feel unwanted. This continued until Silcott got to eighth grade and became a member of their school’s GSA. Not long after, a group of kids in Silcott’s grade put up racist and anti-LGBTQ posters in their school. Silcott quickly acted to defend their fellow students and went to every school board meeting, despite being the only student from the school there. But instead of helping the students who were the victims, the school decided to ban rainbows in an attempt to stop the controversy. Instead of giving up, Silcott decided to do something bold and returned to school the next week with dyed rainbow hair. Not long after, one of the kids behind the posters was suspended, and the school began to become more inclusive by hiring new staff members to do acceptance trainings. Silcott continues to advocate for the LGBTQ community and Black lives.

Savannah Skyler  |  She/Her  |  Utah

Savannah, 16, is the oldest of five. Savannah is known for her courageous story of coming out. A video of her speaking at church about being a lesbian went viral when her microphone was silenced. It became an instant inspiration worldwide. She hopes to spread awareness and create change within religious and LGBTQ intersecting communities. Savannah works with Equality Utah, the Utah Pride Center, PFLAG, and her local PRIDE fests. She has spoken at and been involved with LoveLoud, runs her own local GSA club, and attends protests. Savannah has written articles for both Out magazine and Project Contrast. She has had roles in several documentaries shedding light on the Mormon and LGBTQ intersections, including “Believer,” “Room to Grow,” and “Savannah.” Savannah’s future goals are to continue advocating for LGBTQ humans, to get involved in politics, and one day, adopt dog babies and find an amazing partner.
Jalen Smith | He/Him | California

Jalen Smith, an 18-year-old transgender teen from South Pasadena, California, is an aspiring activist currently studying political science and music. After undergoing hormone replacement therapy, he decided to live as his authentic self in the spring of 2019. After being misgendered and judged in silence, Smith sought to better educate those around him through partaking in his own social advocacy. As a member of the Angels of Change cohort under Children’s Hospital of Los Angeles, Smith’s work consists of empowering trans youth and further promoting trans visibility. As a result of his work, he was awarded by the Los Angeles City Council in 2019 on behalf of the city for demonstrating the strength and resilience of gender diverse youth. That milestone made Smith feel ready to share his story. As an HRC Youth Ambassador, he hopes to not only help others like him feel valid in their identities but help them understand the importance of living their story and their truth.

Nicole Talbot | She/Her | Massachusetts

Nicole Talbot (she/her/hers) is a 19-year-old singer and musical theater actress with Broadway aspirations. She is a freshman at Boston Conservatory at Berklee and is pursuing a Bachelor of Fine Arts degree in Musical Theater. Nicole found her voice and passion on stage, performing in more than 35 productions since age 5, including Les Misérables, Into the Woods and A Year with Frog and Toad. She is a proud Actor’s Equity Membership Candidate (EMC). Nicole is a National Anthem singer for the Boston Bruins and performed the anthem as part of NHL’s “Hockey is for Everyone” campaign at TD Garden for 19,000 fans and millions of viewers on NESN. Nicole is a passionate advocate for transgender youth and played a major role in passing and protecting anti-discrimination legislation in Massachusetts. She has been featured in documentaries produced by HRC, Associated Press, NowThis and .them. Nicole has conducted countless interviews for major national media outlets including the New York Times, NBC News, Teen Vogue, Boston Herald and Megyn Kelly Today. She is also a founding Champion of the GenderCool Project, a national campaign that is changing the narrative about transgender youth. Nicole was also featured in episode 10 of “I Am Jazz,” Season 5. In 2020, she was named the first recipient of the Trans Club of New England’s Trans Community Visionary Award. Nicole transitioned to living authentically as female in 2015 with the support of her mother, other family members, friends, and her communities. She shares her story and lends her voice, time and talent to support other transgender youth on their journey to living authentically.
Tuesday, February 9th

1:00 – 3:00 PM PT
4:00-6:00 PM ET

LGBTQ 101: An Introduction to Terms, Concepts, and Allyship

Are you interested in building support for LGBTQ+ youth, but don’t know where to start? Then join SMYAL for a deep dive into the world of LGBTQ+ terminology and best practices, and leave with a toolkit of tangible next steps for building a safe and inclusive space at your school, center, or workplace. This workshop is designed for youth workers, teachers, and other youth-serving professionals who are beginning their journey in understanding LGBTQ+ identities.

Ty Kitchen, Community Engagement and Youth Leadership Manager, SMYAL;
Addison Moore, After School Programs Manager, SMYAL

3:15-4:00 PM PT
6:15-7:00 PM ET

Post Bostock: Legal Rights of LGBTQ Youth in K-12 Public Schools

The deck is stacked against young people growing up LGBTQ in American public schools. LGBTQ youth are more than two times as likely as non-LGBTQ youth to say they’ve been verbally harassed, called names, physically assaulted, kicked, or shoved at school. All students deserve to learn in a safe and supportive school environment. On the federal and state levels, HRC advocates for legislation that protects LGBTQ young people from discrimination, bullying, and harassment and promotes improvements to the ways current laws are implemented for LGBTQ youth. Join HRC Legal Director Sarah Warbelow in a review of how the law protects LGBTQ students particularly in light of the Supreme Court’s decision in Bostock and the recent White House Executive Order.

Sarah Warbelow, Legal Director, Human Rights Campaign
Virtual Plenary

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

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

WORKSHOPS A

Creating LGBTQ-Inclusive Spaces

Creating a safe and inclusive environment for LGBTQ youth can greatly impact their mental health and well-being. By using inclusive language and making a visibly safe space, LGBTQ youth are more likely to seek out the support they need and thrive. This workshop will cover practical suggestions on creating a safe and inclusive space for LGBTQ youth, including visual aids and suggested language to use when speaking with colleagues, youth and parents/guardians.

Jennifer Becker, Vice President of Programs, Big Brothers Big Sisters of Broward County

Developing Policies That Promote Safety and Inclusion

School policies don’t always reflect the experiences or needs of LGBTQ youth resulting in unsafe and even hostile environments. This workshop will cover what policies to consider for youth-serving organizations, including model language that promotes safety and inclusion for LGBTQ youth. Practical suggestions on advocating for LGBTQ inclusive policies will also be discussed.

Alison Delpercio, Director of All Children All Families, Human Rights Campaign Foundation
**Wednesday, February 10th cont.**

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

**Virtual Exhibitor Hall Visits or Join Networking Forums**

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

**WORKSHOPS B**

**Creating LGBTQ and Gender-Inclusive Elementary Schools**

In this workshop, we will share concrete strategies and actionable steps to create LGBTQ and Gender Inclusive PK - 5 schools. Hear directly from students in our short video about what they wish teachers would do to create a more inclusive environment. Participants will leave this workshop with tools and resources to create safe, affirming school environments where students and their families feel welcomed.

Cheryl Greene, Director of Training, HRC’s Welcoming Schools

**Alcohol, Tobacco, and Substance Use Prevention**

According to recently released data from the CDC, 30% of LGBTQ youth have tried smoking cigarettes and 33% have used other substances such as cocaine, meth, and steroids. Comparatively, only 16% of non-LGBTQ have tried cigarettes and only 6% have tried other substances. This workshop will cover the reasons behind the higher rates of substance use among LGBTQ youth using the latest data, and effective tools for preventing substance use from successful programs.

Alex I. Parks, Managing Director, Strategic Partnerships and Programs, Community and Youth Engagement, Truth Initiative

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

**Virtual Exhibitor Hall Visits or Join Networking Forums**

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

**WORKSHOPS C**

**Creating LGBTQ-Inclusive Classrooms Through Anti-Bias Education**

In this workshop, participants will learn actionable steps for creating LGBTQ-inclusive classrooms through anti-bias education. Attendees will learn about recognizing bias and the harm it inflicts, build an understanding of the value and benefits of diversity, improve intergroup relations skills, and confront anti-LGBTQ bias, racism, and all other forms of bigotry.

Caterina Rodriguez, Director of PreK-12 Education Programs, Anti-Defamation League

**HIV Education and Prevention**

This workshop will address the risk factors contributing to increases in HIV infection rates among LGBTQ youth, the latest options available to youth to prevent or treat HIV and how best to help LGBTQ youth access affirming and confidential health care, treatment or prevention.

Wesley Thomas, Manager, LGBTQ & Sexual Health Program, District of Columbia Public Schools
Wednesday, February 10th cont.

12:45 - 12:50 PM PT  
3:45 - 3:50 PM ET  
Closing Message

Savannah Skyler  
SHE/HER  
HRC Youth Ambassador

12:50 - 1:30 PM PT  
3:50 - 4:30 PM ET  
Virtual Exhibitor Visits or Join Networking Forums
Thursday, February 11th

**Virtual Plenary**

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

**9:20 - 9:30 AM PT**

**12:20 - 12:30 PM ET**

**Break**

**9:30 - 10:15 AM PT**

**12:30 - 1:15 PM ET**

**LGBTQ-Inclusive Sexual Health Education**

Sexual health education standards vary across the country, which can often result in the exclusion of experiences of LGBTQ youth. Without accurate comprehensive sexual health education that is reflective of their life experiences, LGBTQ youth often don’t have the necessary tools to make safe, healthy, informed decisions. This workshop will cover why LGBTQ-inclusive sexual health education is critically important for all youth, what should be included, and what to do when facing pushback from administrators or community members.

Caitlin Viccora, Program Manager, Healthy & Supportive Schools, Advocates for Youth
Thursday, February 11th cont.

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

WORKSHOPS D cont.

Addressing LGBTQ Youth Mental Health and Suicide Prevention

The Trevor Project, the world’s largest suicide prevention and crisis intervention organization for LGBTQ youth, estimates that more than 1.8 million LGBTQ youth seriously consider suicide each year in the U.S. Research demonstrates that LGBTQ youth face unique mental health challenges and are more than four times as likely to attempt suicide than their straight/cisgender peers. This workshop combines research, case studies, and practical steps for preventing suicide and promoting resiliency among LGBTQ youth.

Chris Bright, Director of Public Training, The Trevor Project; Keygan Miller, MA.Ed. & M.Ed. HD, Senior Advocacy Associate, The Trevor Project

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

Virtual Exhibitor Hall Visits or Join Networking Forums

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

WORKSHOPS E

Creating Active and Sustainable Gender and Sexuality Alliances

Gender and Sexuality Alliances, or GSAs, offer LGBTQ youth a crucial space for affirming support to express themselves and discover their identities in a safe and welcoming environment. Educators have the opportunity to provide this space by sponsoring a GSA as an advisor and acting as an advocate for safe and inclusive environments. This workshop will cover how GSAs contribute to a safe and inclusive school for all students, the key features of an active and sustainable GSA, and how to respond to potential pushback from district officials or members of the community.

Suraj Singareddy, Georgia National Student Council, GLSEN; Aiden Cloud, Tennessee National Student Council, GLSEN; Esmée Silverman, Massachusetts National Student Council, GLSEN; a.t. furuya, Senior Youth Programs Manager, GLSEN

Working with Parents and Guardians to Support Their LGBTQ Youth

What do caregivers need to know about what LGBTQ+ youth face today? And how are they supposed to provide support in different settings where youth face different challenges? In this session, you’ll get the key data you need on the connection between supportive caregivers and thriving youth to make the case for providing inclusive support services. Find out how to provide support both at home and in school, and get effective resources from PFLAG that will empower you to be responsive, supportive, and effective in the networks of support you create.

Jamie Curtis, Director of Chapter Engagement, PFLAG National

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

Break
Thursday, February 11th cont.

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

WORKSHOPS F

Responding to Resistance: LGBTQ+ and Gender Inclusive Practices

It is imperative that educators and youth-serving professionals provide safe, affirming and welcoming spaces for all students, families and staff. In this workshop, we will cover some key tips for organizing against resistance to LGBTQ+ and gender-inclusive policies and procedures. We will present several case studies followed by a question and answer session.

Michele Hatchell, Expert Trainer, HRC’s Welcoming Schools

What Affirming Support Looks Like for Parents and Guardians of LGBTQ Youth

Parent or guardian acceptance is a pivotal factor in health outcomes for LGBTQ youth. For parents or guardians of transgender and non-binary youth, it can be difficult to know what affirming and effective support looks like or what resources exist to provide further guidance. In this workshop, parents and guardians of transgender and non-binary youth will discuss their journeys, including helpful examples of how best to support and advocate for their transgender or non-binary child.

Stephen Chukumba, PTEC Member; Ellen Kahn, Senior Director, Programs and Partnerships; Heather Kester, Parent of HRC Youth Ambassador; Jennifer Solomon, PTEC Member; Lizette Trujillo, PTEC Member, HRC’s Parents for Transgender Equality Council (PTEC)

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

Virtual Exhibitor Hall Visits or Join Networking Forums

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

Closing Panel on Supporting Trans and Non-Binary Youth

FACILITATOR

Sarah McBride
SHE/HER
Delaware State Senator

PANELISTS

Ve’Ondre Mitchell
SHE/HER
HRC Youth Ambassador

Sam Moehlig
HE/HIM
HRC Youth Ambassador

Nakiya Lynch
THEY/THEM
HRC Youth Ambassador

Jalen Smith
HE/HIM
HRC Youth Ambassador
Thursday, February 11th cont.

1:30 - 1:35 PM PT
4:30 - 4:35 PM ET

Closing Message

Avi Newlyn Pacheco
HE/HIM OR SHE/HER
HRC Youth
Ambassador

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

Virtual Exhibitor Visits or Join Networking Forums
THANK YOU TO OUR EXHIBITORS

Advocates for Youth
American Counseling Association
Anti-Defamation League
Bi+ Hive
Big Brothers Big Sisters of America
Campus Pride
Centers for Disease Control and Prevention
Division of Adolescent and School Health
Child Welfare Information Gateway
GLSEN
Human Rights Campaign Foundation
League Scholarship Foundation
National Education Association
Q Chat (CenterLink)
SMYAL
The Future Project
Trans Families
Tyler Clementi Foundation
U.S. Department of Justice, Community Relations Service
YMCA of the USA
Welcoming Schools

THANK YOU TO OUR PRESENTERS

Advocates for Youth
Anti-Defamation League
Big Brothers Big Sisters
DC Public Schools
GLSEN
Human Rights Campaign
Parents for Transgender Equality Council
PFLAG National
SMYAL
The Trevor Project
Truth Initiative
Welcoming Schools
Bring Welcoming Schools, a nationally acclaimed, research-based LGBTQ and Gender Inclusive Professional Development to your school!

Is your school or school district looking for tools and resources to create LGBTQ and gender inclusive schools? Welcoming Schools is now offering elementary and secondary professional development trainings VIRTUALLY!

Our engaging and interactive web trainings, delivered by experts in the field of education, provide actionable strategies to foster affirming LGBTQ and gender inclusive school environments. Click here to request a training.

Over 125,000 educators have benefited from our professional development trainings, lesson plans, booklists and resources.

In our most recent video Be Who You Are: Welcoming LGBTQ & Gender Inclusive Schools, we hear from students who share their experiences and give advice for educators.

Have more questions? Contact us at WelcomingSchools@HRC.org

Join us! February 25, 2021 HRC.im/JazzAndFriends

National Day of School and Community Readings in Support of Transgender and Non-Binary Youth
A SAFE AND WELCOMING SCHOOL ENVIRONMENT IS ESSENTIAL FOR STUDENT SUCCESS.

In partnership with HRC Foundation’s WELCOMING SCHOOLS, NEA offers at no cost to its members and affiliates the nation’s premier professional development program providing research-based training and resources to elementary school educators.

For more information: https://neacsjpd.org/training-session/welcoming-schools/or email Anthony Brisson at ABrisson@nea.org
The California Teachers Association is the largest professional employee organization in California and the largest statewide affiliate in the National Education Association.

CTA exists to protect and promote the well-being of its 310,000 members.

www.cta.org
Counselors are poised to empower LGBTQ youth like never before.

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

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

Accepting adults decrease the risk of LGBTQ youth attempting suicide by 40%.

As a supporter of LGBTQ youth, I commit to:

1. **Affirm** LGBTQ young people to make sure they know they are loved, valued, and never alone.

2. **Share** The Trevor Project’s impact with my family, friends, and colleagues.

3. **Volunteer** as a crisis counselor for The Trevor Project’s free and confidential services for LGBTQ youth: TrevorLifeline, TrevorChat, and TrevorText. TheTrevorProject.org/Volunteer

4. **Protect** LGBTQ youth by joining 50 Bills in 50 States, The Trevor Project’s campaign to end conversion therapy nationwide. Text TREVOR to 40649.

5. **Give** to The Trevor Project to help fund its largest expansion in crisis services and save LGBTQ young lives.

TheTrevorProject.org
The Y is honored to work alongside the Human Rights Campaign Foundation in support of the annual Time to Thrive conference and our shared goal of ensuring that all LGBTQ+ youth feel safe and welcome, and are able to reach their fullest potential with dignity and love.

#YForAll
Making a Difference in the LGBTQ+ Community

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

NASSP supports its LGBTQ+ students and educators through various initiatives, including:

→ **Position Statement on Transgender Students**: This position statement officially acknowledges concerns of institutional bias, states NASSP’s opposition to discrimination in schools, and provides recommendations for policymakers to support transgender students in the K–12 education system.

→ **LGBTQ+ Principal and Assistant Principal Support Network**: This new national support network—open to all principals and assistant principals who identify under the LGBTQ+ spectrum—invites LGBTQ+ administrators to help us further develop the network, stay in touch with each other throughout the year, and plan events moving forward.

→ **NASSP Advocacy Conference**: This annual event brings educators, community members, and other advocates together to learn how to influence lawmakers on behalf of school leaders and the students they serve.