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WEDNESDAY, JANUARY 20, 2016
9:00 am – 6:30 pm
Day Long Racial Justice Institute

THURSDAY, JANUARY 21, 2016
7:00 am
12 Step/Recovery Meeting
9:00 am – 6:00 pm
Art Studio Space
9:00 am – 6:00 pm
Day Long Institutes
6:30 pm
12 Step/Recovery Meeting
7:00 pm
First Timer's Orientation
7:00 pm
Welcome to Chicago Reception • Exhibit Area
Opening Plenary Session: Black Feminism and the Movement for Black Lives: Barbara Smith, Reina Gossett, and Charlene Carruthers
Post Plenary
The Opening Cruise

FRIDAY, JANUARY 22, 2016
7:00 am
12 Step/Recovery Meeting
7:30 am
Morning Yoga
9:00 am – 6:00 pm
Art Studio Space
9:00 am – 12:15 pm
Leadership Academy Trainings
9:00 am – 10:30 am
Workshop Session 1
10:45 am – 12:15 pm
Workshop Session 2
12:15 pm – 1:30 pm
Lunch on your own
12:30 pm
Muslim Friday Prayer
1:30 pm – 2:45 pm
Plenary Session with Rea Carey: The State of the Movement Address
3:00 pm – 6:15 pm
Leadership Academy Trainings
3:00 pm – 4:30 pm
Workshop Session 3
4:45 pm – 6:15 pm
Workshop Session 4
6:30 pm – 7:30 pm
Caucuses and Networking Sessions
7:00 pm
Agents of Change House Mini-Ball: Doors Open 6pm

SATURDAY, JANUARY 23, 2016
7:30 pm
Shabbat Celebration
7:30 pm
12 Step/Recovery Meeting
8:30 pm
Receptions and Evening Events

SUNDAY, JANUARY 24, 2016
7:00 am
12 Step/Recovery Meeting
7:30 am
Morning Yoga
9:00 am – 1:00 pm
Leadership Academy Trainings
9:00 am – 12:15 pm
Workshop Session 5
9:00 am – 10:30 am
Workshop Session 6
10:45 am – 12:15 pm
Plenary Session with Lunch: Mind the Gap: Next Stop HIV
12:30 pm – 2:45 pm
Leo Moore, MD, University of California, Los Angeles; Phill Wilson, Executive Director, Black AIDS Institute
Leadership Academy Trainings
Workshop Session 7
Workshop Session 8
Art Studio Gallery
Caucuses and Networking Sessions
3:00 pm – 6:15 pm
12 Step/Recovery Meeting
3:00 pm – 4:30 pm
MasQUEERade Youth Ball
4:45 pm – 6:15 pm
50s+ and Allies Dance, All Welcome!
6:30 pm
Agents of Change House Mini-Ball: Doors Open 6pm
6:30 pm – 7:30 pm
Caucuses and Networking Sessions
7:30 pm
12 Step/Recovery Meeting
8:00 pm
MasQUEERade Youth Ball
8:30 pm
50s+ and Allies Dance, All Welcome!

Registration
Tuesday, January 19
6:00 pm – 10:00 pm
Wednesday, January 20
8:00 am – 10:00 pm
Thursday, January 21
8:00 am – 10:00 pm
Friday, January 22
8:00 am – 8:00 pm
Saturday, January 23
8:00 am – 6:00 pm
Sunday, January 24
8:00 am – 12:00 noon

Exhibit Area
Thursday, January 21
3:00 – 7:00 pm
Friday, January 22 and
Saturday, January 23
8:30 am – 7:30 pm
Sunday, January 24
8:00 am – 3:00 pm

Child Care
Thursday, January 21, Friday
January 22 and
Saturday, January 23
8:00 am – 6:30 pm
Sunday, January 24
8:00 am – 3:00 pm
Friends,

Welcome to the biggest LGBTQ family reunion in the world AKA the Creating Change Conference -- and to the great city of Chicago.

If this is your first time at the Conference, get ready for five days of issues, education, training, inspiration and fun. And for those folks who have been before, welcome back for more of the special space and life-changing experience that is Creating Change.

Our decades of struggle as a movement is beginning to create real change. Millions of people are beginning to feel that they can be themselves for the first time in their lives -- without the fear of persecution, discrimination and violence.

But, despite progress, we are a long way from lived freedom, justice and equality for all. We still face a myriad of barriers affecting every aspect of our lives. And we still live in a country where trans women of color and gender nonconforming people are being violently attacked and murdered, young black men are being shot by police officers who are not held accountable for their actions, and a nation where the Supreme Court apparently believes that racism and racial injustice doesn’t exist anymore.

That’s why we are here this week: to tear down ALL the barriers we face between us and true liberation — and to support and lift-up one another in spirit, camaraderie and love.

Finally, deep gratitude to our Host Committee Co-Chairs Precious Davis, Kenny Martin-Ocasio, Mary Morten and Joshua Oaks for their outstanding work to make Creating Change 2016 happen. And to you, our conference attendees: thank you for being here, for bringing your whole selves to this movement and for being you.

In solidarity,

Executive Director
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Become a member of the National LGBTQ Task Force.

Stop by the Task Force membership lounge in the exhibit area to learn more about us and how to become a member. See you there!

Be sure to visit us to purchase your “be you.” t-shirt and much more!

Join Us.

thetaskforce.org
Thanks and many appreciations for your help in making Creating Change 2016 a great success!

A SPECIAL THANK YOU

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AIDS United, Michael Kaplan and Liam Cabal
ALMA (Association of Latino/as Motivating Action)
Alphawood Foundation
Anderson Prize Foundation
API Working Group
Arcus Foundation
A Wider Bridge: Chicago Avalon
Bacardi/Grey Goose
James L Bennett and Terry Vanden Hoek
Between the Lines
Big Delicious Planet
Bishops and Elders Council
Bisexual Queer Alliance of Chicago
David Bohnett Foundation
Bobi Magazine
Bolder Giving
BYP100
Campus Pride, Shane Windmeyer
E. Rhodes and Leona B. Carpenter Foundation
CenterLink, Terry Stone
Charlie’s Chicago
Chicago Gay and Lesbian Chamber of Commerce
Chicago Female Condom Campaign
Chicago House and Social Service Agency
Chicago PreP Working Group
Chicago Public Library/Sulzer Regional Library
Chicago Theological Seminary
Chicago Urban League
Chadwick Cipiti
ColorofChange, Rashad Robinson
Columbia College Chicago
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Comprición y Apoyo a Latinos en Oposición al Retrovirus (CALOR)
Consortium of Higher Education LGBT Resource Professionals
CORE Center
Crossroads Fund
CrowdCompass
Precious Davis
Deaf Communications by Innovation
Denson Design
DePaul University Center for Identity, Inclusion and Social Change
Doyle Printing, Tom Doyle and Christine Shelton
EMD Serono
Rae Fehring
Funders for LGBTQ Issues, Ben Francisco Maulbeck
Elegant Event Sitters, Tish Davis
Tamara Galinsky
Gay Ad Network
Gay City News
Gallery 400
General Mills & Larabar
Gerber/Hart Library and Archives
GLAAD
Gilead Sciences
Irene Goldstein
Google
Lisa Geduldig
Goodman Theatre
Jaime Grant
Grindr
Evelyn & Walter Haas Jr. Fund, Matt Foreman
Shailly Hakimian
Hamburger Mary’s Chicago
Hilton Chicago Staff and Mariza Juarez
Hilton Worldwide
Hispanic Black Gay Coalition
HIV Prevention Justice Alliance
HMA Community Strategies
Howard Brown Health Center
HRC Chicago
Hyde Park Art Center
IMPACT Program at Northwestern Institute for Welcoming Resources
Lambda Legal
LGBTQ Giving Council of the Chicago Foundation for Women
Leather Leadership Award Winners Group
Little Black Pearl Art and Design Center
LULAC
Vanessa Macoy
Amy Mandel and Katina Rodis Fund
Kenny Martin-Ocasio
Morton Group and Mary Morton
The Morton and Barbara Mandel Family Foundation
National Alliance on Mental Illness
National Black Justice Coalition
National Center for Transgender Equality
National Coalition of Anti-Violence Projects
National Gay and Lesbian Chamber of Commerce
National Latino Institute for Reproductive Health
National SEED Project
Next Magazine
Northeastern Illinois University, Angelina Pedroso, Center for Intercultural Affairs
& Diversity, LGBTQA Resource Center
NTEN
Joshua Oaks
Office Depot
Out & Equal
OutFront Colorado
Pacific Grove Hospital
Peace Corps
Pepsi
Philadelphia Gay News
Planned Parenthood Action Fund
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Replay Beer & Bourbon
The Rink Chicago
Ignacio Rivera
Root Collective: Cantina 1910/SoFo
Tap/Crew Bar + Grill
SAGE, Michael Adams and Serena Worthington
SEED Project
Site Services, Judi Lara, Julie Augustine and Laurie Mirman
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Test Positive Aware Network
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Transgender Law Center
TransLife Center
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Windy City Times
Woods Fund
Woodhull Alliance
Youth Service Project
Dear Creating Changers!!!

After 28 years of Creating Change conferences all over the country, we are beyond thrilled to finally welcome you to the heart of the Midwest; the birth place of house music; and the town known for its wind, pizza and hot dogs: Chi-town!

On behalf of the Host Committee that has worked tirelessly in preparation for the conference, we welcome you to Chicago. Our city may have cold temperatures, but with warm hearts we extend ourselves in celebration of this unique opportunity to be you.

Chicago and the state of Illinois has taken its place in history as one of the early states to pass anti-discrimination laws including:

- Passage of Chicago’s Human Rights Ordinance in 1988;
- Addition of transgender inclusion to the Human Rights Ordinance in 2000;
- Passage of an amendment adding sexual orientation and gender identity to the Illinois Human Rights Act in 2005;
- Passage of civil unions legislation in 2010;
- Passage of marriage equality in 2013;
- Inclusion of gender identity in the state hate crimes legislation effective January 2016.

As Creating Change is the premier opportunity for queer activists to gather from all over the world, we are proud to join you in the celebration of what we have accomplished and rededicate ourselves to the long road before us. Together we will strategize and address critical issues facing our movement including: the increased targeting and murder of trans women of color; the growing number of queer youth who are experiencing homelessness; the continuation of punitive and ineffective disciplinary measures in our schools often targeting queer youth; and fighting for equal employment and housing protection for LGBTQ individuals. Together we will work toward an inclusive immigration strategy; extending the reach of our HIV/AIDS activism; strengthen our voice within the Black Lives Matter movement; finding better ways to care of those who are aging in our communities; and so much more.

We want to work with you to build on the history of those whose shoulders we stand on, who made it possible for us to be here and do this work in an open, affirming, inclusive and fun, (yes, we mean fun!) manner.

Join us as we once again make history for ALL of us.

Let’s make it happen in Chicago.

Precious Davis          Kenny Martin-Ocasio          Mary Morten          Joshua Oaks
Co-Chairs, Creating Change 2016 Host Committee
Co-Chairs
Precious Davis
Kenny Martin-Ocasio
Mary Morten
Joshua Oaks

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Barry A. Benson  Lex Lawson  Imani Rupert
Avi Bowie  Camila Ledesma  Victor Salvo
Maxx Boykin  Daay Lee  Brian Savage
Kirstin Brockenborough  Terence (T.C.) Liggins  Loren Savage
Vicki Byard  Marc Loveless  Tim Schannep
Antonia Clifford  Stephen Loveless  Riley Smith
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Romeo Jackson  Chris Pierce  Filtod Walker
Alan Johnson  Jessica Ratchford  Katy Weseman
Bonnie Johnson  Benjamin Reynolds  PJ Williams
Kelvin Johnson  Isaac Riddle  Matthew Williamson
Troy Johnson  Raymond Rodgers  Serena Worthington
Lynnea Karlic  Suzanna Rodriguez  Sherry Wright
Carrie Kaufman  Luis Roman  Daisy Zamora
INCLUSION FUELS COMMUNITIES AND BUSINESSES WITH DIVERSE PERSPECTIVES AND INNOVATIVE SOLUTIONS.

That’s why we’re proud to support the National LGBTQ Task Force Creating Change Conference to invite, inspire, and propel a multitude of perspectives.

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November 18, 2015

2016 Creating Change Conference
Chicago, Illinois

Welcome to Chicago:

Creating Change is the nation’s premier annual organizing and skills-building conference for the LGBTQ social justice movement and we welcome you to the City of Chicago.

Creating Change brings together thousands of LGBTQ activists—both emerging leaders and movement veterans—from diverse communities to a welcoming space where they can share innovative ideas, teach critical skills, and form new friendships that will last a lifetime. The City of Chicago has been at the forefront in the work to create positive lasting change in our nation, which is why we are excited to have you here with us.

At the Creating Change Conference, while you are reflecting on the outcomes of many pressing issues facing us, including what follows after the June 26, 2015 US Supreme Court decision legalizing same-sex marriage, the next action steps to end the AIDS epidemic, nationwide efforts to create safer schools, legal protections for all — especially our trans sisters and brothers, the urgent and critical needs of LGBTQ people of color, and building alliances with pro-LGBT allies and religious organizations, know that we, as members of Chicago City Council LGBT Caucus, support your efforts.

We hope you enjoy your unique five-day experience consisting of daylong institutes, dynamic networking sessions, film screenings, community caucuses, skill-building workshops, presentations, and trainings.

Best wishes for an enjoyable and informative conference.

[Signatures]
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— James Baldwin

The Communications Workers of America is proud to support the National LGBTQ Task Force and work with them to promote and protect the rights of LGBTQ people throughout the world.

In the coming months, we will be joining with our many partners and allies to fight to stop the Trans-Pacific Partnership.

Together, we are stronger.
Download the Creating Change Conference App!

Get up-to-the-minute information on all things Creating Change while you’re in Chicago.

App includes:

- Full event schedule sorted by day, topic and speaker. Bookmark or export your schedule directly to your smart device
- Fill out your session surveys virtually
- Floor maps
- Learn more about Creating Change’s sponsors
- Post pictures to our social media using #cc16

Download now in the App Store or Google Play and search for National LGBTQ Task Force

App Sponsored by CWA
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LGBTQ youth face a variety of pressures, including coming to terms with sexual orientation or gender identity, coming out, and thriving in a world that has not yet fully embraced diversity. Bullying, discrimination, and abuse are all too often unfortunate realities for these young adults and may be traumatic enough to induce debilitating anxiety or dangerous depression that can lead to thoughts of suicide.

Additionally, intense stressors may trigger other existing mental health issues, such as Bipolar Disorder or Borderline Personality Disorder, which can interfere with a young adult’s ability to move to the next stage of development. They may have difficulty living independently, working, or going to school and are said to be experiencing a “failure to launch.”

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Creating Safer Space

Creating Change is committed to creating a safer and positive space for the LGBTQ community and our allies. We want everyone here to learn a lot, meet fabulous new people from all over the country, and feel good about talking and connecting with each other as we build a stronger movement.

To that end, we want to remind everyone of guiding principles that are essential to maintaining respectful and safer space for each other.

There are two fundamental principles to the Creating Change Conference: human rights and solidarity. Sexual harassment and other forms of violence strike at the heart of both. Harassment, violence and bigotry create feelings of fear, uneasiness, humiliation and discomfort. They are expressions of perceived power and superiority by the harasser over another person. Sometimes, even when our actions are not intentionally hurtful, what we say and do can hurt others or make them feel uncomfortable.

Sexual harassment is a form of sexual violence. Sexual harassment is any unwanted attention of a sexual nature. Examples may include:

- Remarks about appearance or personal life
- Unwanted flirtations or advances
- Offensive written or visual depictions like graffiti or degrading pictures
- Touching someone without their permission (grabbing, hugging, petting, biting)
- Unwanted sexual demands, pressure, propositions, or requests for sexual activities
- Graphic comments about an individual’s body or dress
- Verbal abuse, including sexual insults and name calling
- Rewards for granting sexual favors or the withholding of rewards for refusing to grant sexual favors

Creating Change is proud to host a beautiful and diverse LGBTQ and allied community where vibrant diversity in sexual orientation, gender identity and gender expression is welcome. It is all of our responsibility to ensure that each member of our LGBTQ and ally family feels welcome and affirmed. In addition to movement building, many Creating Change attendees create and build social relationships while at the Conference. We want to remind you that, if you are thinking about hooking up, consent is essential. Please be sure that all involved have similar expectations. And please play safe!

Thank you for your help in ensuring that Creating Change is an environment where all participants feel safe, comfortable and celebrated as members of the Creating Change family. If you feel harassed or threatened, please ask to speak with the Conference Director who can be contacted in the registration area located in “8th Street Registration” on the Lobby Level of the Hilton Chicago.

A Guide to Bisexual/Pansexual/Fluid Etiquette

In 1990, “The Bisexual Manifesto” was published in Bay Area Bisexual Network’s national magazine, Anything That Moves. It reads in part:

“Bisexuality is a whole, fluid identity. Do not assume that bisexuality is binary or duogamous in nature: that we have “two” sides or that we must be involved simultaneously with both genders to be fulfilled human beings. In fact, don’t assume that there are only two genders. Do not mistake our fluidity for confusion, irresponsibility, or an inability to commit. Do not equate promiscuity, infidelity, or unsafe sexual behavior with bisexuality. Those are human traits that cross all sexual orientations. Nothing should be assumed about anyone’s sexuality, including your own.”

In 1991, black bisexual theorist and poet June Jordan called the bisexual movement a “mandate for revolutionary Americans planning to make it into the twenty-first century on the basis of the heart, on the basis of an honest human body, consecrated to every struggle for justice, every struggle for equality, every struggle for freedom.”
The bisexual movement has a history that is erased as often as our identity is. We have political theorists and cultural workers like Jordan and others who have asserted our unique perspective within the context of social justice and have placed our sexual orientation at the center of our political analysis. Another significant aspect of the bi community is how people choose different personal identity labels to identify themselves within the bisexual spectrum, including these commonly used terms: pansexual, fluid, queer, multisexual, non-monosexual, omnisexual, and polysexual. In fact, there are some who prefer no labels. Personal identity labels can vary depending on the region, generation, and/or cultural background and can also be used to indicate a particular approach to critical theories on race, gender and sexuality. The term bisexual can be used both as a political identity and a label for the entire community aka “The B in LGBT.”

Do’s and Don’ts For Supporting Bisexual Communities

Being openly supportive of the bisexual community helps create a space where we can all be our full selves during the conference. To that end here are some pointers on being an ally to the B in LGBT:

- Use inclusive language, instead of “gay rights” or “gay marriage” try “equal rights” and “marriage equality.”
- Question the negativity associated with bisexual stereotypes.
- Recognize that bisexuality is often invisibilized/delegitimized, so bi/pan/fluid people usually have to come out over and over, sometimes to the same people.
- Respect people’s privacy and boundaries. Take a moment before asking questions and look into the assumptions behind them.
- Recognize that bisexual people often face similar discrimination and obstacles as gays and lesbians with regard to job security, healthcare, marriage, immigration, custody, visitation and adoption of children.
- Question your assumption of “bisexual privilege” and realize that research has shown bisexuals report much higher rates of stigma surrounding their sexuality than gay and lesbian counterparts.
- Recognize that research shows that bisexual people have the highest level of sexual assault of all sexual orientations, a higher level of poverty, and higher mental and physical health disparities than their gay, lesbian and heterosexual counterparts.
- Keep in mind that bisexual transgender individuals can experience intersections between biphobia and transphobia and also report higher levels of violence, poverty and poorer health in their lifetimes.
- Recognize the way that specific relationships function is entirely independent of sexual orientation.
- Do not insist that a gender nonconforming/trans person or their partners must discard their bisexual identity label and use another label.
- Do not accuse someone of being transphobic or noninclusive of transgender and gender nonconforming people for using the label bisexual. This harms and erases trans/gender nonconforming bisexuals.
- Recognize the way that specific relationships function is entirely independent of sexual orientation. Be positive about all relationships – monogamous, polyamorous, or anything else.
- Accept you might never fully understand someone else’s sexuality, and that it’s okay not to.

Thank you for respecting all the ways we can love each other! Enjoy the conference!

This document was originally compiled for Creating Change 2010 and has been revised by Ellyn Ruthstrom of the Bisexual Resource Center and Faith Cheltenham of BiNet USA. Special thanks to Aud Traher for additional insights.
Transgender/Gender Nonconforming Etiquette and Inclusion
Adapted from the 2002 Portland Creating Change Host Committee

To ensure that the transgender and gender nonconforming (transgender, transsexual, genderqueer and more) members of our community and movement feel included by all who attend Creating Change, please read and act upon the following.

Pay attention to a person’s purposeful gender expression but remember that a person’s external appearance may not match their internal gender identity. You cannot know the gender or sex of someone by their physical body, voice, or mannerisms. We consider it polite to ask: “What pronoun do you prefer?” or “How do you identify?” before using pronouns or gendered words for anyone. When you are unsure of a person’s gender identity and you don’t have an opportunity to ask someone what words they prefer, try using that person’s name or gender-neutral phrases like “the person in the red shirt,” instead of “that woman or man.” If you have met a person before, and their gender expression is now different, be open to the fact that they may now be identifying as a different gender and feel good about asking politely about their identity.

One way of acknowledging transgender people’s needs is to designate restrooms gender neutral, which we have done here at Creating Change with educational signs. In bathrooms, many transgender people face harassment that can lead to anything from deep discomfort to arrest or death. Regardless of what bathroom you are in, please let everyone pee in peace. Each of us can decide for ourselves in which bathroom we belong.

Please listen to transgender people’s needs and stories when they are volunteered; yet please respect people’s privacy and boundaries and do not ask questions that you wouldn’t ask of anyone else. Do not make assumptions about other people’s gender identity or expression. Do respect and call people what they ask you to call them.

If you make a mistake about someone’s pronoun simply make a correction and move on. Do not justify the misstep, over-apologize or beat yourself up.

Educate yourself through books, web sites, and transgender-themed workshops. Then please join the many hardworking allies who are working to respond appropriately to transphobic situations. Respectful allies, who learn from and with transgender people and then educate others, are important for successful transgender liberation.

Thank you for your help and have a great conference!

HIV/AIDS Etiquette at Creating Change…and In Your Life!

HIV stands for human immunodeficiency virus. It is the virus that can lead to acquired immunodeficiency syndrome, or AIDS. Unlike some other viruses, the human body cannot get rid of HIV. That means that once you are diagnosed with HIV, you are HIV positive for life.

HIV affects specific cells of the immune system, called CD4 cells, or T cells. Over time, HIV can destroy so many of these cells that the body can’t fight off infections and disease. When this happens, HIV infection leads to AIDS.

No cure currently exists for HIV, but scientists are working hard to find one, and remain hopeful. In the early days of the epidemic, HIV/AIDS was a death sentence. Before the introduction of Anti-Retroviral Therapy (ART) in the mid-1990s, people with HIV could progress to AIDS in just a few years. However, today, with proper medical care and strong support systems, those living with HIV can control their virus and even reverse much of the damage caused by HIV and dramatically prolong the lives of many HIV positive people to normal life expectancy and also lower their chance of spreading the virus to others.

Despite these great strides, the HIV/AIDS epidemic is not over. Both HIV and AIDS are neither historic phenomena nor diseases that afflict only those
living in developing countries. Since its discovery in 1981, 1.7 million people in the U.S. are estimated to have been infected with HIV, including over 619,000 who have already died from complications stemming from HIV or AIDS related illnesses. As of 2009, approximately 1.2 million people in the United States are currently living with HIV and HIV diagnoses have been reported in all 50 states, the District of Columbia as well as other U.S. territories and outlying areas. It is believed that an estimated 20% of all those living with HIV are currently unaware of their HIV status and that a person becomes infected with HIV every 9.5 minutes.

HIV/AIDS is not spread by day-to-day contact. HIV/AIDS is not spread through shaking hands, hugging, or a casual kiss. You cannot become infected from a toilet seat, a drinking fountain, a door knob, dishes, drinking glasses, food, cigarettes, pets, or insects. HIV is not spread through the air, and it does not live long outside the body.

At Creating Change, you may meet someone who is HIV positive or someone living with AIDS. Should someone open up to you about HIV-positive status it is important to let that person set the tone for discussing their virus. While curiosity is natural, we ask that you avoid asking overly prying questions related to a HIV positive person’s status, such as, “How did you become positive?” Oftentimes, those living with HIV do not want to disclose the details of the circumstances that led to them becoming HIV positive (seroconversion) and asking such a question could be considered very intrusive. Also, we ask that you try to avoid using insensitive and degrading phrases such as “full-blown AIDS,” “AIDS victim,” “HIV sufferer,” or “diseased” when talking about HIV/AIDS. Such questions and terminology are degrading and fuel the stigmatization of those living with HIV/AIDS.

Before being intimate, take a moment to speak with your partner(s) about HIV and other STIs. If you are unsure of your status, then be honest and say so. Better yet, take a moment and get tested together! Testing is available on site at Creating Change. Check the General Information section of the program book for more details. A helpful hint: when trying to learn a person’s status, avoid phrasing your inquiry as, “Are you clean?” Using the term “clean” to denote an HIV-negative status strongly implies that being HIV-positive is “dirty,” adding to the stigma surrounding the virus. Instead ask, “What is your HIV status?” and go from there. Remember, regardless of status, it is always important to partake in safe sex practices. For you and your partner(s) protection we have included safer sex kits in your registration bags and more are available at the National LGBTQ Task Force membership table. Stop by and stock up on extras!

While at Creating Change, think about how you can model effective ally behavior that ends the stigma surrounding HIV/AIDS. One of the key ways to do so is as simple as washing your hands! Because people living with HIV/AIDS are more susceptible to the harmful effects of bacteria, viruses or other pathogens than those who are HIV-negative, we ask that if you aren’t feeling well or if you are sick that you try to model proper etiquette and take a sick day, rest up, and maintain a safe distance from others. Additionally, taking a few extra minutes to make sure you are practicing proper hand washing techniques and hand sanitization after using the bathroom to help minimize the spread of germs and ensure the well-being of everyone attending this year’s conference.

Don’t assume that all HIV-positive people are alike and have similar needs and comfort levels in discussing their status. Because of widespread stigmatization and criminalization of HIV/AIDS in the United States, confidentiality is a paramount concern for many people living with HIV/AIDS. If you want to learn more about how to be an ally to an HIV positive person and make a difference for the accessibility needs of HIV positive people, talk to your friends who may identify as HIV positive. If you don’t know anyone who is openly HIV positive, consider participating in the HIV/AIDS track here at Creating Change and learn about the various policy, health, educational, and political needs and concerns of those living with HIV/AIDS.

The National LGBTQ Task Force believes that everyone attending Creating Change deserves to be treated with dignity and respect that reflects our
shared humanity. Therefore, we ask you to cherish the humanity of those who may be HIV-positive and help us work to defeat the stigma that exists around HIV/AIDS. Those living with HIV/AIDS are more than just the virus or syndrome and deserve to be treated that way. As a result, should someone disclose their status to you, be prepared to respond with a confidential spirit, an open mind, and a willingness to care.

Here is a challenge for you while at Creating Change: have three conversations about HIV/AIDS. Yes, go ahead and talk about HIV/AIDS!

We thank you for attending this year’s Creating Change Conference and working to help our movement build a nation that respects the diversity of human expression and identity and that creates equal opportunity for all of us, including those living with HIV and AIDS.
Ending the HIV epidemic is possible. Join AIDS United in the fight!

One way you can help end the HIV epidemic is by knowing your HIV status!

Free and confidential testing is available here at Creating Change! Information is available in the program book.

Be part of the movement to end HIV.

WHAT CAN YOU DO TODAY?

1. Attend workshops in the HIV/AIDS track here at Creating Change!
2. Advocate for HIV/AIDS issues
3. Find Us on Social Media

m2MPower

HIV/AIDS disproportionately impacts LGBTQ people. AIDS United, through its m2MPower Initiative, partnered with the National LGBTQ Task Force to have as many workshops addressing HIV/AIDS at Creating Change as possible. Attend one of the workshops and get engaged in the movement!

Stay informed of key issues and events by signing up for our email newsletter at www.AIDSUnited.org.

facebook.com/AIDSUnited
twitter.com/aids_united
google.com/+AidsunitedOrg1

Act Against AIDS

Get the Facts and Share the Facts.
Learn the basics about HIV by visiting our website. We must talk to each other about HIV and how we can prevent it.

Get Tested.
It’s easy. It’s free, fast, and confidential.

Get Involved.
A little help goes a long way. You can make a difference.

www.cdc.gov/ActAgainstAIDS
The National LGBTQ Task Force and the Creating Change 2016 Host Committee strive to make Creating Change 2016 welcoming and accessible for attendees with disabilities. In the spirit of learning how our communities can be inclusive of and accessible to all people, we offer these guidelines for creating a community where people with disabilities are valued and respected.

Words like “cripple,” “defect,” “spastic,” “lame,” “retard,” “psychotic,” “paranoid” and “crazy” have been used to bully and oppress disabled people for many decades. Don’t use these words casually. You may hear disabled people calling each other crip or gimp. This is “insider” language, akin to LGBT people calling each other queer. It’s not appropriate language for non-disabled people to use.

Understand that the lives of disabled people are neither inspirational nor pitiful by virtue of our disabilities. Rather our disabilities are ordinary and familiar parts of who we are.

Ask and wait for an answer before you try to help someone. What you assume is helpful may not be.

When you encounter someone using a service/assistance or guide dog, do not pet, offer food to, or interact with the animal in any way. Do not comment on the dog’s presence i.e. “and who do we have here?” They are working hard; you are supporting the independence and autonomy they provide by not distracting them.

In order to be understood by as many people as possible, speak at a moderate volume and pace. Practice active listening by asking and responding to questions and giving both verbal and non-verbal cues that you are still engaged in the conversation.

When you are speaking to someone using an interpreter, address the person you are speaking with, not the interpreter.

Many people here have disabilities that affect the ways that they learn, understand, and/or communicate. You can show respect for people by practicing patience with those who learn and/or communicate at a different pace or in a different way than you do. Don’t make assumptions based on atypical speech patterns, body language, or eye contact. If you are having difficulty communicating with someone, try a different form of communication, like writing or demonstration instead of talking.

Flashing lights can trigger seizures or other conditions. Avoid wearing or carrying decorative flashing lights.
and don’t take photographs using the flash on your camera in public spaces.

There are seats set aside for people with varying disabilities, both up front and scattered throughout in the plenary space and in the meeting rooms. Please be prepared to move chairs to make room for people using wheelchairs, wherever they may wish to sit at plenary sessions and workshops.

In order to make it easier for everyone to move around the conference freely, please take your hallway conversations out of the middle of the hallway. Be aware of the people around you when navigating tight, crowded public spaces, and leave plenty of room for people to pass safely; and please hold inaccessible doors open for people.

Becoming scent-free is an important step toward access for people with disabilities and/or chronic illnesses and is a skill you can practice everywhere. If you are not accustomed to going scent-free, it is important to think carefully about all the products you use in your day. You can either not use shampoo, soap, hair products, perfume, essential oils, skin lotion, shaving cream, makeup etc., or use fragrance-free alternatives that are available in many drug stores. If you must use scented products please sit or stand as far away as possible from areas designated “Scent Safer” areas. During plenary sessions, scent-safer spaces are designated in the International Ballroom. If scents and chemicals present a barrier for you, please know that Creating Change is not yet a scent-free conference.

If you smoke (or hang around people while they smoke) please do so only in the designated areas and away from entrances. When inside please sit or stand as far away as possible from those areas designated “Scent Safer” areas.

Challenge your assumptions. Some disabilities are less visible than others. Everyone has a right to use the accommodations they need without being criticized or questioned.

The Accessibility Table may be staffed during the Creating Change Conference. If you have questions, concerns or need assistance regarding access, please stop by the Accessibility Table adjacent to the conference registration area in the “8th Street Registration” on the Lobby Level. If no one is available, please seek assistance at the conference registration area.

Please listen to the needs and stories
of disabled people when they are volunteered; yet please respect people’s privacy and boundaries by not asking unnecessarilly intrusive questions. Many disabled people deal with daily curiosity about our bodies and find it exhausting. Educate yourself through books, websites, and at the disability-related workshops at Creating Change. Then, please join the many hardworking allies who are working to respond appropriately to ableist situations.

Please stop by the Accessibility Table adjacent to the conference registration area outside for:

- Programs in large print.
- Electric scooters and wheelchairs.
- Viewing a large print grid schedule of events.
- To pick up an Assisted Listening device for use during the conference.
- Conference attendees utilizing ASL interpreting services can meet interpreters at the Accessibility Table adjacent to the registration area.

If you want or need a place to hang out with disabled people, visit the Accessibility Hospitality Suite. Check the conference grid schedule for exact room number. Thanks for helping to make Creating Change a truly accessible event for all.
COLIN HIGGINS FOUNDATION

PROUDLY PRESENTS

Youth Courage Award Winners

The legacy of acclaimed screenwriter, director and producer Colin Higgins, creator of Harold and Maude and 9 to 5...

...lives on through our LGBTQ Colin Higgins Youth Courage Award winners.

Learn more at www.colinhiggins.org

Victoria Villalba, 19
Alex Bergeron, 20
Anthony James, 20
“Mark Segal’s work for LGBT equality is historic and significant. The fact that he is still connecting our community is a testament to the passion which he shares in this memoir.”

--Billie Jean King

“Mark Segal is a beloved and respected activist for the LGBT movement, and he’s a pivotal voice to tell our story.”

--The Advocate

“Mark Segal made national news on December 11, 1973 when he interrupted a live broadcast of the CBS Evening News by yelling ‘Gays protest CBS prejudiced!’ at none other than Walter Cronkite. He was wrestled to the floor on live national television, an incident often credited as the beginning of the end of LGBTQ invisibility. In his new memoir, Segal looks back on that defining moment in history, as well as the many battles that followed.”

--Queerty

“If it happened in the gay rights movement, Mark Segal was probably there.”

--ABC-TV

“Mark Segal is one of the major actors in the struggle for LGBT equality in the U.S. ... A life as eventful as Segal’s demands that a book be written about it.”

--South Florida Gay News

“Segal’s And Then I Danced harkens back to the glory days of the gay liberation era. Current activists could learn a lot of useful lessons from reading this memoir, and any American who reads it will learn about some interesting chapters in our nation’s ongoing struggle to form a more perfect union.”

--David Carter, Author of Stonewall, The Riots that Sparked the Gay Revolution

“Because of activists like Mark Segal, whose life work is dramatically detailed in this poignant and important memoir, today there are openly LGBT people working in the White House and throughout corporate America.”

--Philly Chit Chat

“Read Mark Segal’s memoir and you’ll get the inside story of how and why he interrupted a live broadcast of The CBS Evening News with Walter Cronkite. What happened afterward will surprise you. It’s one of many surprises in this must-read first-person account of LGBT history as it unfolded after Stonewall. Segal was a witness to that history, and he made some of it happen, changing our country and our lives for the better.”

--Louis Wiley, Jr., executive editor, Frontline (PBS)

“I have read about Segal in other places but nothing is like reading about it as he tells it... Because of Segal and others we have openly LGBT people working in the White House and throughout corporate America. He has helped make it possible for an entire community of gay world citizens to finding the voice that they need to become visible.”

--Reviews by Amos Lassen

“Segal’s writing style is engraving and never ponderous... And Then I Danced is highly recommended for all LGBT history collections and especially for readers with interest in Pennsylvania/Philadelphia politics.”

--American Library Association’s GLBT Round Table

“And Then I Danced is a fascinating page-turner that prompted my tears, laughter, envy, and astonishment— but most of all left me feeling very proud of what our community has accomplished and grateful to Mark for sharing his intimate memoir. While there are many who have witnessed the extraordinary history of the LGBT community, few have played as major a role in creating it as has Mark. It is no exaggeration to say that there is no person alive today who has been a more central participant in as much of the contemporary LGBT rights struggle than Mark Segal.”

--Sean Strub, author of Body Counts: A Memoir of Politics, Sex, AIDS, and Survival

“Mark Segal has for decades been a pathfinder for LGBT journalists of all stripes. We’re indebted to him for his years of radical activism, helping to foster a movement for change that has had a dramatic and positive impact for millions.”

--Michelangelo Signorile, author of It’s Not Over: Getting Beyond Tolerance, Defeating Homophobia, and Winning True Equality

“Real change never comes without real guts and real vision and real leaders. Mark Segal is the real deal.”

--Robert Moore, cofounder of Dallas Voice

“Mark Segal’s ideas run from the alpha to the omega. Sometimes I think there’s got to be more than one Mark Segal; he has done way too much for one lifetime. I highly recommend this book. If you can’t get to meet Mark in person, this is the next best thing.”

--Michael Luongo, author of Gay Travels in the Muslim World

“Before there was Ellen, Will, Grace, Rosie, Andy, and Anderson, Mark Segal was the squeaky gay wheel of American television, pulling stunts that forced the medium to open its closet door. If Walter Cronkite were still alive, he’d say: Not HIM again! And that’s the way it is. And was. Read all about it.”

--Bruce Vilanch, Six-Time Emmy Award Winner

“Mark Segal has taken the LGBT aging world by storm, and in the process has made a remarkable difference for our community’s courageous pioneers. We’ve all learned so much from him.”

--Michael Adams, executive director, Services and Advocacy for GLBT Elders
You and Your Badge
Yes, you got that pretty badge at Registration. Wear it with pride when you are participating in Creating Change sessions, attending plenary sessions, and cruising through the receptions. Those without badges will be asked to retrieve them; or to pick up a new badge at Registration. Save yourself and us the hassle. Wear your badge. Thanks!

First Timers’ Orientation
Thursday January 21, 7:00 PM
Please check the grid schedule for location.
First time at Creating Change? Feeling a bit overwhelmed by the amount of information that you need to quickly digest in order to make good choices about how to spend your time? Want some help? Come to the First Timers’ Orientation session with the Conference Director to get your questions answered by the expert!

Love Yourself and Others! Get Tested and Learn about PrEP at Creating Change!
The Creating Change 2016 Host Committee offers free HIV testing at Creating Change. Take advantage of this opportunity to take care of yourself by learning your status. We can defeat HIV/AIDS with testing and treatment. Let’s do it!

Three Chicago organizations, Howard Brown Health Center, Test Positive Aware Network, and Comprensión y Apoyo a Latinos en Oposición al Retrovirus (CALOR), provide free rapid HIV testing services at Creating Change Thursday through Saturday, during regular conference hours.
PrEP Access Zone, Thursday through Saturday 3:00 PM – 6:00 PM. This area is near the HIV testing clinic. Patient representatives can link interested attendees, who live in the Chicago area, to PrEP-prescribing medical providers. For those outside the Chicago area, you can get important PrEP information, including contact information on national PrEP assistance programs, what to look for in an insurance plan and how to talk with your doctor about PrEP. Coordinated by the AIDS Foundation of Chicago, Mount Sinai Hospital, the Ruth M. Rothstein CORE Center and the Chicago PrEP Working Group.
Check the grid schedule for exact location and times of HIV testing and the PrEP Clinic.

We Love Your Feedback
Our annual Creating Change Conference offers a rich and rigorous program of workshops, trainings, film screenings, caucuses and networking sessions, meetings and social and spiritual gatherings.
This year, our program includes 24 Day Long Institutes on Wednesday and Thursday, 16 sessions in the Leadership Academy, and over 250 workshop sessions and caucuses/networking sessions on Friday, Saturday and Sunday. Evaluation forms for each of these sessions are distributed and collected by our conference volunteers. Please let us know what you found useful and helpful at sessions by filling out the evaluation forms and returning them to volunteers in the meeting rooms.
Each attendee at Creating Change will receive an email from the Task Force in the days following the conference that invites you to complete an evaluation of the overall conference experience. By completing this form, you will help us design and present a better and more relevant Creating Change Conference next year in Philadelphia.
Finally, for those of you who prefer to participate in a face-to-face meeting, the Conference Director conducts a Feedback Session on Sunday following the closing plenary in the International Ballroom.

Child Care
Childcare services are provided by Elegant Event Sitters, Inc., an experienced agency specializing in event childcare. Please check in at the conference registration area on Lobby Level for the exact room location of childcare. There is no charge for on-site childcare, but we ask that parents pick up children for lunch from Noon to 1 PM. Some activities will be provided by Elegant Event Sitters.
Childcare is available:
Thursday, Friday, Saturday 8:00 AM – 6:30 PM
Sunday 8:00 AM – 3:00 PM

Free WiFi Throughout the Hilton Chicago
There is free WiFi access throughout the hotel, including the public spaces, guest rooms, and meeting rooms. The Task Force is proud to partner with the David Bohnett Foundation to power us up and log us in.
For WiFi access:
1) Turn on wireless connections on your device to view available Wi-Fi networks.
2) Choose and connect to Hilton Chicago Meeting as your wireless network.
3) After connecting to Hilton Chicago Meeting, type in Username: CreatingChange and Password: BohnettFoundation.
4) Click “log in” and start browsing!
Check the Grid Schedule for locations.

12 Step/Recovery
Thursday, 7:00 AM and 6:30 PM
Friday, 7:00 AM and 7:30 PM
Saturday, 7:00 AM and 7:30 PM
Keep your recovery going at Creating Change! The 12 Step Subcommittee of the Chicago CC 16 Host Committee will host 12 Step Meetings at the hotel. We have chosen to designate these meetings as “open meetings” in order that friends and partners of those in our Fellowships may be present. As is customary in the 12 Step community, all are welcome to attend open meetings. We ask that guests remember these meetings are intended for anyone who participates in any of the 12 Step programs and therefore will focus on the solutions found in the 12 Steps. Information about times and locations of 12 Step meetings in the Chicago area will be available at the Local Information / Hospitality desk in the registration area.

Hospitality Suites:
Thursday, Friday and Saturday

Elder Hospitality Suite
Thursday, Friday and Saturday, 8 AM – 8 PM
The Elder Hospitality subcommittee honors and invites our wise and seasoned LGBTQ family to stop by our suite for refreshment, relaxation, networking, and conversation. Enjoy afternoon and evening programming that will include an intergenerational storytelling workshop, a presentation from a local historian about Chicago’s LGBTQ history, and stories from SAGE’s Senior Voices group. There will also be opportunities to record and share your own stories using the power of the new StoryCorps app!

Transgender, Intersex, and Non-binary Hospitality Suite
Thursday, Friday, and Saturday: 8 AM - 10 PM
The Transgender, Intersex, and Non-binary Hospitality Committee enthusiastically welcomes you to the Windy City and invites you to visit our suite for food, refreshment, relaxation, creative expression, community building, collective healing, networking, and conversation. This suite is dedicated to transgender individuals, intersex individuals, and people falling outside of the traditional gender binary (genderqueer, genderfluid, agender, etc.). The suite is also open to allies, but is first and foremost a space for trans* folks. The suite will provide information about resources in the Chicagoland area so that you may learn about some of the amazing opportunities our city has to offer beyond the walls of the conference. We will be hosting a gender liberated pool party, co-hosting a private reception with Columbia College Chicago for “Bring Your Own Body: Transgender Between Archives and Aesthetics Exhibition Reception,” and offering free and affirming healing services in the suite. Please come and visit us to learn more about these exciting events, be recharged, refueled, and reconnected!

2016 Youth Hospitality Suite
Thursday, Friday, Saturday
8 AM - 10 PM
Chicago is ecstatic to welcome individuals 24 and under to the 2016 Youth Hospitality Suite! Join us at the Hilton Chicago for casual conversations around self-care, healthy relationships, coming out and more throughout the conference. Thursday night join forces with the Youth Hospitality Suite and the Elder Hospitality Suite for a workshop on bridging the age gap through storytelling; Friday night bring forward your best poem (or song, or story, or…) for an open mic night, and don’t forget to come to this year’s MasQUEERade Youth Dance on Saturday night. Don’t have an outfit? We’ve got you covered—the Youth Hospitality Suite will be home to a weekend-long clothing swap! Not interested in programming? That’s okay! Our doors are always open for you to come and hang out, chat about workshops, meet new friends and reconnect with old buddies. With support from the Illinois Safe Schools Alliance.

Accessibility Hospitality Suite
Thursday, Friday and Saturday, 8 AM – 8 PM
The Accessibility Hospitality Suite subcommittee welcomes you to visit our space at the conference hotel for meals, refreshments, networking, conversation, and/or relaxation. The Accessibility Suite will provide resources such as an accessible bathroom, large-print program books for communal use in-suite, and more room to maneuver. Also, there will be massage therapy offered during certain times the suite is open. This room is a safe space and open to all who need access assistance during the conference as well as their partners, personal assistants, friends, advocates and allies.
The Bisexual+/Queer Suite
Thursday, Friday and Saturday, 8 AM – 10 PM
The Bisexual+/Queer suite warmly welcomes all non-monosexual individuals to join us for food, festivities, and respite. Our suite will provide small meals and light entertainment between sessions. Get a chance to meet Captain Bisexual. Meet members of your community and relax. Join us at the Bisexual+/Queer suite to be with our community. Sponsored by Bisexual Queer Alliance of Chicago.

People of Color Suite
Thursday, Friday and Saturday, 8 AM – 8 PM
The People of Color suite gladly welcomes all people of color to enjoy refreshments, entertainment and networking. From social programming to thought provoking discussion, the PoC Suite is bringing you everything Chicago has to offer! Meet new friends, and connect with old ones—it’s all happening in the PoC Suite!

See you next year at the Philadelphia Marriott Downtown
January 18-22, 2017

Unique Structure
Powerful Process
Extraordinary Social Workers

AMANDA CRUTCHLEY
M.S.W. ’10

www.smith.edu/SSW
Check the conference grid schedule to confirm locations.

Muslim Friday Prayer – Salaat-ul-Jumah
Friday, January 22, 12:30 PM
Dedicated to Muslims who are lesbian, gay, bisexual, transgender, intersex, questioning, those exploring their sexual orientation or gender identity, and their allies, families and friends. All welcome. Led by Imam Daayiee Abdullah.

The Calling of the Names: We Remember Friday January 22
Plenary Session 1:30 PM
Who are the people you have lost that have marked your life? How do you remember them? Who were the people whose stories, whose presence, words, and deeds live on after they have died? Who have you lost to AIDS, cancer, hate crimes, or other tragedies? The Calling of the Names is an opportunity to honor them in community and with others who can support and lift you up as you remember with joy their impact on your life. During this plenary session join us and celebrate the lives of those who have marked our journeys by calling their names, loudly and proudly. Led by Barbara Satin.

Shabbat Celebration
Friday, January 22, 7:30PM
Shabbat Service:
Join us as we come together as a community to welcome the Sabbath. No matter your background or religious affiliation, we invite you to a service filled with beautiful songs, heart filled prayers, and plenty of food for thought (and Challah bread to boot). Officiating: Rabbi Ari Moffic of Interfaith Family Chicago, Rabbi Menachem Cohen of Mitziut, and Rabbi Shoshanah Conover of Temple Sholom of Chicago.

Faith in Action: An Interfaith Gathering to close Practice Spirit, Do Justice
Sunday, January 24, 9:30 AM – 11:00 AM
As we prepare to depart from our time together in Chicago, we will gather for a time of ritual, readings, and music from a variety of faith traditions. It will be a time to PRACTICE SPIRIT – a time of reflection, renewal, and re-commitment to going back out into the world ready to put our faith boldly into action – to DO JUSTICE!
be you, reclaim faith.

Resources for the Welcoming Faith Movement

Visit www.WelcomingResources.org

PUBLICATIONS

Building an Inclusive Church Toolkit 2.0
Helping Your Congregation Become a Community that Openly Welcomes People of All Sexual Orientations and Gender Identities

Kol B’mishpachat Elohim
A Jewish Guide to Creating Allies for Our LGBT Families

Hearts Unbound
Engaging Biblical Texts of God’s Radical Love through Reader’s Theater

transACTION
A Transgender Curriculum for Churches and Religious Organizations

All in God’s Family
A Christian Guide to Creating Allies for Our LGBT Families

A La Familia
A Bilingual Conversation About Our Families, the Bible, Sexual Orientation and Gender Identity

VIDEOS

So Great a Cloud of Witnesses
The Story of the Shower of Stoles Project

In Our Fullness: Faith and Activism Across Difference
Conversations About Faith-Based Work for Radical Social Change Around Issues Including Sexuality, Gender, Race, Class and Age.
Creating change.

For the past fifteen years, the Center for Lesbian and Gay Studies in Religion and Ministry has shaped a new public discourse on religion, gender, and sexuality. Find resources, connect with other activists, and join the conversation!

www.clgs.org

Growing Leaders to Build Change

A group of young adults selected as Tzedek Residents that are paid a living wage to engage in full-time, yearlong work and trainings

www.tzedekresidency.org
California Institute of Integral Studies (CIIS) is offering a PhD in Human Sexuality and Social Justice

The CIIS Human Sexuality PhD Program is a unique space for critical thinking and scholarship on the complexity of human experience. It is grounded in social justice: a framework that is used to explore multiple facets of human sexuality with respect for individual differences, context, positionality, and the political forces that impact well being. This program is an innovative collaboration among staff, students, faculty, other institutions, and the communities we belong to and serve.

TWO CONCENTRATIONS

The Clinical Practice concentration prepares clinicians to widen the lens in the area of sexuality. Applicants must be licensed or license-eligible and have a master’s as an MFT, LPCC, or LCSW.

The Sexuality Policy Leadership concentration includes two areas: LGBT sexuality, health, and rights or Women’s sexual and reproductive health, rights, and policy formation. This concentration provides the next generation of thought-leaders and sexuality policy leaders with critical knowledge, skills, methodology, and reflection in making policy and interventions.

Applicants must have a master’s degree.

James Baldwin observed that one of the paradoxes of education is “precisely at the point when you begin to develop a conscience, you must find yourself at war with your society. It is your responsibility to change society if you think of yourself as an educated person.”

ADMISSIONS

For more information, contact the CIIS Admissions Office at 415.575.6154 or admissions@ciis.edu, or visit www.ciis.edu/admissions.
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Taking “transgender” as a broad starting point for interdisciplinary critical and social analysis, TSQ seeks to explore the meaning and function of gender, sex, sexuality, embodiment, and identity in ways that have not yet been fully addressed by previous feminist and queer scholarship.

Don’t miss these recent and forthcoming issues:

* Trans*formational Pedagogies (2:3)
Contributors to this issue redress the absence of highly regarded work on the reproduction and contestation of gender normativity in field-defining venues of trans studies. $12

* Archives and Archiving (2:4)
The first-ever collection of essays on transgender archives and archiving, this issue focuses on literal archives and records that document the lives of people self-identified or readily understood as transgender. $12

* Trans/Feminisms (3:1–2)
This issue asks how trans, genderqueer, and nonbinary issues are related to feminist movements today, what kind of work is currently undertaken in the name of trans/feminism, what new paradigms and visions are emerging, and what questions still need to be taken up. $18

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Paisley Currah and Susan Stryker, editors
Taking “transgender” as a broad starting point for interdisciplinary critical and social analysis, TSQ seeks to explore the meaning and function of gender, sex, sexuality, embodiment, and identity in ways that have not yet been fully addressed by previous feminist and queer scholarship.

We’re changing gender.

Don’t miss these recent and forthcoming issues:
Black Feminism and the Movement for Black Lives:
Barbara Smith, Reina Gossett, and Charlene Carruthers
Thursday, January 21, 8:00 PM

Black Feminism remains a foundational theory and practice guiding social justice movements for Black lives. Black Feminism challenges us to act on the inextricable connections of sexism, class oppression, racism, ableism, homophobia and transphobia. As the contemporary Movement for Black Lives has invigorated resistance to racism and structural violence, this panel reflects on ways that Black Feminism shapes and informs the current struggles and successes.

Barbara Smith, beginning in the 1970s, has broken new ground as a black feminist, lesbian, activist, author, publisher, and elected official. Barbara co-founded the Combahee River Collective in 1974. The organization wrote the Combahee River Collective Statement that is one of the earliest explorations of the intersection of multiple oppressions, including racism and heterosexism, critiquing both sexual oppression in the black community and racism within the wider feminist movement. Barbara Smith founded Kitchen Table: Women of Color Press, publisher of numerous pivotal works by feminists of color. Barbara served two terms on the Albany (NY) Common Council and currently works in the City of Albany Mayor’s Office spearheading initiatives that address economic, racial, and social inequality.

Reina Gossett is an activist, writer, and artist and the 2014-2016 Activist-In-Residence at Barnard College’s Center for Research on Women. She served as membership director at the Sylvia Rivera Law Project, lifting the voices and power of trans and gender non-conforming people. Reina was awarded the George Soros Justice Advocacy Fellowship by the Open Society Foundation to work with LGBT people navigating criminalization. During her fellowship she partnered with Critical Resistance to curtail the prison industrial complex by organizing low income LGBTGNC New Yorkers in a campaign that successfully stopped construction of a new jail in the Bronx. Reina co-wrote and co-directed the new film Happy Birthday, Marsha!, highlighting the life of legendary transgender artist and activist, Marsha P. Johnson.

Charlene Carruthers is a Black, queer, feminist community organizer and writer with over ten years of experience in racial justice, feminist and youth leadership development movement work. She currently serves as the national director of the Black Youth Project 100 (BYP100), an activist member-led organization of Black 18-35 year olds dedicated to creating justice and freedom for all Black people. With a focus on intersectional liberation, Charlene’s organizing spans a broad range of topics. She currently serves as a board member of SisterSong, a reproductive justice organization that promotes solidarity among women of color, as well as being a member of a historic 2015 delegation of young activists to Palestine, building solidarity between Black and Palestinian liberation movements.
The State of the Movement Address:
Rea Carey, Executive Director, National LGBTQ Task Force
Friday, January 22, 1:30 PM

Rea Carey is one of the most respected leaders in the lesbian, gay, bisexual, transgender and queer (LGBTQ) movement. Through her leadership, Rea has advanced a vision of freedom for LGBTQ people and their families that is broad, inclusive and unabashedly progressive. She grounds her work solidly in racial, economic and social justice. This approach to leadership has delivered results as diverse as: winning an LGBT-inclusive federal hate crimes prevention law; defeating multiple state anti-LGBT ballot measures; spotlighting discrimination and violence against transgender people; winning marriage equality; building stronger support for fair immigration reform; and, successfully securing scores of changes in federal agencies to attend to the needs of the LGBTQ community. Prior to her work with the Task Force, Rea worked extensively in HIV/AIDS prevention, on issues affecting homeless and LGBTQ youth, and in organization and leadership development. She was a co-founder of Gay Men and Lesbians Opposing Violence (DC) and the founding executive director of the National Youth Advocacy Coalition. Rea is a Hunt Alternatives’ Prime Movers Fellow and serves on the boards of directors for the Flamboyan Foundation and the Alliance for Justice.

Mind the Gap: Next Stop HIV
Leo Moore, MD, University of California, Los Angeles; Phill Wilson, Executive Director, Black AIDS Institute
Saturday, January 23
Lunch Service at 12:30 PM; Plenary Presentation Follows Lunch

With landmark advances in LGBTQ rights and in the fight against HIV, we celebrate remarkable progress and new horizons for LGBTQ health and wellness. Yet deeply rooted challenges persist that highlight the gap between our vision and reality. The LGBTQ community, especially young black gay men and transgender women, continues to be disproportionately impacted by HIV. LGBTQ leadership has been critical in the fight against HIV and will be essential if we are to get to the HIV endgame. Join us for a thought-provoking plenary that examines the challenges in the ‘gap’ that must be addressed in this next chapter of the movement to end HIV.

Leo Moore, MD, is a Clinical Scholar in the Robert Wood Johnson Clinical Scholars Program at University of California, Los Angeles. He is an internal medicine physician providing clinical care in HIV/Primary Care at the Greater Los Angeles VA Healthcare System. Leo is the co-chair of the Black Treatment Advocates Network of Los Angeles (BTAN LA), the only collaboration of its kind that links Black Americans with HIV into care and treatment. He learned to embrace his love for other men in a very religious family in the South and knows firsthand the struggles faced by so many young men in finding love, support, and acceptance.

Phill Wilson founded the Black AIDS Institute in 1999 to stop the AIDS pandemic in Black communities. A longtime gay and HIV activist, he was the AIDS coordinator for the City of Los Angeles, director of Policy and Planning at AIDS Project Los Angeles and co-chaired the L.A. County HIV Health Commission. Phill has also been involved in founding a number of other service and community-based organizations, including the National Task Force on AIDS Prevention, and was appointed by President Obama to the Presidential Advisory Council on HIV/AIDS. Phill has worked extensively on policy, research, prevention and treatment issues around the globe. Phill was inducted into the Chicago Gay and Lesbian Hall of Fame in 1999.
Closing Plenary with Brunch:
Youth Empowerment Performance Project (YEPP)
Sunday, January 24, 11:30 AM

Youth Empowerment Performance Project (YEPP) is a Chicago organization that creates a safe environment for Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) youth experiencing homelessness to explore their histories, investigate new ways to address their struggles and to celebrate their strengths through the process of developing theatrical performance pieces. YEPP uses harm reduction, social justice, transformative justice and education for liberation (theatre of the oppressed and popular education) frameworks to contain and guide the work. Co-Founder and Artistic Director: Bonsai Bermúdez.

The Social Justice Training Institute was founded in 1998 by Jamie Washington, Kathy Obear, Vernon Wall, and Maura Cullen to provide diversity trainers and practitioners an intensive experience focused on personal development to increase multicultural competencies as social justice educators.

**Social Justice Training Institute (SJTI) – The Professional Experience**
Through community activities, race caucus work, core group discussions and exploration of the impact of in-the-moment situations, participants expand their competencies as social justice educators and change agents.

“SJTI was as impactful and important as my entire graduate school experience. The work I did at SJTI has made me a better professional, a better educator, a better partner, and a better all around person.” Hannah Lozon

**Social Justice Training Institute (S-SJTI) – The Student Experience**
Through facilitated exercises combined with small group dialogue, participants will engage in conversations to support and challenge them in understanding the ways they can each impact our global community.

“Since SJTI, I can’t go back to my naive view of the world, nor do I want to. SJTI ignited the flame which gave me knowledge, curiosity, and courage to expose injustice in order to move toward a better community.” Alycia Mccullough

**CURRENT FACULTY**

Jamie Washington, PhD
Kathy Obear, Ed.D.
becky martinez, ed.L.
Vernon A. Wall, M.S.
Rev. Sam Offer
Carmen Rivera, M.S.

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December 2016
Long Beach, California

**The Student Experience**
July 2016
The Ohio State University

*Check our website for updates.

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#ArcusForum

This Friday, join the Arcus Foundation for a panel discussion among intersex activists from Africa, Asia Pacific, Europe, Latin America, and North America to explore this growing human rights movement, including current challenges that face advocacy efforts as well as developments that are driving increased awareness and support for intersex issues worldwide.

This event is produced in partnership with interACT, an organization based in the United States that uses innovative strategies to advocate for the legal and human rights of children born with intersex traits. Learn more at: www.interactadvocates.org

JANUARY 22, 2016 | 6:30pm
WILLIFORD ROOMS B + C | 3RD FLOOR | CREATING CHANGE
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The Arcus Foundation is dedicated to the idea that people can live in harmony with one another and the natural world. Learn more about our work around the globe at arcusfoundation.org.
The National LGBTQ Task Force has the great privilege to present awards recognizing the hard work and dedication of colleagues in our LGBTQ movement. These awards are generously supported by the Paul Anderson Prize Foundation administered by Allen Schuh; the Consortium of Higher Education LGBT Resource Professionals; the Evelyn and Walter Haas Jr. Fund; and Services & Advocacy for GLBT Elders (SAGE). We thank these partners in lifting up activists who express their passionate commitments to social justice every day.

The Susan J. Hyde Award for Longevity in the Movement

Barbara Smith, an organizer, writer, publisher, scholar-activist, and elected official, dedicates herself to multiple social justice movements, including Civil Rights, feminism, LGBTQ liberation, anti-racism and Black feminism. In four decades of grassroots activism, Barbara has forged collaborations that introduced the concept that oppression must be fought on a variety of fronts simultaneously, including gender, race, class, and sexuality. In 1974, Smith co-founded the Combahee River Collective that produced the Combahee River Collective Statement (1977). Combahee organized around reproductive rights, rape, prison reform, sterilization abuse, violence against women, health care, and racism within the white women’s movement. In 1980, Barbara Smith founded Kitchen Table: Women of Color Press. Kitchen Table published several texts that galvanized feminists of color, such as Home Girls: A Black Feminist Anthology, This Bridge Called My Back, Cuentos: Stories by Latinas, and I Am Your Sister: Black Women Organizing Across Sexualities. Her writings are collected in the anthology The Truth That Never Hurts: Writings on Race, Gender, and Freedom. Her latest book, Ain’t Gonna Let Nobody Turn Me Around: Forty Years of Movement Building with Barbara Smith (SUNY Press, 2014), uniquely combines hard-to-find historical documents with new unpublished interviews with fellow activists and scholars to provide an essential primer for practicing solidarity and resistance. Barbara Smith served two terms on the Albany (NY) Common Council, advocating for youth development, violence prevention, and educational opportunities for poor, minority people.

The Paul A. Anderson Youth Leadership Award

Kasey White is a Chicagoan, and a poet, painter and advocate for homeless and LGBTQ youth. Born and raised on the South Side, she spent a portion of her teenage years staying with friends, family members and sleeping on the street. Kasey is prominently featured in the 2014 documentary film The Homestretch, which followed three homeless young people in Chicago as they work to finish their high school degrees and navigate their futures. She regularly speaks at conferences and addresses thought leaders and policy makers, providing an intimate look at the problems that face homeless and LGBTQ youth. Kasey is a student at Kennedy King College in Chicago and a contributing writer for Windy City Times.

The Leather Leadership Award

Bob Miller has been involved in the leather community for over 30 years, starting with leather bars in Minneapolis and San Francisco in 1983. In 2001, the same year he became Mr. Leather West Michigan, he co-founded CLAW (Cleveland Leather Annual Weekend). Today, CLAW is the nation’s second largest leather event, featuring over 125 events and workshops. It and its sister organization, CLAW Nation, have contributed over $600,000 to more than 150 charitable organizations over the last 14 years. In 2008, Bob founded the Leather Hall of Fame which has honored 21 men and women who have made lasting contributions to the leather community, some going back to the 1950s. He serves on the Board of the Leather Archives & Museum and is an associate member of the Chicago Hellfire Club. As a cooperating attorney with Lambda Legal in the 1990’s, Bob won important gay and HIV rights cases. In 2013-2014, he was Chair of the Berrien County (MI) Democratic Party and founded and chaired the Harbor Country Progress Democratic Club from 2008 to 2012. Bob and his long-time partner and now husband Jim Vopat live in Three Oaks (MI) and Palm Springs (CA).
Leadership on Immigration Reform

**Marisa Franco** is campaign director of the #Not1More campaign and co-founder of the new organization Mijente, an organizing hub for radical Latina/o and Chicana/o people. With family hailing from the mining towns of Sonora, Mexico, Franco was born in Guadalupe, Arizona. In San Francisco, she worked with POWER (People Organized to Win Employment Rights) to organize low and no-wage Black and Latina/o workers. In New York, she was part of the trailblazing campaign to win the first Domestic Worker Bill of Rights and was a founding member of the National Domestic Workers Alliance. After the passage of Arizona’s virulently anti-immigrant law SB1070, Marisa returned to her home state and joined the staff of the National Day Laborer Organizing Network where she helped lead national campaigns to stop deportations and turn the tide on the criminalization of migrants. Her work has centered on building cross-sectoral collaboration and she has been a critical force in forging powerful alliance between the immigrant rights, LGBTQ and racial justice sectors. A regular contributor to MSNBC, Fox News Latino and many other outlets, Marisa is the co-author of *Towards Land, Work and Power* and *How We Make Change is Changing: Open Source Campaigns for the 21st Century.*

Award for Outstanding Social Justice Practice

Presented by the Consortium of Higher Education LGBT Resource Professionals. Each year, the Consortium recognizes excellence in the field of LGBTQ student services.

**Nick Sakurai** has 17 years of involvement in LGBTQ+ and intersectional social justice movement building. Nick serves as Director of Leadership Initiatives in the LGBT Equity Center at the University of Maryland, has previously worked in LGBTQ+ centers at the University of Illinois and at American University, and worked as Director of the LGBT Student Empowerment Project for U.S. Student Association, a national advocacy group. Nick views higher education as an arena for developing long term, sustainable, critically conscious, and loving leadership for LGBTQ+ social justice that centers trans and gender variant people, racial and economic justice, internationalism and immigrant/refugee rights, educating against Islamophobia, and human rights across the board. Nick has also served as a consultant to a variety of universities, international development organizations, and national Asian American and Pacific Islander non-profits. Nick has an M.A. in International Training and Education from American University and an International M.B.A. from IE Business School in Madrid, Spain.

Corporate Leadership Award

In just the past few years, Hilton Worldwide has become an exemplary corporate institution embodying a strong example of how corporations can effectively partner with and support the LGBTQ community and their LGBTQ employees. To the Task Force specifically, Hilton Worldwide has provided direct financial and in-kind support that has allowed the Task Force to expand its training capacity and help empower many more young individuals to become leaders of their generation and of the LGBTQ community across the country.

SAGE Advocacy Award for Excellence in Leadership on Aging Issues

**Katherine Acey** is the formerly Executive Director of GRIOT Circle, an intergenerational, community based, LGBTQ people of color elders’ organization. Katherine currently serves as their Director of Strategic Collaborations. She served as the Executive Director of Astraea Lesbian Foundation for Justice for 23 years. Under her stewardship, Astraea established the nation’s first Lesbian Writers Fund in 1990, created the International Fund for Sexual Minorities in 1996 and in 2006 launched the U.S. Movement Building Initiative to support people of color LGBTQ organizations to collectively build their power and voice. SAGE is deeply appreciative of Katherine Acey’s leadership and her many years of advocacy.
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“As a queer educator, SEED was the keystone in a long road of self-discovery and learning how to be an ally to others.”

-Nathan Michaud, Diversity Educator, Austin, Texas

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Robert Klara, Adweek
"If you're not appealing to every minority community, be that racial or in terms of sexual orientation, you're missing out on market share."

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"The action planning was wonderful. It really made the approach to tackling bigger issues on our campuses more approachable." - Camp Pride Alum

"The Campus Pride faculty members went above and beyond to make sure their hearts and ears were open for us." - Camp Pride Alum

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— Russell Roybal, Deputy Executive Director, National LGBTQ Task Force
We have a responsibility as gay, bisexual, and queer men to make sure that we know our HIV status and that we're testing on a regular basis.

— Russell Roybal, Deputy Executive Director, National LGBTQ Task Force

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NATIONAL LGBTQ TASK FORCE
Events will be held at the Hilton Chicago, unless otherwise noted below. Check the grid schedule for exact locations in the Hilton Chicago.

WEDNESDAY, JANUARY 20

National Consortium of Higher Education LGBT Resource Professionals Business Meeting
7:30 PM – 9:30 PM
Connect with colleagues, hear about the Consortium’s work, and celebrate a great year. We’ll also discuss our Annual Report.

THURSDAY, JANUARY 21

Art Studio Space – CC16
9:00 AM – 6:00 PM · Normandie Lounge
Creating Change is thrilled to welcome you to Art Studio Space - CC16. Our creative expressions foster and reflect individual visions within our communities, through the banners we carry, the logos we brand for our organizations and the art we hang on our walls. Art Studio Space - CC16 is a collaborative space in which we draw, paint, glue, sew, and weave our own personal experiences within the LGBTQ movement. The possibilities are endless! Bring your artistic LGBTQ awesome selves to the Art Studio Space CC16. Weave some queer magic, or just relax and have some right brain fun! The amazing ASS staff of Tamara Galinsky, Ilene Goldstein, Rae Fehring and Jessica Vondyke will be on hand to assist you.

Welcome to Chicago Reception
7:00 PM – 8:00 PM · Grand Ballroom/Exhibit Area
Mix, mingle, and schmooze in the conference Exhibit Area. Meet old friends and make new ones! Complimentary appetizers and beverages. Eat, drink, and be you!

The Opening Cruise
Immediately Following Opening Plenary
The Opening Cruise, immediately after the opening plenary, is for Creating Change attendees who are interested in meeting and/or hooking up with others at the conference. For folks who say: “I wish I had met you earlier in the conference!” You now have no excuse; this is your opportunity. We invite those who are “available” to attend and encourage the strong Participation is flexible and everyone is welcome to attend inclusive of all identities and life experience. Program hosts will be on hand to facilitate the event, answer questions, and help with resources.

FRIDAY JANUARY 22

Morning Yoga
7:30 AM · Normandie Lounge, 2nd Floor
Refresh, relax and rejuvenate in this all-level vinyasa flow that explores yoga as a practice for sustainable activism and peace and compassion-based organizing. Brenda Schumacher is an activist, queer event producer, and yoga teacher.

Arcus Breakfast & Presentation
8:00 AM · Salon C, Lower Level
Join the Arcus Foundation for a hot breakfast and presentation to learn more about the Global Trans Initiative, a five-year initiative to provide grants and philanthropic resources totaling at least $20 million dollars to transgender activists and organizations worldwide. Staff from the foundation will provide an overview about the initiative, discuss funding opportunities, and answer questions among attendees.


Art Studio Space – CC16
Normandie Lounge · 9:00 AM – 6:00 PM
Art Studio Space - CC16 is a collaborative space in which we draw, paint, glue, sew, and weave our own personal experiences within the LGBTQ movement. The possibilities are endless! Bring your artistic LGBTQ awesome selves to the Art Studio Space CC16. Weave some queer magic, or just relax and have some right brain fun! The amazing ASS staff of Tamara Galinsky, Ilene Goldstein, Rae Fehring and Jessica Vondyke will be on hand to assist you.
Biomimicry for Social Innovation Meet-up!
12:30 PM -1:30 PM
Bio-what? You’ve no doubt seen the iconic tee with an image of a school of fish working together to gobble a big fish with a one word description: ORGANIZE! Organizers for social change have instinctively been borrowing nature’s lessons and designs like this one for a very long time. And, now we’re taking it to the next level. Interested in an evolutionary approach to social change? Would you benefit from insights about systems, networks, collaboration, and diversity from a mentor with 3.8 billion years of sustainability success? Come learn about Biomimicry -- the conscious emulation of nature’s genius. Let’s plant some seeds together and see what will sprout!! It’s BYOL with some treats provided!

Hosted by: Sayre E. Reece, Senior Strategist, National LGBTQ Task Force & the Chicago Biomimicry Network

Invisible No More:
The Global Intersex Rights Movement
6:30 PM · Williford B and C
Join the Arcus Foundation for a special Arcus Forum at Creating Change. Hear a panel discussion among intersex activists from Africa, Asia Pacific, Europe, Latin America, and North America to explore this growing human rights movement, including current challenges that face advocacy efforts as well as developments that are driving increased awareness and support for intersex issues worldwide. Reception to follow. This event is produced by the Arcus Foundation in partnership with interACT, a U.S.-based organization that uses innovative strategies to advocate for the legal and human rights of children born with intersex traits. www.interactadvocates.org.

When We Fight, We Win!
Join us for a reception to celebrate WHEN WE FIGHT, WE WIN!: Twenty-First-Century Social Movements and the Activists That Are Transforming Our World (The New Press; Trade Paperback Original), featuring Rea Carey, Executive Director of the National LGBTQ Task Force, Paulina Helm-Hernández, Co-Director of Southerners on New Ground, and more. Written by longtime social activist Greg Jobin-Leeds in collaboration with AgitArte—a collective of innovative artists and organizers—the book captures the stories, philosophies, tactics, and art of today’s leading social change movements, with real stories of hard-fought battles, and clear visions for transformative change.

Queer and Trans and Showing Up for Racial Justice?
A Meet Up with others who are working to engage white people in racial justice. Support, relationship building and inspiration to do this work for the long haul. Sponsored by Showing Up for Racial Justice (SURJ)

Michigan’s Mingling Mixer
Come and join Equality Michigan, LGBT Detroit, and our other Michigan-based partner organizations for an open networking reception to mix, mingle, and learn more about what’s happening in policy advocacy, activism, and services for LGBTQ folks in the Great State of Michigan. Of course, attendees from other states are welcome to join our fun! Refreshments and a relaxed environment are assured.

Beyond the Bridge: Chicago
Join A Wider Bridge, Creating Change participants, and members of Chicago’s LGBT and Jewish communities for Beyond the Bridge: Chicago, a cocktail reception recognizing and celebrating the role of Israel’s LGBTQ experience as an important component of our increasingly globalized and interconnected struggle for LGBTQ equality and social justice.

Leaders from Jerusalem Open House, the city’s flagship LGBT organization and community center, join us to share their important work in a challenging environment - transcending political, ethnic and religious boundaries to build and unite a community in pursuit of the common goal of tolerance and mutual support.

ILGA Reception
Check out ILGA, the International Lesbian, Gay, Bisexual, Trans and Intersex association. ILGA is a worldwide federation of 1100 member organizations from 110 countries campaigning for lesbian, gay, bisexual, trans and intersex rights. Since 1978.
FRIDAY JANUARY 22

Freedom for All Americans Reception
Freedom for All Americans is the campaign dedicated to ensuring every LGBT American is fully protected from discrimination under the law, no matter where they live. Join our team for drinks, snacks, and to learn more about how we can work together to make the case for comprehensive nondiscrimination protections that ensure everyone is treated fairly and equally.

Breathe & Reflect with Rockwood Leadership Institute
Make some time for radical self-care! As deeply caring activists and organizers, we often forget to make time to breathe and reflect. Join Darlene Nipper and Rockwood Leadership Institute for delicious food, tasty drinks (alcoholic and non), and space to connect with yourself and your community. Everyone is welcome, even those who have never attended a Rockwood training!

Unitarian Universalist Interweave Reception
Join a gathering of Unitarian Universalists sponsored by Interweave Continental and the UUA’s LGBTQ and Multicultural Program!
Meet Interweave Continental board members Maryka Bhattacharyya and Nisco Junkins, and UUA’s intern, Shaya French. Learn what Interweave and the UUA’s LGBTQ and Multicultural Program are doing. Learn how you and your congregation can get involved! Enjoy light refreshments and camaraderie.

Fiesta Chicago
Chicago LGBTQ Latin@ activists have pounded the pavement with great success and continue to work in coalition to bring justice to our communities! Let’s celebrate Chicago’s vibrant LGBTQ Latin@ community with A.C.E. at CALOR, Association of Latinxs Motivating Action (ALMA), TransLatin@ Coalition: Chicago, United Latin@ Pride, and other partners of Unión = Fuerza Latin@ Institute. This reception is made possible by the support of LULAC, Lambda Legal, and Latino Outreach and Understanding Division (L.O.U.D) of AHF.

The Academy for Leadership and Action Reception
Meet, mingle and mull over all that is on our plates this coming year. Across the movement, organizers confronted enormous challenges this year--from the unacceptable injustice and violence that people of color continue to face each day to the onslaught of religious exemption attacks in state legislatures. We will hear from folk working on the ground challenge and disrupt the false narrative that faith is against LGBTQ people and that LGBTQ people are not people of faith. We’ll lift up an agenda of racial and gender justice and recommit ourselves to the important work ahead. Come for REUNION+ REFLECTION+REDEDICATION+REVELRY!

David Bohnett CyberCenter Reception
Paris Room at the Brasserie by LM (Inside the Essex Inn, across the street from the Hilton) 7:30 PM - 9:00 PM
Join our fun and casual reception to chat about the David Bohnett CyberCenters - there are over 60 at LGBT Centers from coast to coast. This event is for LGBT Community Center leaders who already host a David Bohnett CyberCenter or for LGBT Community Center leaders who want to learn more.

Student Mixer at Columbia College Chicago
Columbia College, 33 E. Congress Way Room 101 7:30 PM - 9:30 PM
Creating Change high school and college student attendees interested in connecting with each other and Chicago area colleges are cordially invited to Columbia College Chicago for snacks, drinks and a live DJ!
For more information or questions contact Lex Lawson at llawson@colum.edu

Bring Your Own Body: Transgender Between Archives and Aesthetics Exhibition Reception
7:30 PM - 9:30 PM, 1104 S. Wabash Ave., Glass Curtain Gallery
Please join Columbia College Chicago for a private reception for Creating Change attendees co-hosted by the Transgender Hospitality Suite. “Bring Your Own Body” presents the work of transgender artists and archives, from the institutional and sexological
to the personal and liminal. Taking its title from an unpublished manuscript by intersex pioneer Lynn Harris, the exhibit historicizes the sexological and cultural imaginary of transgender through a curatorial exploration of the Kinsey Archives.

The exhibit is also open for viewing Monday-Saturday 9am-5pm

For more information or questions contact Lex Lawson at llawson@colum.edu.

**Third Wave Fund Reception**

7:30 PM
LM Brasserie at the Essex Inn (800 S. Michigan)

Come across the street to the Essex & enjoy light hors d’oeuvres and drinks with Third Wave Fund, a national grant maker funding gender activism led by young women, trans, non-binary, intersex, and gender non-conforming youth of color, and low-income youth. Whether you’re a grantee, a funder, a loyal supporter, or a new friend, we invite you to join us to hear about our rapid response Mobilize Power Fund and what we’ve been up to this year.

**Agents of Change House Mini-Ball**

Doors at 6:00 PM; Prompt Start at 7:00 PM

Walk your categories and cheer on your friends at this House Mini-Ball. A drug and alcohol free space to raise HIV awareness.

**Presented by:** Lady Penelope Infiniti, Angel Infiniti Cali, Angel Infiniti Miami, Solomon Infiniti Chi. Featuring Icon MC Jay Blahnik and special guest Athena Kahn.

**Saturday January 23**

**Morning Yoga**

7:30 AM · Normandie Lounge, 2nd Floor

Refresh, relax and rejuvenate in this all-level vinyasa flow that explores yoga as a practice for sustainable activism and peace and compassion-based organizing. Brenda Schumacher is an activist, queer event producer, and yoga teacher.

**Art Studio Space – CC16**

Normandie Lounge · 9:00 AM – 1:00 PM
Gallery Exhibit 6:30 PM

Art Studio Space - CC16 is a collaborative space in which we draw, paint, glue, sew, and weave our own personal experiences within the LGBTQ movement.

The possibilities are endless! Bring your artistic LGBTQ awesome selves to the Art Studio Space CC16. Weave some queer magic, or just relax and have some right brain fun! The amazing ASS staff of Tamara Galinsky, Ilene Goldstein, Rae Fehring and Jessica Vondyke will be on hand to assist you with your whimsical and creative endeavors. The Art Studio Space closes at 1:00 PM for its transformation into a Gallery showing works created by CC16 artists. Visit the Gallery at 6:30 PM.

**Trans* Pool Party!**

Hilton Chicago Pool, 8th Floor · 8:00 PM - Midnight

Join us for a gender liberated pool party at the 16th annual Creating Change conference. This will be a space for Transgender and gender non-conforming conference attendees and loving allies to come together for a fun evening of body-positive pool side lounging, swimming, and celebrating our beautiful community! (While this pool party is open to everyone, it is intended first and foremost to be a safe space for transgender and gender nonconforming individuals. Anyone violating the safety of the space may be asked to leave.) This pool party is brought to you by the CC16 Trans Hospitality Sub-Committee.

**MasQUEERade Ball for Youth**

8:00 PM – Midnight · International Ballroom

A special YOUTH PARTY for those 24 and under. It might be cold outside, but it’s hot in here! Come on in for fun, refreshments, and dancing. Organized by the Youth Hospitality Subcommittee of the Creating Change 16 Host Committee. Free and open to all who are 24 and under. Need something to wear? Stop by the Youth Hospitality Suite to check out our weekend-long clothing swap so you can dress yourself to express yourself! No alcohol or drugs permitted.

**50s+ and Allies Dance Party**

9 PM – 12:00 Midnight · Continental A

be you, create change, dance.

Join DJ OCD who will be blending and mixing Chicago House and Spanish and Latino tunes for us to boogie down to, shake a tail feather at and party all night with. This annual event is free and open to people of all ages, races, faith traditions, sexual orientations and gender identities. All Welcome! Sponsored by AARP.
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### Session Skill Levels

**Fundamentals** – Basic/entry level for new staff, board members, volunteers and activists, or existing staff, board, volunteers and activists with new responsibilities. Typically 0-1 year of experience in the topic area. Content covers terminology, basic theory and building essential skills.

**Intermediate** – Typically, 2-5 years of experience. Content includes putting theory into practice, and practical application. Sessions deal with serious challenges or barriers to being effective. Some time is devoted to problem solving.

**Advanced** – Typically, 5+ years of experience. Sessions tailored for lead volunteers and organizers, board chairs, executive directors and senior managers, and experienced lobbyists. Content includes advanced theory, organizational management, and best practices. In addition, advanced sessions can include case study examinations and high-level problem solving.

**All Audiences** – Session is suitable for participants at all skill levels.

**Academy**

- **Door to Door Talking with White People about Racial Justice: Grow A Volunteer Base, Learn Resiliency, and Help Grow a Movement**
  - Academy Session 1

- **Nothing About Us Without Us: Engaging Authentic Trans Leadership**
  - Academy Session 1

- **Radical Imaginings for Higher Education: Organizing Trans* Practitioners at Colleges and Universities**
  - Academy Session 1

- **Shifting our Conversations and Key Practices in Building Racial Equity**
  - Academy Session 1

- **Channeling Digital Action to Win Campaigns**
  - Academy Session 2

- **Hiring Trans Talent: Recruit, Hire, and Retain Trans and Gender Non-Conforming Leaders**
  - Academy Session 2

- **Our Stories = Our Power: History as a Catalyst for LGBTQ Activism**
  - Academy Session 2

- **Sexual Liberation at the Intersections**
  - Academy Session 2

- **Beyond Collaboration: Building Dynamic Power**
  - Academy Session 3

- **Doing Our Work: White Activists Working for Transformational Change in This Movement Moment**
  - Academy Session 3

- **Straight White Jesus and the Religion of Empire: Decolonizing our Spirits through Brown-Black Solidarity**
  - Academy Session 3

- **Teaching Trans 2.0: Curriculum Beyond the Binary**
  - Academy Session 3

- **Building the Board You Need to Succeed**
  - Academy Session 4
Non-Binary 101: The Needs of Non-Binary/Genderqueer/Gender Nonconforming Communities
Academy Session 4

Organizing Lessons Learned from the Black Panther Party
Academy Session 4

Trans Enough: Challenging Limited Narratives of What it Means to be Trans
Academy Session 4

Aging and Ageism

Building Age Inclusive LGBT Centers and Services
Workshop Session 1 · All Audiences

Challenging Ageism
Workshop Session 2 · All Audiences

Longing for Home: Safe and Affordable Elder Housing
Workshop Session 5 · All Audiences

Rage Against the Dying of the Light: LGBT Aging Diverse Perspectives
Workshop Session 6 · All Audiences

OLOC (Old Lesbians Organizing for Change) Caucus
Caucus 2 · All Audiences

Anti-Discrimination Law and Policy

Advancing the Rights of Intersex People
Workshop Session 5 · All Audiences

Local Matters: Passing Local Nondiscrimination Ordinances
Workshop Session 6 · Intermediate

Anti-Violence, including Sexual Assault and Domestic Violence

Unraveling the Hate Crime Puzzle: Stopping LGBTQ Hate Crimes
Workshop Session 1 · All Audiences

Hate Crimes: Best Practices and Outcomes of 2014 Hate Crimes Summit
Workshop Session 2 · All Audiences

Hanging Out & Hooking Up in Trans* Communities
Workshop Session 3 & 4 · All Audiences

Intimate Partner Violence & Safety Plans
Workshop Session 6 · Fundamentals

Realities of LGBT Sexual Violence
Workshop Session 7 · Intermediate

Art and Culture

Act Out with BlackOUT: Black Queer Truth Telling Through Theater
Workshop Session 2 · All Audiences

Games Exchange: Break The Ice With The Pride Youth Theater Alliance
Workshop Session 3 · All Audiences

Ballroom 2016 How you doin’ C-Town?
Workshop Session 4 · All Audiences

Queer Geek Caucus
Caucus 1 · All Audiences

Rainbow Cinema: The LGBT Experience on Film, 1900-Present
Caucus 1 · All Audiences

Printmaking for the Revolution: Personal Radical Symbols
Workshop Session 5 & 6 · Fundamentals

America in Transition: A Sneak Peek and Brainstorm
Workshop Session 6 · Intermediate

Personal Narrative and Comedy: Creating Change Through Stories and Laughter
Workshop Session 7 · All Audiences

Hip-Hop + Queer Performance
Workshop Session 8 · All Audiences

Ballroom Caucus: Agents of Change Ball 2016 Reloaded
Caucus 2 · All Audiences
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Beyond Binaries: Identity, Sexuality and Movement Building
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Bisexuals at the White House: Federal to Local Public Policy Advocacy
Workshop Session 6 · Intermediate

College Campus Issues and Organizing for LGBT Administrators

Beyond the Household Name: Innovative Grassroots Approaches to SafeZones
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Crafting Change: Transforming Higher Education Through A Shared Agenda
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How to Get Away with Merger: A Successful Combining of a LGBT and Women’s Resource Center
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Raising Student Activists: Supporting Student Activism
Workshop Session 4 · All Audiences

Bringing Marginalized Voices to the Front: Effectively Center Marginalized LGBT Narratives
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Enhancing Gender and Sexuality Programming Through Partnerships
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Creating Whole Persons Of Solidarity
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Don’t Talk About It Be About It: Non-Oppressive QSOC Spaces on Campus
Workshop Session 6 · Advanced

Sexual Harassment and Sexual Assault Reported by Trans and Genderqueer Students: The 2015 AAU Sexual Climate Survey
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Pick A Struggle: The Queer Person of Color Experience on College Campuses
Workshop Session 8 · All Audiences

Assessing Social Justice Workshops and Programming
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Practicing Diversity
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Support for Trans and Non-Binary College Students: An Expanded Social Transition Model
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College Campus Issues and Organizing for Students

“Master’s Tools...Master's House”: Leadership Legacy Framework to Dismantle Oppressive Organizational Structures
Workshop Session 1 · Advanced

Know Your Rights at College: Legal Basics for LGBTQI Students
Workshop Session 2 · All Audiences

Organizing for Social Change on the College Campus: Be a Change Catalyst
Workshop Session 3 · All Audiences

I Need IX: Organizing to End Sexual and Relationship Violence on Campus and Beyond
Workshop Session 4 · All Audiences

Choosing Language that Liberates
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Creating Intentionally Inclusive Events - Student Leadership Workshop
Workshop Session 6 · Fundamentals
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### What Tipping Point? An Intersectional Gaze into the Future of the Transgender Movement
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### Drum Yourself Whole
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### Creating and Sustaining Queer Families of Color in Times of #BlackLivesMatter and #Not1More
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| Where the Rubber Meets the Ground: Addressing Stigma and Cultural Responsiveness to Secure Health Equity for Black & Latino Gay and Queer Men | |
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Workshop Session 8 · Intermediate
LADY PENEOPE INFINITI NYC  ANGEL INFINITI CALI
ANGEL INFINITI MIAMI  SOLOMON INFINITI CHI

present

Agents of Change Ball 2016
CHICAGO

ft. ICON MC JAY FLAHNIK w/ Guest MC ATHENA KHAN
January 22nd, 2016
THE HILTON'S INTERNATIONAL BALLROOM IN DOWNTOWN CHICAGO
720 S MICHIGAN AVE  DOORS OPEN AT 7PM
NO COVER FOR CREATING CHANGE PARTICIPANTS
50s+ AND ALLIES
DANCE PARTY

be you, create change, dance.

SPONSORED BY AARP
Real Possibilities

SAT JAN 23 FROM 9PM - MIDNIGHT
CONTINENTAL A • ALL WELCOME!

THIS ANNUAL EVENT IS FREE AND OPEN TO PEOPLE OF ALL AGES, RACES, FAITH TRADITIONS, SEXUAL ORIENTATIONS AND GENDER IDENTITIES.

JOIN DJ OCD WHO WILL BE BLENDING AND MIXING CHICAGO HOUSE AND SPANISH AND LATINO TUNES FOR US TO BOOGIE DOWN TO, SHAKE A TAIL FEATHER AT AND PARTY ALL NIGHT WITH.
MASQUEERADE BALL
for YOUTH

SAT JAN 23    FROM 8PM - MIDNIGHT
INTERNATIONAL BALLROOM

A special Youth Party for those 24 and under.

It might be cold outside, but it’s hot in here! Come on in for fun, refreshments, and dancing.
Organized by the Youth Hospitality Subcommittee of the Creating Change 16 Host Committee.
Free and open to all who are 24 and under. Need something to wear?
Stop by the Youth Hospitality Suite to check out our weekend-long clothing swap so you can dress yourself to express yourself!
No alcohol or drugs permitted.

SPONSORS:
ART JOHNSTON AND JOSE PENA;
WILLA J. TAYLOR AND MARY F. MORTEN
DAY LONG INSTITUTES
9:00 AM – 6:00 PM

The National LBGTQ Task Force proudly presents a robust program of 26 Day Long Institutes at Creating Change. All Institute presentations are 9 AM – 6 PM on both Wednesday and Thursday.

The Racial Justice Institute

The Institute’s primary purpose is to offer Creating Change participants a range of tools for working more effectively towards racial justice in our churches, communities, campaigns, and workplaces. This Day Long Institute provides a balance of self-reflection opportunities with engaging learning activities and deeper intersectional analysis of how racial justice and LGBTQ liberation connect in contemporary social justice movements. The Racial Justice Institute has a rich history at Creating Change. Very well attended and well regarded, this Institute has grown exponentially in size and scope. The Task Force Leadership Program in partnership with The Washington Consulting Group, led by Rev. Dr. Jamie Washington coordinates a team of seasoned racial justice trainer/facilitators to meet the needs of participants at every level. The Institute will be steeped in an anti-oppression lens that reflects the intersections of gender, sexuality, class, ability and race to offer sessions that are creative, thoughtful and give participants practical skills to make a difference through the work we do every day. This Institute is for everyone: POC, multiracial and white folks are encouraged to attend. We build capacity to work effectively within and across racial identity groups.

ColorOfChange is proud to support the National LGBTQ Task Force and the 2016 Creating Change Conference.

Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.

Audre Lorde

ColorOfChange.org

RockwoodLeadership.org
How to Effectively Serve Young People Experiencing Homelessness: NEW THIS YEAR!

Programs for young people experiencing homelessness are too often centered on adult assumptions. As a result, many programs address issues that are not a priority for young people. Participants in this Institute, a collaboration between the National LGBTQ Task Force, True Colors Fund, Night Ministry, and Teen Living Programs, will hear from young people about the physical, social, emotional, and spiritual needs and wants that are most pressing in their lives. Service providers will share innovative practices that center on meeting the wants and needs articulated by young people. As a community, we will brainstorm how to create systems that center the voices of young people and provide wanted and useful services instead of ineffective ones. Participants will be given the opportunity to collaborate on a resource that reflects our learning from the day and that will be made available to service providers throughout the country.

Power On: Building Transgender and Gender NonConforming Economic Justice in Your Community: NEW THIS YEAR!

Given barriers that trans and gender nonconforming people face, is it better to access and navigate the private sector, the public sector, go one’s own way as an entrepreneur or something altogether different? Hold space with TGNC folks from across the country to discuss historical and present day barriers and opportunities to economic empowerment. What does economic justice mean for TGNC folks and TGNC people of color? How do doubly/triply marginalized TGNC folks such as people with disabilities, immigrants, sex workers, people of color, HIV positive people and recently incarcerated people, survive in this current economic state? Join TGNC POC leadership in this interactive Institute regarding TGNC economic justice. Witness stories, ask questions, brainstorm and skill share how we have survived and how we can thrive within and outside the system.

Faith-in-Action: Claiming Our Truth, Justice and Power!

Conservative voices are continuing to dominate the American religious discourse, especially when Religious Exemptions are the topic. Progressive voices of faith are plentiful, so how can we hear, see and mobilize more people of faith and faith leaders to challenge the ‘god vs gay’ narrative among others? Together, we will build toward an intersectional understanding of justice. Using visibility, community building and advocacy actions, we will explore concrete organizing skills across religious and spiritual traditions to vibrantly lift us up. Looking at key collaboration skills will launch us into engaging established civil rights organizations, working across different spiritual and faith traditions and reclaim the poetry and power of sacred texts. How can we build a broad inclusive narrative to encompass homelessness among LGBTQ youth, gender injustice, racialized violence, employment discrimination against our Trans* siblings, as well as violence against people of various religious and spiritual traditions? Together, we will develop faith-based strategies that increase our collective participation in local and national existing struggles. All are welcome!

A Harm Reduction Exploration of Alcohol and Drugs in the LGBTQ Community: Going Deeper: NEW THIS YEAR!

Alcohol and substance use play significant roles in LGBTQ cultures and communities. Alcohol and drug use facilitate connection, exploration, and intimacy, as well as isolation and alienation. Rates of alcohol and substance use – as well as problematic use and dependence – are higher among LGBTQ communities, but stigma, shame and silence often inhibit honest reflection about drugs and the LGBTQ community. This Institute will apply a harm reduction lens to the meanings and values, pleasures and dangers of substance use in LGBTQ spaces and social networks. Organized and presented by the Harm Reduction Coalition.
We Shall Not Be Removed: Building a Pipeline of Young GBTQ Men of Color in the Fight against HIV: NEW THIS YEAR!

Gay, bisexual, and other men who have sex with men represent 2% of the United States population yet accounted for 63% of new HIV infections in 2010. Young gay and bisexual black men accounted for twice as many new HIV infections as either white or young Hispanic/Latino gay and bisexual men. Communities across the country are mobilizing in solidarity for a more just and equal society, including transgender justice and racial equality. The impact of HIV on communities of color cannot be ignored and this issue intersects with broader activism toward equity for all.

Building upon and including topics from AIDS United’s Google Hangout series of the same name, and through skills-building and group discussion, this Institute seeks to help form and strengthen networks of young gay, bisexual, and queer men of color in activism; create a strong intersectional framework to help understand what factors are driving inequities and poor health outcomes among young GBTQ men of color; and develop strategies for local responses to increase access to HIV care and prevention and eliminate health disparities. We are explicitly looking for GBTQ men of color age 35 and under to participate in this session. This institute will be limited to 30 participants and will be offered by AIDS United, in partnership with AIDS Foundation Chicago and HIV Prevention Justice Alliance.

Campus Pride College Leader Institute

There is a long history of LGBTQ organizing by college leaders. From the chapters of the Gay Liberation Front in the early 1970s to Gay-Straight-Alliances in the 1980s, Safe Zone programs in the 1990s, and queer/trans coalitions today, LGBTQ college students have a primary role in this movement. Campus Pride, the nation’s leading LGBTQ college organization, provides tools, resources, and back-up to college students on the grassroots level making positive change on college campuses throughout the country. Join us for the Campus Pride College Leader Institute focusing on enhancing leadership and organizing skills of college leaders. Participants will learn organizing strategies, gain access to resources specific to higher education, and develop action plans for making change all within a framework of intersectional justice. Come for a day of leadership development, skill building, and strategic dialogue and a unique opportunity to build solidarity with other college organizers across the US.

YouthLink Institute: Youth Programming at Centers and in Communities: NEW THIS YEAR!

This Day Long Institute, sponsored by CenterLink: The Community of LGBT Centers, is designed as a resource for staff working with LGBTQ youth programs. This session will provide professional development, skills building and networking for LGBTQ Community Centers’ and community organizations’ staff leading programming for LGBTQ youth. The Institute will be comprised of both presentations and interactive small and large group sessions. Be prepared to share your program highlights and best practices. Focus will be placed on (but not limited to) program development and evaluation, engaging and retaining youth participants, adult/parent participation, working with schools, program models, and involving youth in developing and implementing programs.

Piece of Cake: Building a Youth Inclusive Movement: NEW THIS YEAR!

What do we need to know in order to create and sustain a movement that is engaging and accessible to a broad range of young queer and trans people? And how can we center young queer and trans communities when setting movement priorities? How do we share power within existing hierarchical frameworks? How do we create shared accountability? How is safe space created with people in different developmental stages, who arrive with different experiences, who struggle with coping strategies, who face state violence including the Prison Industrial Complex, who challenge or break all the rules? What does safe even mean? We cannot advance equality without meeting the health, housing, economic, education and other developmental needs of youth!

During this Day Long (advanced) Institute, we will create and leverage an inter-generational space in order to unpack adult privilege, explore liberation politics, and work on understanding and challenging adult-led movements and systems. We will highlight research and share anti-oppressive leadership approaches to localizing the power of young people. Let’s liberate movements from white/cis/male dominant and charismatic individual leadership models! We welcome leaders, movers and shakers of every generation interested in building personal, organizational and


Day Long Institutes • Thursday, January 21
Please check the grid schedule for room locations.

**Bi+: Self-Care and Intersecting Identities**

Take time this year to spend a focused and fulfilling day at the Creating Change Bi+ Institute where our theme will be self-care and intersectional identities. Bisexual, Pansexual, Polysexual, Fluid and Queer (Bi+) organizers are invited to participate. We are all united by being bi+, but we also have many other identities that shape our lived experiences as bi+ people. Identities such as people of color, elders, youth, trans, gender nonconforming, disabled, neurodiverse and many more make up our diverse community. Learn how to nurture and care for yourself and your communities while bringing your whole self into these spaces. Discussions will include Intersectionality, Biphobia and Monosexism, and learning how to develop programs. We will also have open space for attendees to suggest topics and a space for exploring the Bi+ Agenda for the future.

**Unión Equals Fuerza: Latino/a Institute**

Acompáñenos para La Unión Hace La Fuerza Instituto Latino en Chicago, la única reunión de individuos, aliados, y organizaciones Latin@ LGBTQ trabajando para nuestra liberación en los EEUU y el poder y activismo LGBTQ Latino. La Unión Hace La Fuerza está dedicado a terminar con los prejuicios contra las personas LGBTQ, aumentar el entendimiento de la diversidad sexual y de género en la comunidad Latin@, y mejorar la calidad de vida de Latin@s LGBTQ y sus familias. Esta reunión bilingüe de un día es parte capacitación, parte sesión de estrategia nacional, parte construcción de redes y parte FIESTA. Unión=Fuerza es una celebración de nuestras tradiciones culturales y también provocará conversaciones de situaciones críticas en nuestras comunidades y políticas emergentes e innovadoras. Participantes en La Unión Hace La Fuerza incluyen activistas comunitarios, líderes, estudiantes, académicos, oficiales del gobierno, artistas, y muchos más. Esta será nuestra cuarta reunión anual. Para más información, visite www.UnionFuerza.org.

Join us for Unión=Fuerza Latino Institute, the only annual national gathering of Latin@ LGBTQ people, allies, and organizations working toward our collective liberation in the US and the advancement of LGBTQ Latin@ power and activism. Unión ‘Equals’ Fuerza is dedicated to ending LGBTQ prejudice, increasing understanding about sexual and gender diversity in Latin@ communities, and improving the quality of life for LGBTQ Latin@s and our families. This bilingual one-day event is part training, part strategy session, part network building, and part PARTY! Unión=Fuerza is a celebration of our rich cultural traditions, which also will provoke conversations on issues critical to our communities and emerging, innovative policy discussions. Attendees include community advocates, leaders, students, academics, government officials, artists, and more! This will be our fourth institute gathering participants from around the US. For more information, visit: www.UnionFuerza.org.

**The Black Institute: Healing, Healthy and WHOLE**

The Black lesbian, gay, bisexual, transgender, queer (LGBTQ) and same-gender loving (SGL) community represents a significant subset of the collective African American family. Heightened health disparities, anti-Black racism, and the lack of employment opportunities and security are just a few of the realities that define many of our lived experiences. The Black Institute will offer intentional deliberation on the key drivers impacting the health and wellness of the Black LGBTQ/SGL population: physical health (e.g., health disparities); emotional health (e.g., mental health, behavioral health, self-care, healthy relationships), spirituality (e.g., faith, religion, wholeness, purpose); economics (e.g., financial health, economic justice, employment security, housing, livable wage, entrepreneurship); and social justice (e.g., racial profiling, criminal justice, education, voting rights). The Black Institute will provide many opportunities to lift, learn and lead. This Institute is organized and presented by the National Black Justice Coalition.

**AAPI: Building a Queer Asian American/ South Asian Movement**

Join this movement-building Day Long Institute for Asian American, South Asian, Southeast Asian, and Pacific Islander (AAPI) LGBTQ people. Network and get to know LGBTQ AAPI activists from all around the country! Come and learn about our LGBTQ AAPI movement history and our place in racial
justice movements. We will discuss how we organize and advocate as LGBTQ AAPIs, practice engaging in media advocacy, and build skills around organization development through a trans* and gender justice lens. We will lift up the voices of Asian American, South Asian, Southeast Asian, and Pacific Islander queer communities in the U.S. and the intersectional social justice movements that engage us. This Institute is intended only for Asian American, South Asian, Southeast Asian, and Pacific Islander attendees.

**Strategies for Engaging White People in Racial Justice: NEW THIS YEAR!**

Obama’s presidency and the continued economic recession have triggered a largely white racist backlash by the Tea Party, anti-immigrant organizations and conservative political commentators. More white people are needed to show up and speak out against racism. Presenters will share experiences for recruiting and engaging white people in racial justice efforts and working in alliance with organizations of color, and specifically the Movement for Black Lives. How can white LGBTQ people showing up strengthen our work for racial justice? Workshop attendees will learn concrete ways to engage white LGBTQ people in racial justice. Through storytelling and role plays based on real challenges on the ground, participants will leave understanding how to grow the base of white queers for racial justice in their LGBTQ organizing. SURJ is a national network of groups and individuals organizing white people for racial justice. Through community organizing, mobilizing, and education, SURJ moves white people to act as part of a multi-racial majority for justice with passion and accountability. Over the past year SURJ has grown to over 75 chapters and is partnering with LGBTQ, faith, student, environmental and other communities to center racial justice in all of our work.

**Facilitators:** Brad St. Aubin (he/him/his); Koal Williams (ze/hir/hirs); Wren Warpula (they/them/their); Rah Bridwell (he/him/hir or they/them/their); Hannah Bech (she/her/hers); Dua Saleh (she/her/hers or they/them/their)

**LGBTQ Campus Resource Professionals Institute**

The Institute, sponsored by the Consortium of Higher Education LGBT Resource Professionals (the Consortium), provides professional development, skills building, and networking for those who have professional roles supporting LGBTQ people on college and university campuses. The Institute, intersectional in nature, is grounded in anti-racism and social justice principles and focuses on access, inclusion, and equity for LGBTQ students and employees in higher education. This Day Long Institute is designed for those who engage in, or plan to engage in, LGBTQ work on college campuses. The Institute is for Consortium members with limited space for nonmembers who are interested. To learn more about the Consortium, please visit our website at www.lgbtcampus.org.

**Embodied Leadership Institute**

Have you been wondering why the passion for social change plagues you with: exhaustion, fatigue, anxiety, depression, and chronic decision making that depletes you? Are you curious how you can shift your paradigm of relating to social change to be experienced as: joyful, easeful, dynamic and feeling fully alive? In this Embodied Leadership Institute, you will
have a day where you learn how oppression impacts your body, steals your thunder, and discourages you from believing in the power of individual and collective change. Walk away from the Institute with a new paradigm and framework that integrates tools that support you in thriving and building on your strength and resiliency. The day will blow your mind as you understand your own body’s relationship to oppression, and we will engage you in an experience that refreshes and revitalizes your belief that at the heart of social change lives: love, compassion, kindness, spirit and your beauty filled unique and powerful self.

Family Matters: NEW THIS YEAR!
The right to family is a fundamental human right recognized by the UN since 1948. This Institute and the Family Matters Project (which sparked this Institute) are founded around the principle of eliminating discrimination based on family structure and ensuring that all families enjoy the rights, respect, and recognition they deserve. Whether organized around blood relationships, legal relationships, or relationships of choice, family is the most fundamental unit of social organization, providing the primary care and support for members of society from birth through old age. In order to best support families in this work, societies, laws, and culture must recognize and honor the tremendous diversity of family forms, rather than attempting to force that diversity to conform to rigid structures in order to deserve protection and support. How do we get there? This interactive Institute will focus on strategies for shifting the national dialogue about family from one focused rigidly on marriage equality and biology to one with a broad intersectional lens and an expansive understanding of family. Together we will identify the unintended consequences of the marriage equality victory and map out the steps we must take to make sure that our work towards family justice means justice for all families. This Institute will equip participants with information, language and strategies to help reshape and redirect the dominant national discourse on family.

Executive Directors/CEO Institute
This year’s Institute involves both presentations and interactive small and large group sessions of relevance to nonprofit E.Ds/CEOs. Topics will include: (1) a group discussion of whether it is time to rethink our missions given the progress with LGBT rights in 2015, including a legal update on the little-understood ramifications of some of that progress; (2) a group session on the E.D.’s/CEO’s role in managing the board and how to do so successfully; (3) a networking lunch hosted by the co-convening organizations; (4) facilitated small group breakout sessions based upon various “demographic” factors among the people and organizations present; and (4) a participant roundtable for productive group problem-solving and mentoring. Come prepared to seek help on any of your own burning issues and to help others with theirs! This session is specifically for nonprofit Executive Directors/CEOs only. The Institute will be led by four seasoned nonprofit CEOs/E.D.s: Lorri L. Jean, Los Angeles LGBT Center; Kate Kendell, National Center for Lesbian Rights; Terry Stone, CenterLink and Lance Toma, Asian & Pacific Islander Wellness Center.

Digital Strategy Training Institute
At the seventh annual Digital Strategy Training Institute (DSTI), you will spend a day hearing from experts about the latest digital tools and online advocacy strategies that you can incorporate into your work, how to find social media tools that are appropriate for your budget, how to stay on top of the latest new media trends, and how to successfully implement them at your organization.

QUEER SURVIVAL ECONOMIES: Invisible Lives, Targeted Bodies: NEW THIS YEAR!
Queer Survival Economies is a new initiative directed by Amber Hollibaugh and born out of the closure of Queers for Economic Justice. Queer Survival Economies aims to prioritize LGBTQ low-income and immigrant worker issues at a time of increasing crisis because of the on-going recession and the reshaping of the global market. Queer Survival Economies is a Day Long Institute to discuss overlooked and often invisible economic justice issues at the intersections of class, race, gender, immigration, HIV/AIDS, non-traditional families and sexuality. Our goal with Invisible Lives, Targeted Bodies is to bring together and educate our community to be better able to build movement possibilities in the face of economic crisis and queer marginalization. Organized by Amber Hollibaugh, Queer Survival Economies.
Desire Mapping Institute
Join us for the Day Long Desire Mapping Institute. Come to uncover or recover some part of yourself you’ve left behind; come to share or be silent; come and be amazed and buoyed by the strength and the courage of your peers. As our ancestor and movement trailblazer Audre Lorde wrote famously -- the erotic is power! Sex isn’t ‘beside the point’ in our activism, it is the bedrock of our authentic selves, and a critical source of strength that our enemies would have us betray and deny. Desire Mapping is a dynamic tool for sexual liberation that hinges on the idea that until we can claim our authentic desire -- and not simply capitulate to or parrot the ‘wants’ that others have designed and approved for us -- we cannot seek justice and re-make the world in the radical, generative ways that we must. In fact, the more we name and claim our erotic truths, the more our vision for true liberation thrives.

Faculty: Jaime M. Grant, Yosenio Lewis, Jack Harrison-Quintana, Shannon Perez-Darby, Julian Kevon Glover, Harper Jean Tobin, Debanuj DasGupta, Rebecca Fox, Andrea Jenkins, Amelie Zum, and Naria Lei B. Jordan

LGBT Elder and Ally Advocacy and Movement Building: Towards Equal Treatment for All
This Institute convenes LGBT people and their allies to learn how to 1) tell a powerful story 2) capture stories in the field and 3) learn how stories are used to tackle issues of primary importance to LGBT elders across the country. The day opens with stories from LGBT activists, including members of SAGE Center on Halsted’s noted Senior Voice program, who will share how they use storytelling to build an age-inclusive movement, raise awareness, and advocate for change in their communities. The morning also features a series of skill building workshops focused on storytelling fundamentals taught by Christa Orth, a storyteller from Brooklyn, New York. In the second half of the day we will hear about a variety of storytelling models including OUTSpoken!, a monthly live event in Chicago of LGBTQ storytelling. From various walks of life, this event showcases the stories and voices of the LGBTQ community. Our afternoon workshops consist of technical training on capturing stories two ways: video recording using a smart phone and audio interviews using the StoryCorps model. StoryCorps is an independent nonprofit project whose mission is to honor and celebrate the lives of everyday Americans by listening to their stories. The day will culminate in the capturing of individual stories. LGBT older adults, staff and constituents of aging service agencies, LGBT and social justice organizations, and students are encouraged to attend. All are welcome.

Hosted by SAGE (Services and Advocacy for Gay, Lesbian, Bisexual and Transgender Elders) and facilitated by Serena Worthington, Director of National Field Initiatives for SAGE.

From Stonewall to Stop and Frisk: Policing and criminalization of LGBTQ communities
This Institute will explore the current moment and historical legacy of policing and criminalization of LGBTQ communities. “Policing” comes in many different forms. Policing appears as a larger systemic structure of control and violence against the self-determination we seek over our bodies. Participants will discuss patterns of policing, police violence and criminalization of LGBTQ communities across the country. The Institute will highlight various campaigns and organizing models across the country to provide resource sharing and tools for participants to organize against policing and criminalization in their communities.
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NEXT STOP HIV

A LUNCH PLENARY AT THE
2016 CREATING CHANGE CONFERENCE

Saturday, January 23, 2016

12:30 pm to 2:30 pm

Hilton Chicago, International Ballroom

SPEAKERS

Leo Moore, MD
University of California, Los Angeles

Phill Wilson
Black AIDS Institute

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ACA

ACADEMY SESSIONS 1
9:00 AM – 12:15 PM
All Academy Sessions 3 Hours

Door to Door Talking with White People about Racial Justice: Grow A Volunteer Base, Learn Resiliency, and Help Grow a Movement

Many of us who are white do not know how to talk with other white people about racial justice. Come learn how to talk with white people about racial justice through a Door to Door campaign in your neighborhood. You will learn how to recruit volunteers, how to plan an effective training, how to evaluate it in a way that affirms, readies you for next time, and grows your community connectedness. Through Door to Door you can grow support for local justice campaigns, create safer neighborhoods, and a movement that honors ALL of us.

Presenters: Carla F. Wallace, Showing Up for Racial Justice; Kathleen Campisano, National LGBTQ Task Force; Sarah Reece, National LGBTQ Task Force; Dara Silverman, Showing Up for Racial Justice

Nothing About Us Without Us: Engaging Authentic Trans Leadership

There is a better way to engage in transgender and racial justice work and it begins with a commitment to “nothing about us without us.” By engaging with case studies and navigating with peers, participants will learn how to shift organizational and systemic structures, center the leadership of trans communities and trans communities of color, disrupt disempowerment and tokenism and implement equity informed campaigns, projects, and organizing. Participants will leave with a better practices toolkit for achieving trans justice that situates authentic leadership and trust in trans communities.

Presenters: Neola Young, Organizational Development Consultant; Mia Satya, TLEX; All Out: The LGBTQ+ Political Pipeline Project

Radical Imaginings for Higher Education: Organizing Trans* Practitioners at Colleges and Universities

This open space session is for trans*-identified educators and students within the field of higher education and student affairs (HESA) to connect and organize. The focus will be on reconceptualizing higher education as a liberatory space for ALL trans* people. Following a presentation of the T*Circle, an emerging, activist-oriented collective of diverse trans* educators in HESA, facilitators will engage participants in envisioning and working towards a trans*-centered future for HESA.

Presenters: T.J. Jourian, T*Circle Collective; Alandis Johnson, Miami University of Ohio

Shifting our Conversations and Key Practices in Building Racial Equity

This workshop provides tools and frames that make for much better conversations and practice around building racial equity. Aligning our conversations to focus on causes, effects, systems and solutions can help clarify where we have urgency and how we can make impactful decisions. Also participants will shift from thinking about building racial equity as something that “committed people just do” to something that we can all do well with practice.

Presenters: Terry Keleher, Race Forward; Key Jackson, Race Forward

WORKSHOP SESSION 1 & 2
9:00 am – 12:15 pm
3 Hour Sessions

Fundraising from Foundations: An Update on the Field of LGBTQ Philanthropy

This session will dive deep into trends, gaps, and opportunities in LGBTQ foundation funding. Presenters from Funders for LGBTQ Issues will share data on the state of foundation funding benefitting LGBTQ communities and analyze
trends in funding for trans communities, health, religious exemptions, and funding in the Midwest and the South. Additionally, a panel of funders will share perspectives on gaps and opportunities in LGBT philanthropy. Finally, participants will have small group discussions with funders to explore opportunities particular to their work.

**Presenters:** Ben Francisco Maulbeck, Funders for LGBTQ Issues; Evette M. Cardona, Vice President of Programs, Polk Brothers Foundation; Cindy Rizzo, Arcus Foundation; Gabriel Foster, Trans Justice Funding Project

### 3D Sexuality: A Diorama Art Experiential

**Sexual Freedom · All Audiences**

What if your sexuality were a room that you could enter and explore? Would it be dark or light? Would the walls be textured? Flat? Something in between? Come create your own sexuality diorama and explore your fantasies and desires in a safe, fun, and non-judgmental space. Art is a wonderful way to deepen self-awareness, facilitate useful dialogue, foster a better understanding of how our individual identities and experiences inform the work of activism, and just plain relax and have some right-brain fun! Absolutely no art experience or skill necessary (there’s no wrong way to do it!). Just bring yourself and an open mind! Limited to 12 participants. Please sign up in the Art Studio Space in Normandie Lounge.

**Presenters:** Tamara J. Galinsky

### Building Age Inclusive LGBT Centers and Services

**Aging and Ageism · All Audiences**

LGBT older adults are often overlooked by the LGBT community. We know from both research and anecdotal evidence that LGBT older adults often do not feel welcome or comfortable accessing LGBT services, community centers, and programming. This is a critically underserved population that is often quite isolated. Many LGBT organizations have enhanced their efforts at creating outreach and programming that will help bring in LGBT older adults. The National Resource Center on LGBT Aging has a guide to improving LGBT organizations’ capacity to engage and serve LGBT older adults. This presentation will use this new resource and give participants concrete suggestions for reaching LGBT older adults.

**Presenters:** Tim Johnston, SAGE; Terri Clark, ActionAIDS

### Unraveling the Hate Crime Puzzle: Stopping LGBTQ Hate Crimes

**Anti-Violence, including Sexual Assault and Domestic Violence · All Audiences**

This workshop focuses on strategies to respond to the latest rise in LGBTQ hate crimes. Learn the latest trends unfolding in the hate crimes movement, including why hate crime statistics are inaccurate, why up to 60% of crimes are unreported, why definitions of a “hate crime” varies between states, counties, and municipalities, and why no consistent federal law enforcement protocol exists to respond to hate crimes. The session guides participants to develop ways to build community coalitions, track anti-LGBTQ violence, keep media informed, measure the occurrence and severity of LGBTQ hate crimes, and advocate for a legislative action agenda to stop hate crimes.

**Presenters:** Lonnie Lusardo, The Diversity Collaborative

### Beyond Binaries: Identity, Sexuality and Movement Building

**Bisexual Community and Issues · All Audiences**

How varied are we, anyway? Come find out. Where do we fall on the sexuality continuum? How do we label? How fixed or fluid is our sexuality? How gender [non]conforming are we? How kinky? How monogamous? In this interactive workshop we will conduct an anonymous survey of those present, look at the results and use this information to strategize ways to become more effective activists.

**Presenters:** Robyn Ochs

### Beyond the Household Name: Innovative Grassroots Approaches to SafeZones

**College Campus Issues and Organizing for LGBT Administrators · All Audiences**

The Faculty and Staff SafeZones program at Washington University in St. Louis offers peer-to-peer department-based training strongly geared towards
providing practical tips for increasing inclusivity efforts in classrooms and offices. This session will discuss the building of the program, the content and development process of our curriculum, our assessment efforts, and our plans for the continued growth of the program. We will focus on the challenges and strengths of grassroots program development and the lessons learned. Additionally, we will provide concrete tools for campuses interested in starting a program, developing a curriculum, assessing the needs on their campuses, and building buy-in from their administrations and students. In addition to a lively presentation, the workshop will engage participants in brainstorming next steps for their campuses.

Presenters: Anna Warbelow, Washington University in St. Louis; Christine Dolan, Washington University in St. Louis

“Master’s Tools...Master’s House”: Leadership Legacy Framework to Dismantle Oppressive Organizational Structures

College Campus Issues and Organizing for Students · Advanced

“For the master’s tools will never dismantle the master’s house... Racism and homophobia are real conditions ...and...can begin to illuminate all our choices.” This workshop builds on the quote from Audre Lorde that discourages us from using the master’s tools to dismantle the master’s house while encouraging us to look inward to dismantle our own selves first. Our cross-racial, queer facilitation team will share personal stories of their experience with the tools presented, representing both social justice and organizing frameworks. The session will encourage participants to unpack this statement in the case of their own organizations using a graphic organizer, individual reflection, dyads, and both large and small group activities. Upon completion of the session, participants will gain a clearer understanding and leave with specific examples of why and how to use an L2 mixed methods approach to dismantling oppressive organizational structures.

Presenters: Shemariah Arki, Northeastern University; Liz Roccoforte

Building Power Creating Change

Community Organizing · Intermediate

Building power to create the change we see in the world is important to any social justice movement organizer. In our workshop organizers are invited to dive deeper into the concepts of how we can build power by acting on our self-interest through our shared values in relationship with one another. Why is power important? How do we create change and what does it look like when we are doing it well?

Presenters: Morgan Keenan, Missouri Gay Straight Alliance Network; Wolfgang Bucher, UMKC Pride Alliance; Sterling Waldman, Mizzou; Emily Danker-Feldman, Missouri GSA Network

So You Think You Know Deafness? Myths of Making LGBTQ Deafness Accessible

Community Organizing · All Audiences

An interactive workshop introducing how communication gaps 1) ostracize linguistic minorities inhibiting participation in LGBTQ movements, thereby limiting their self-expression; and 2) limits access to critical support such as healthcare, employment and other resources open to linguistic majorities. Attendees will expand advocacy skills to include Deaf LGBTQ community members within their programs, services and outreach efforts; learn about Deaf LGBTQ demographics, history and community; and discuss visual and auditory communication modalities learning how culture and language play critical roles when engaging with deaf communities. The intricacies of what advocacy means to the Deaf community, how to create an accessible space, and the value of inclusive organizational level planning with Deaf community members will be outlined as well.

Presenters: Jennifer Heiser, Deaf-REACH; Kriston Lee Pumphrey, DAWN/JM Davis Consulting LLC; Michael Creason, Capital Pride Alliance; Drago Renteria, Deaf Queer Resource Center

Changing the Juvenile Justice System for LGBTQ Youth

Criminal Justice · Intermediate

Massachusetts’ Department of Youth Services, the state’s Juvenile Justice system, is recognized as having one of the best policies and practices in place in the country. The presenters of this workshop were the driving force to support that change. Presenters will share strategies, challenges, and tools for measurable and sustainable change in other states.

Presenters: Missy Sturtevant, MaeBright Group, LLC; Ev Evnen, MaeBright Group, LLC
Creating and Sustaining Queer Families of Color in Times of #BlackLivesMatter and #Not1More

Faith/Practice Spirit, Do Justice · All Audiences

With the organizing work of #BlackLivesMatter and #Not1More, queer communities are being impacted by anti-Black racism, deportations and xenophobia. How then do we continue to make families and choose to bring children into this world? How do we birth and parent while dealing with the micro and macro aggression of white supremacy? Furthermore, how do we talk to our children about the current and past racial climates and yet still make them feel safe and wanted? This panel will be a dialogue on the ways queer families engage in conversation on racial and reproductive justice. Specifically, our conversations will focus on how the panelists, as queer people of color, choose to create and sustain queer families. Of particular importance is the ways we sustain our families during a time of heightened racial injustice and how we sustain ourselves as parents and community members.

Presenters: Rosa Yadira Ortiz, Illinois Caucus for Adolescent Health; Maria De La Cruz, Headwaters Foundation; Phoenix Matthews, University of Illinois at Chicago

The Art of Asking for Money at Your Event

Fundraising · All Audiences

It’s time to get those donations rolling in for your great work! The special appeal is your biggest opportunity to raise funds the day of your event. Do you have a strategy in place for how to execute this crucial moment? In this session we will take a look at the essential components of an effective appeal and delve into how to tell a compelling story to connect donors to your work in a way that will encourage them to give. Let’s make giving fun!

Presenters: Samantha Swaim, Swaim Strategies

#MasculinitySoFragile: Healthy Non-Heteronormative Masculinities in Communities of Color

Gender and Identity · Intermediate

This session is for anyone who identifies as a person of color and masculine of center (including but not limited to masculine of center womyn, cisgender men, gender-non-conforming, boi, trans masculine, androgynous). We will discuss how masculine beings of color are socialized to be hyper aggressive. This space
will allow us to explore what masculinity means to us, and its role in our lives. Together, we will identify ways to create non-misogynistic masculinities. Participants will leave with an analysis to better understand their masculinity and tactics to create healthier masculinities. The space is inclusive of all POC.

**Presenters:** Jae Shepherd, QTPOC:STL

**Let’s Talk Gender and Racial Identity Development**

*Gender and Identity · All Audiences*

In this interactive workshop, attendees will actively participate in selected exercises that encourage them to look inward and explore their own gender and racial identity development as a necessary prelude to creating community.curricula that empowers all learners. Through strategic inquiry and shared examples, participants will examine how their own stories of gender and racial awareness make up their gender and racial identity and how the intersection of race and gender relate to social systems, in order to turn oppression and privilege into agency and action. Participants will identify some of the clarifying moments in their own gender stories and develop their own framework for gender identity development while also recalling important events in their racial identity development.

**Presenters:** Gail Cruise-Roberson, The National SEED Project; Donald Burroughs, The National SEED Project; Emily Howe, The National SEED Project

**Another Closet: Confronting HIV Stigma & Disclosure Dilemmas**

*HIV/AIDS · All Audiences*

This workshop will explore both the individual and collective risks and rewards of living openly with HIV, as well as the persistent stigma, legal protections and pitfalls surrounding HIV disclosure in various contexts. In particular, the group will consider the parallels and contrasts that may be drawn to the trans, lesbian, bisexual, or gay experience of “coming out,” as well as the lessons learned from those experiences.

**Presenters:** Aron Cobbs, Lambda Legal Defense & Education Fund

**More than Reform: LGBTQ Immigration**

*Immigration · Fundamentals*

Even though Congress did not pass a comprehensive immigration reform bill, the issues affecting LGBTQ immigrants must continue to be at the forefront. From detentions and deportations, to issues even less talked about, like immigrant integration, these are all topics that the larger LGBTQ community must pay attention to, and address. This workshop will highlight how the LGBTQ Immigrant Rights Coalition in Chicago continues to organize locally against deportations and work with the Mayor’s office to implement an immigrant integration strategy that is truly inclusive of LGBTQ immigrants.

**Presenters:** Julio Rodriguez, Association of Latinos Motivating Action; Luis Roman, Association of Latinos Motivating Action; Tonantzin Cardona, City of Chicago

**Leading the Way to Progressive Health Care**

*Health · All Audiences*

So you want to lead the way in progressive healthcare? This workshop will give health professionals and advocates the tools they need to foster inclusive health care environments through legislative advocacy and community relations strategies. Participants will engage in a dialogue on how to effectively implement a campaign designed to fulfill an organization’s civic engagement agenda supported by community outreach and coalition building. Participants will walk away with proven strategies that advance cultural competencies for LGBTQ patients and messaging that supports identified legislative and organizational goals.

**Presenters:** Russell Etherton, Legacy Community Health; James Lee, Legacy Community Health

**Hack The Law Brings You: FedWatch**

*Legislative/Policy Initiatives · All Audiences*

Many activists have said or thought, “If only ‘they’ would let me write the laws, we wouldn’t be fighting all of these battles.” But, can we have that impact without getting elected to public office? In our work, we’ve found that although we might not always get the opportunity to write the text of a law, we can have a huge impact on how that text gets translated into actual access to services and supports for our community. Come learn our tricks and walk away with the tools and resources you need to bring this form of advocacy to the community or issue that drives you.
Workshop Session 1 • Friday, January 22
Please check the grid schedule for room locations.

Presenters: Meghan Maury, National LGBTQ Task Force; Tyrone Hanley, National Center for Lesbian Rights; Sharita Gruberg, Center for American Progress; Abbey Marr, Advocates 4 Youth

More Than Marriage: What’s Next for LGBTQ Liberation?
Movement Building · All Audiences
The LGBTQ community has seen significant and historical advances in achieving equality this past decade, including the recent marriage equality decision by the Supreme Court this past summer. At the same time, many in our LGBTQ communities face significant threats to their health and well-being. Many advocates and communities recognize that marriage equality is only one step on the path of achieving full equality and liberation for all LGBTQ communities. This interactive workshop will give participants the opportunity to discuss what issues are urgent to their communities both locally and at the national level as well as provide the space to form connections and share resources with other activists.

Presenters: Candace Gibson, National Latina Institute; Heather Cronk, GetEQUAL; Marisa Franco, Mijente; Rian Brown, GetEQUAL

Sustainability Planning: Healthy Organizations, Leadership and Transitions
Organizational Development · Advanced
Sustainability planning is a critical component of nonprofit health, mission effectiveness, and transition readiness. Sustainability planning prepares an organization to weather the departure of key organizational leaders, builds organizational capacity and strengthens leadership. Leadership transitions are pivotal moments in an organization’s lifecycle that can present opportunities for both transformative change and dangerous missteps. With thoughtful preparation through sustainability planning activities focused on capacity building and organizational resilience, a leadership transition can bring positive organizational change and growth. In this workshop, participants will increase their understanding of how sustainability planning builds organizational capacity, have the building blocks of a sustainability action plan, and clarity on the steps needed to integrate sustainability practices into their organization over the long term.

Presenters: Hez Norton, Third Sector New England; Trina Jackson, Third Sector New England

LGBTQ Latino Organizing in the Windy City
People of Color · All Audiences
Latinos are often referred to as the newest group of immigrants to the Chicago area, even though Latinos have been in the city for several decades. LGBTQ Latinos have been at the forefront of many civil rights fights in Chicago, but hardly ever recognized. You will hear from an array of LGBTQ Latino community leaders, some who have been active in the movement for over 25 years, to contemporary leaders in our community.

Presenters: Luis Roman, Association of Latinos Motivating Action; Julio Rodriguez, Association of Latinos Motivating Action; Mona Noriega, Chicago Commission on Human Relations

Community-Centered Research: Lessons from the 2015 U.S. Trans Survey
Research and Policy Analysis · All Audiences
The 2015 U.S. Trans Survey is the largest study ever conducted of trans, genderqueer, and non-binary people in the U.S., with unprecedented levels of participation of an estimated 20,000 participants. The survey was developed and conducted using a community-centered approach, and focused on participation from some of the most marginalized trans people, such as people of color, older adults, sex workers, and undocumented immigrants. Learn more about the importance of research as an advocacy tool and how to apply lessons from this national study to your small or large-scale research projects. Attendees will discuss community-centered approaches to research and methods for increasing community participation throughout a research project and will share advice and tools for using research in advocacy.

Presenters: Sandy James, National Center for Transgender Equality, TLEX; Ignacio Rivera, Trans/Gender Queer Institute Organizer; Jody Herman, Williams Institute, UCLA School of Law

Quant Jocks, Data Geeks, and Qualitative Queens: Research and LGBT people
Research and Policy Analysis · Advanced
Join academic and movement researchers to learn about how to conduct research about the LGBT community. In this workshop, you’ll hear from researchers gathering data and conducting
Workshop Session 1 • Friday, January 22
Please check the grid schedule for room locations.

Interviews, data geeks crunching numbers from existing datasets, and advocates using research for good. Bring your own research ideas and projects at whatever stage to learn, share, and grow. We’ll network, learn about ongoing work and gaps in existing data, and brainstorm about where to go from here. If you’re not a researcher, but want to learn about what’s coming and how researchers think, come and learn. You’ll also hear from advocates who use research in their advocacy.

Presenters: Naomi Goldberg, Movement Advancement Project; Jody Herman, Williams Institute, UCLA School of Law

Black Love Matters: Sex and Resilience in the Midst of Revolution
Sexual Freedom · Fundamentals
The Movement for Black Lives has created an explosion of political activism, hope and momentum toward justice for Black people in the US and all over the world — in just over a year! Those of us in the movement are experiencing endless demands, exhaustion and death threats alongside some of the most exhilarating possibilities, creative resistance and intimate solidarities of our lives. How can we sustain one another in the face of massive state violence and the daily indifference of the non-Black masses? If there was ever a time to grow and cherish Black Love, this is it. Come to this workshop and be held, nurtured, celebrated and treasured. We must take care of one another. We have nothing to lose but our chains and everything to gain from one another’s love. This work is an intentional space for Black folks active in the Movement for Black Lives.

Presenters: Daunasia Yancey, BLM Boston; Ashleigh Shackelford, Free Figure Revolution

Combating Sexual Assault on Campus: Sex-Positive, Student Driven Approaches
Sexual Freedom · All Audiences
This workshop aims to explore creative, sex-positive responses to the sexual assault crisis in higher education. Rape on campus is nothing new, but the Department of Education’s “Dear Colleague” letter of 2011 has both foregrounded this issue and created a “culture of panic” among college administrators to address systemic violence that student activists and survivors have long been organizing against. How do we capitalize on this new impetus for change and yet not make the same mistakes other queer and feminist anti-violence projects have made around pouring our energies and faith into administrative, judicial and criminal processes — while ignoring the cultures, campus traditions and power structures that sow and abet sexual violence? How do we create campus interventions that honor and celebrate sexual agency and expression? How do we resist anti-sex responses and lift up values like sexual self-determination? What interesting experiments are underway? What new things can we dream up together? Presenters will offer their perspectives and approaches including multi-campus experiments, student-driven projects in a Jesuit environment, and possibilities for small liberal arts colleges. Please come ready to bring your ideas, experiments and perspectives to this important conversation.

Presenters: Shannon Perez-Darby, NorthWest Network; Shiva Subbaraman, Georgetown University; Kyla Day Fletcher, Kalamazoo College; Jaime Grant, Global Trans Research & Advocacy Project

Addressing Mental Health Crisis with Mental Health First Aid
Surviving and Thriving · Fundamentals
An essential skill to achieve social and political change is being able to recognize the impact mental health has on our change efforts. This workshop will provide attendees with an introduction to Mental Health First Aid for both mental health and non-mental health professionals. The specific focus will be on the mental health needs of LGBT Veterans, LGBT individuals once connected to faith-based experiences, and LGBT individuals involved with social service agencies. Participants will learn and practice Mental Health First Aid techniques to be used in advocacy work, grassroots organizing, and through interaction with the LGBT community. Attendees will leave the session with the ability to apply Mental Health First Aid in the same way they would provide medical first aid in an emergency.

Presenters: Brandynicole Brooks; Tiera M. Craig

Breaking ID Barriers: Community-Based Approaches to Name and Gender Marker Changes
Transgender Community and Issues · All Audiences
The name and gender change process affects trans communities across the country but is often
Workshop Session 2 • Friday, January 22
Please check the grid schedule for room locations.

Creating Connection through Experiential Learning
Youth · All Audiences

Do you want to build community in a meaningful way? Do you need ideas of what to do with your group? Experiential learning is one of the most powerful and impactful methods for participants to maximize growth, learning and connection. In this workshop, you’ll learn what experiential and adventure based learning is, as well as when and how to integrate activities. We’ll discuss tips for facilitating groups while accounting for important cultural considerations. Come participate in a variety of fun, engaging activities that incorporate group bonding/connection, problem solving and communication, and ways to create a safe container for group process. This workshop goes beyond theory and offers you a practical and tangible set of skills to create your own toolkit in facilitating group activities.

Presenters: Jenn Jevertson, Prevention at Play; LuzMarina Serrano, NM GSA Network

Doin’ It for the Future: Young People Organize to Get the Sex Education They Deserve
Youth · All Audiences

Today, young people live in a world where access to information is provided right at their fingertips. Yet, we live in a world where our young people do not receive the sex education they deserve. Only 22 states and the District of Columbia mandate sex education, and a mere 9 states are required to talk about sexual orientation inclusively. And, young people across the nation are speaking up about the education they are receiving and telling legislators they deserve better. Participants will learn what it takes to use a youth-driven organizing framework that will lead to comprehensive and LGBT-inclusive sex education.

Presenters: Erin Carhart, Planned Parenthood Action Fund; Diana Arellano

Challenging Ageism
Aging and Ageism · All Audiences

Ageism is not spoken about, understood, addressed, or acted upon in very many places despite all the publicity about how the US population is “growing older.” Old people are ignored, ridiculed, patronized, and told they should look young, act young, think young, get surgery to look young. Young women especially start worrying about looking old in their 20s, something indicated on many birthday cards. For the health and well-being of all, especially old people, we need to learn how to recognize it at many ages and practice challenging it. Lesbians over 60 from Old Lesbians Organizing for Change will share information, tell personal stories, and circulate ads and birthday cards that illustrate how ageism works. We will ask attendees for stories and examples of how they can respond to these. The group will do role plays to practice challenging ageism.

Presenters: Jan Griesinger, Old Lesbians Organizing for Change; Ali Marrero-Calderon, Old Lesbians Organizing for Change

Hate Crimes: Best Practices and Outcomes of 2014 Hate Crimes Summit
Anti-Violence, including Sexual Assault and Domestic Violence · All Audiences

The Hate Crime Coalition is comprised of government, non-profit, and academic stakeholders who have worked together since 2011 to address
the issue of hate crimes. Members of the coalition will share outcomes of the 2014 Hate Crime Summit and solicit best practices from across the country and internationally. Objectives of the 2014 Hate Crime Summit were to 1) raise awareness of hate crimes; 2) identify barriers to reporting hate crimes; and 3) facilitate opportunities for collaboration. Best practices from breakout sessions included how to interrupt the cycle of violence through education, empowerment, and activism; models of restorative justice and peace circles; and community building in response to violence motivated by hate and bigotry.

Presenters: Mona Noriega, Chicago Commission on Human Relations; Angela Koon, Cook County State’s Attorney’s Office

Act Out with BlackOUT: Black Queer Truth Telling Through Theater
Art and Culture · All Audiences
As queer people of color, we live within the intersection of racism and white supremacy and transphobia, biphobia, and homophobia. These forces can show up in our lives as internalized oppression, shame, trauma, and violence. Inspired by the energy of the Black Lives Matter movement, a group of Black queer young people in Boston came together to form BlackOUT. We claim theater as a powerful tool for marginalized people. Through art, we can challenge these forces. We can heal through self-expression, build bonds as a community, and speak our truth and brilliance into the world. We invite individuals who identity as LGBTQ+ POC to join us for an interactive workshop in which participants will share their truths and create art together.

Presenters: Kaamilah Mohamed, BlackOUT; Eziah Blake, BlackOUT

Crafting Change: Transforming Higher Education Through A Shared Agenda
College Campus Issues and Organizing for LGBT Administrators · Advanced
Crafting change moves beyond discussing that challenges in higher education to creating a shared agenda for change. Guided by the belief that queer and transgender people of color are the experts in their own liberation, it is necessary to create an authentic long-lasting agenda to create a more just campus. This workshop is a starting point to a process that will continue after Creating Change with the intention of sharing our shared agenda with major institutions, policy makers, and organizations in higher education. Attendees will leave with tools for how to disseminate our shared agenda their own campuses and higher education conferences throughout the United States.

Presenters: sheltreese mccoy, Multicultural Student Center UW-Madison; D. Nebi Hilliard, YWCA USA

Know Your Rights at College: Legal Basics for LGBTQI Students
College Campus Issues and Organizing for Students · All Audiences
This workshop will inform students about what protections exist for them at both public and private institutions and what steps they can take if they think their institution is discriminating against them. We will cover key federal laws that apply on college campuses: the First Amendment of the Constitution, Title IX, the Health Insurance Portability and Accountability Act, and Family Educational Rights and Privacy Act.

Presenters: Chris Hampton, ACLU LGBT & HIV Project; John Knight, ACLU LGBT & HIV Project

Art of the Schmooze
Community Organizing · All Audiences
Welcome to Creating Change! Does it make sense to attend every activity and be the last one to leave? Hate starting conversations or often feel stuck in them? This engaging session will offer tips and tricks to help extroverts AND introverts work a room and make the most out of this conference, including how to exit conversations gracefully. This workshop will benefit anyone who wants to sharpen their in-person networking skills: community members, grassroots organizers, fundraising professionals, board members, senior management, and students. Attend to improve your ability to network and build relationships. Attend because your friend told you how fun (and informative) it was last year! Networking tips will be tweeted all week. Follow @ RobbieSamuels #CC16.

Presenters: Robbie Samuels, RobbieSamuels.com
Beyond Detention: Trans-Queer Deportation Defense #UndocuTrack
Community Organizing · All Audiences

LGBTQ Deportation Defense has seen tremendous success. National campaigns for transwomen seeking asylum, such as Marichuy, Nicol and others, have exposed the conditions of abuse and torture trans-queer individuals face in immigration detention. Our campaigns have resulted in stopping the deportations of LGBTQ individuals and have succeeded in getting folks released! These efforts have resulted in training and empowering local LGBTQ undocumented and immigrant communities to fight criminalization by sharing with communities their rights, stopping unjust deportations, and running local and national campaigns to fight back. In this workshop, we will cover the current political context, conditions in immigration detention, ways to successfully launch campaigns to stop deportations of our LGBTQ sisters and brothers, and how to create support networks during and after detention.

Presenters: Raul Alcaraz Ochoa, Deportation Defense; Karolina Lopez, Mariposa Sin Fronteras; Sheridan Lagunas-Aguirre, University Leadership Initiative

Decriminalization of Sex Work: History, Experiences, and Advocacy Tools
Criminal Justice · All Audiences

This session will consist of a presentation of facts, science, policy, personal experiences, and active advocacy programs addressing criminalization of sex work. The presentation and panel will be from the perspective of local and national LGBT persons, persons of color, and activists. It will be an educational opportunity for activists to learn how the decriminalization effort intersects with their ongoing work. The sex workers on the panel will represent the diversity within the profession. We will discuss the intersectionality of the issue across as it is impacted by race, class, gender, sexual orientation, criminalization, HIV status, etc. Finally, we will share different advocacy models, share local resources, and conclude with a call to action.

Presenters: Kara Ingelhart, Lambda Legal Defense and Education Fund; RJ Thompson, Lambda Legal and Education Fund

But I’m queer! What’s Disability got to do with it?
Disability and Accessibility · Intermediate

Why attend this workshop? Because plenty of disabled/chronically ill folks are an integral part of LGBTQI community, history, resistance and culture. Yet still we exist relegated to margins and in the cracks of even the progressive LBGTQI community. Truth is as a movement, we can’t effectively fight homo/transphobia, sexism, racism or be in solidarity with immigration or Sovereignty struggles without a working understanding of Ableism. Why? Because Ableism works as a mechanism of white supremacy, colonialism, eugenics, sexual violence, capitalism and the state control of bodies. Come be part of a growing movement of progressive LBGTQI communities working to deliberately integrate a disability justice practice into the core of their work. Build the analysis and skills to move beyond charity, tragedy or equality and towards disability justice.

Presenters: Sebastian Margaret, Disability Justice Collective

QueerBomb! Take Back Pride from Corporations with Protest, Performance and Political Bite!
Community Organizing · All Audiences

A recent study of Chicago’s 2015 Pride parade revealed 132 parade slots held by corporations and just 11 LGBT groups. A 2015 study of Stockholm Pride estimated that 50 percent of the participants were straight (and 42 percent were between ages 30 and 49). In short, Pride has become a highly corporatized, homogenized holiday catering mostly to businesses and adults rather than keeping to its roots as a transgressive, multi-generational protest with real cultural and political power. We’ll take a look at QueerBomb Texas, Chances Dances in Chicago and a few other independent queer Pride groups to discuss community strategies for making fun, radically inclusive Pride events that challenge preconceptions of queer identity while encouraging creative political expression for lasting civic change.

Presenters: Daniel Villarreal, QueerBomb Dallas; Daniel Cates, QueerBomb Dallas
At The Table Making Changes: LGBTQ Leaders in Government

Elections/Campaigns • All Audiences

To achieve real change any movement needs people in the streets and people at the table. Come hear from our LGBTQ elected and appointed officials, staff from inside the government and LGBTQ movement leaders on how they got there, the work that they do and how change is made from the inside.

Presenters: Jaan Williams, Victory Fund & Institute

Atheism 101: Understanding the Nontheist Community

Faith/Practice Spirit, Do Justice • All Audiences

The nonreligious are the fastest growing faith group in the nation. More than 30% of young people and nearly half of LGBT people identify as nonreligious. Participants will learn about the broad range of nonreligious, nontheistic, and secular identities that are growing more and more common in the LGBT community. Participants will work with leaders of different identities within the secular community to find common ground on issues and be more inclusive when planning events or actions which seek to leverage members of multiple faith groups, and none, for activism.

Presenters: Nick Fish, American Atheists; Debbie Goddard, Center for Inquiry

Doing Justice on a Changing Planet

Faith/Practice Spirit, Do Justice • All Audiences

This workshop will help you see climate action as part of the on-going global human rights quest to create a better future. We will share our various social justice passions and then consider how the increased frequency and severity of extreme weather will affect us all, particularly our most vulnerable communities—including LGBTQ homeless youth, transgender people of color, and LGBTQ seniors. Drawing on lessons learned from the HIV/AIDS Crisis, participants will consider how their community service can meet practical, emotional, and spiritual needs during this unique moment in history. Participants will also understand how to expand their focus to include the growing climate action and environmental justice movements—a necessity as community resources will be increasingly allocated to address climate change.

Presenters: Nancy Wilson, Metropolitan Community Churches

Family Acceptance: An Asian Pacific Islander Perspective

Families • All Audiences

Three API mothers will share their stories of transforming their fear, shame and guilt into unconditional love and acceptance for their children and the broader LGBTQ community. Participants will discuss the challenges and successes in building acceptance in their family, extended families and communities. Participants will also develop a deeper understanding of family dynamics, gain strategies, resources and support to create stronger connections within their families and the API LGBTQ communities they are part of or serve.

Presenters: Marsha Aizumi, SGV API PFLAG; Clara Yoon, API Project of PFLAG NYC; Laurin Mayeno, Somos Familia & Out Proud Families

The State of LGBT Health Today: New Assessment of Consumers, Providers, and Health System Administrators

Health • All Audiences

The National Coalition for LGBT Health produced a national, comprehensive, and groundbreaking series of online surveys on the state of LGBT health. The survey examines the state of LGBT health from three unique perspectives: health care providers, health system administrators, and LGBT consumers. The topics addressed in this survey are health services provided and/or offered, client/provider relationship dynamics, and LGBT health education and/or training. This session is a presentation on this data, but also to brainstorm with participants on increasing survey engagement and question development for the second survey.

Presenters: Christopher Cannon, National Coalition for LGBT Health
Pride of Place: Nominating LGBTQ Historic Places

History · Fundamentals

This workshop session will explain the process of securing landmark recognition for historic LGBTQ sites in any community. With the aim of increasing the number of officially recognized LGBTQ historic sites, the workshop will introduce the process and build familiarity with historic preservation resources and allies. In this highly interactive workshop session, participants will work on a landmark nomination for an LGBTQ historic site, using the National Park Service (NPS) form 2012-10-900 for National Register nominations which is also widely used by local and state landmarking authorities. Participants will review successful nominations for current LGBTQ sites on the National Register and trace the process for creating new LGBTQ nominations.

Presenters: Mark Meinke, Rainbow Heritage Network; Megan Springate, Rainbow Heritage Network

Queer Brown Voices: Preserving and Learning from our History of Activism

History · All Audiences

This workshop will help attendees gain practical knowledge on how to approach documenting a group’s history (or history of an issue) through the use of oral histories, personal stories, and accessing local archives, in a mutually respectful collaboration between academics and activists. Presenters will give an overview of the Queer Brown Voices project, followed by work in small groups, a large group discussion sharing, and a conclusion of ideas for similar projects. Resources and personal contact info will be shared among the participants.

Presenters: Letitia Gomez; Salvador Vidal-Ortiz, American University

Trans Legacies: The Importance of History for Contemporary Advocacy Work

History · All Audiences

In this interactive workshop, participants will learn about the significant role history plays in contemporary activism. The workshop will highlight the importance of preserving the legacies of our communities, and how to document trans histories in ways that make them useful for making change for our communities. We will discuss why and how trans histories inform contemporary advocacy work and how we understand and have used history to bring about change through our own activism and scholarship. A significant portion of the workshop will focus on how to “do” history — participants will learn concrete skills for conducting trans historical research and preservation in their own communities. We will share where to access existing LGBTQ histories and plan for future online networking to connect participants working on historical preservation.

Presenters: Genny Beemyn, UMass Amherst Stonewall Center; André Pérez, Trans Oral History Project; Catherine Jacquet, History & Women’s & Gender Studies, LSU; Liam Lair, Women, Gender, & Sexuality Studies, U Kansas

Let’s Talk About PrEP

HIV/AIDS · All Audiences

This workshop will give attendees the chance to openly discuss pre-exposure prophylaxis (PrEP) in the HIV prevention world, and how it affects our lives. By providing a glimpse of current research findings, this workshop will clarify common myths and stereotypes regarding PrEP. Using personal experiences, presenters will discuss common reasons and barriers for the uptake and adherence of PrEP. This workshop will take a closer look at national strategies, and potential negative effects they have on people of color and transgender-identified populations. We will emphasize the importance of building partnerships and strengthening networks between community members, policy makers and health professionals. Participants in this session will share their own stories, which will allow for the initial conversations around collaboration and ensure a space to develop a set of tools to discuss PrEP with peers and colleagues.

Presenters: Christopher Griffin, Hetrick-Martin Institute; Charlie Ferrusi, AIDS Institute

A Bigger Rainbow: A Collective Response to LGBT Refugees and Asylees

International Issues · All Audiences

LGBTQ refugees and asylum seekers face specific challenges: for many, the LGBTQ community is inaccessible, and others feel isolated from their communities of origin. This session will address the global patterns of persecution that force LGBTQ
individuals to flee and participants will discuss the ways service providers can offer tailored support to this community within the United States. We will identify flexible, client-focused strategies that draw on the unique skills social service providers, legal advocates, and grassroots organizers to provide holistic support for LGBT refugees and asylum seekers. Topics of discussion will include: identifying safe housing and employment opportunities, advocating within the immigration legal system, identifying support groups, and the disproportionate criminalization (and hence detention) of LGBT immigrants.

**Presenters:** Daniel Weyl, Heartland Alliance International; Keren Zwick, National Immigrant Justice Center; Tania Cordova Tellez, Chicago LGBTQ Immigration Coalition

### A National Focus on LGBTQ Communities: Programs and Protections Across the Government

**Legislative/Policy Initiatives • All Audiences**

Representatives from across the federal government will discuss the latest developments that support LGBTQ people in the U.S. We will specifically focus on nondiscrimination protections for LGBTQ people and steps you can take to help make sure your rights are protected. Come join us to learn about what the federal government is doing for LGBTQ people in housing, health, justice, education, employment, and in rural areas.

**Presenters:** Elliot Kennedy, SAMHSA; James A. Ferg-Cadima, Office for Civil Rights, US Department of Education; Wesley Garson, Civil Rights Center, US Department of Labor; Sarah Hunter, US Department of Housing and Urban Development

### Beyond Tokenism and Good Intentions: Building Effective Youth-Adult Partnerships

**Movement Building • All Audiences**

A true partnership is one in which each party has the opportunity to make suggestions and decisions and in which the contributions of each is recognized and valued. A youth-adult partnership is one in which adults work in full partnership with young people on issues and/or policies and programs affecting youth. Through this workshop, participants will learn what a youth adult partnership is, the best ways to build these partnerships, and how to make them successful and sustainable. In addition, the workshop will include a discussion around the barriers to effective partnerships, stereotypes that adults have about youth and youth have about adults, and how to effectively communicate between youth leaders and adult professionals. The workshop will involve a series of group activities and role plays aimed at improving attitudes and building skills for effective youth adult partnerships.

**Presenters:** Ariel Cerrud, Advocates for Youth; Alfredo Del Cid, UC Davis

### Queer Activism in Spanish/Activismo LGBT en español

**People of Color • All Audiences**

In most Queer Latino activist efforts, English is the default language that is used. However, many Latino community members are Spanish-dominant and prefer to engage civic and cultural issues in Spanish. This workshop is designed as a Spanish-language LGBT activist training. We will share resources, best practices and confer around the needs of LGBT activism in Spanish.

**Presenters:** Francisco Dueñas, Lambda Legal

### Meaningful Work: Trans Experiences in the Sex Trade

**Racial/Economic Justice • All Audiences**

This workshop is based on the Red Umbrella Project/ National Center for Transgender Equality analysis of sex trade workers’ responses in the National Transgender Discrimination Survey. Data includes: prevalence of sex trade participation; barriers to health/social services; victimization; policing; and incarceration, with an emphasis on marked racial disparities. This workshop will be a discussion amongst Black trans women leaders, who have worked in and/or advocated for the rights of trans people in the sex trade. There will be a focus on how to address violence against trans people in the sex trade within intersectional movements, with a focus on the #BlackLivesMatter / #BlackTransLivesMatter movements, as well as current/potential strategies for making real change in the lived experiences of trans people in the sex trade.

**Presenters:** Cherno Biko, Red Umbrella Project; Monica Jones; Ashley Diamond; Milan Cherry
Queer-Inclusive Sexuality Education: In and Out of the Classroom
Reproductive Justice · Intermediate
It’s no secret that sex education in high school is often terrible, shame-based, or nonexistent. As activists fight for “comprehensive” sex education at local, state, or national levels, how do we make sure that queer youth are not left behind? Join us to discuss what sexuality education could look like, how to write sexuality education lesson plans, and to discuss how to implement ways for young people to access information about their bodies and sexualities—both in and out of the school setting.

**Presenters:** Patty Fernandez, Advocates for Youth; Brittany Brathwaite, Columbia University; Audrey King

You Are Not Alone: Action Plans for LGBTQ Advocacy in Schools
Schools and Education, Grades K-12 · All Audiences
As educators, activists, and allies, we’re bombarded with messages that encourage us to “make change” and “do something,” especially in regards to advocating for LGBTQ youth and their safety in schools. But often many of us are left wondering how? How do we advocate for LGBTQ-inclusive curriculum? How can we assist students with the formation of GSAs? Join us as we navigate the hows and even the whys that many individuals working within and outside of the educational system might face. We also want to listen and create space for all of us to share our experiences and practices. Together, we will discuss what safe-schools work needs to happen in our communities and facilitate a learning process that leads us to practical plans of action.

**Presenters:** Gabby Rivera, GLSEN; Jenny Betz, GLSEN

Butch Femme Sexversations
Sexual Freedom · All Audiences
We are making our mark as sex-positive advocates, and most importantly, we are doing it in a very Butch and Femme way, bold and unapologetically. Previous social gatherings have informed us about a huge need for real life sex talks and solutions that relate to the lives of Butch and Femme women. Butch Femme Sexversations will allow participants to address the paralyzing taboos that can keep us from sexual freedom. We deserve the right to express our Butch or Femme selves, the right to consensual, raw sex and even their right to an orgasm. We have a lot to talk about. We have a lot to learn about each other. It’s time to speak the language of our sexuality, of our hearts, and our culture.

**Presenters:** Gabby Santos, In Our Own Voices, Inc.; Carmen Vazquez, New York State AIDS Institute; Tandra LaGrone, In Our Own Voices, Inc.

Navigating the Labyrinth: Transgender Insurance Access and Coverage Denials
Transgender Community and Issues · All Audiences
Transgender people still face immense systemic barriers to accessing adequate and competent health care, even with the implementation of the Affordable Care Act. In this session, trans health experts from the Empire Justice Center and Transgender Law Center provide a detailed overview of the legal landscape around transgender health care, and provide an in-depth look at how insurance plans work to provide us with the health care we need. We spend significant time on how to research, prepare, and submit successful appeals for insurance claim denials, and will provide models and other resources for participants to use and share with their communities. Participants will have ample time to ask questions and practice with some of the tools we present.

**Presenters:** Anand Kalra, Transgender Law Center; Milo Primeaux, Esq., Empire Justice Center; Danny Kirchoff, J.D., Transgender Law Center

Enhance Retention and Sustainability in Youth Programming: GALAEI’s Youth Art & Activism Committee
Youth · All Audiences
This workshop will help attendees improve retention and sustainability in youth programming. Participants will discuss and evaluate their current youth program, whether they may be youth program facilitators, program advisors, participating youth or individuals interested in developing youth programming. Participants will learn about GALAEI’s YAAC (Youth Art & Activism Committee) and the five components that make this program successful with youth retention and sustainability. Participants will engage in dialogue and activities with two facilitators, a youth coordinator and youth participant of YAAC; a unique and purposefully
Academy Session 2 • Friday, January 22

Please check the grid schedule for room locations.

chosen dynamic. Attendees will leave the workshop with a better understanding of the very successful youth program, YAAC, as well as tools and advice on how to implement strategies to enhance retention and sustainability in their respective youth programs.

**Presenters:** Francisco Zavala Cortes, GALAEI; Emmanuel Coreano, GALAEI

### Get Yr Rights: “Know Your Rights” Network for LGBTQ Youth and Youth-Serving Organizations

**Youth · All Audiences**

At #CC14, Streetwise and Safe (SAS) & BreakOUT! launched Get Yr Rights (#GYR): A National 'Know Your Rights’ Network for LGBTQ youth and LGBTQ youth serving organizations. Since that time Get Yr Rights has launched a website, released a policy toolkit, created an accessible ‘Know Your Rights’ curriculum and more! Get Yr Rights works to create networks of support for young people who do or want to begin doing ‘Know Your Rights’ around interactions with law enforcement. Come to this workshop to learn about the resources this network has created and to see how you can get involved!

**Presenters:** Mitchyll Mora, Streetwise and Safe (SAS); Ja’Leah Shavers, BreakOUT!; Lotus C, Streetwise and Safe (SAS)

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**ACADEMY SESSION 2**

3:00 pm – 6:15 pm

All Academy Sessions 3 Hours

### Channeling Digital Action to Win Campaigns

The role of digital organizing in smart, strategic campaigns can’t be overstated. In this Leadership Academy workshop, Cameron Tolle and Adam Polaski from Freedom for All Americans will share lessons and takeaways from integrated digital campaigns, creating campaign narratives online, social media best practices, writing better e-mails, using ads to expand your digital reach, brainstorming stronger content, optimizing campaign messages and messengers, and creating cleaner designs.

**Presenters:** Cameron Tolle, Freedom for All Americans; Adam Polaski, Freedom for All Americans

### Hiring Trans Talent: Recruit, Hire, and Retain Trans and Gender Non-Conforming Leaders

Are you a trans ally who wants to create a safer space for your trans co-workers? Wondering how you can get more talented trans folks to apply for positions in your organization? This workshop is tailored to folks who are ready to take concrete action steps to diversify their places of work! You will learn how to attract talented trans leaders, how to conduct a trans-inclusive hiring process, and how to prepare your organization to be welcoming for trans employees. Trans and gender non-conforming professionals will lead you through this interactive workshop and prepare you to build a more trans-inclusive organization.

**Presenters:** Reese Rathjen, Development & Strategy Consultant; Anj Chaudhry

### Our Stories = Our Power: History as a Catalyst for LGBTQ Activism

What does History have to offer us in our LGBTQ movement leadership? We have always been here and we have a right to our history, our ancestors and leaders. We owe it to ourselves to bring back those that history has tried to erase and to prevent ourselves from being erased. We have to tell our own stories because if we don’t, someone else will. And they’ll tell it wrong. Join us and find yourself in our history.

**Presenters:** Barbara Lau; Rebecca Lawrence, Telling Queer History

### Sexual Liberation at the Intersections

Keeping Revolutionary Love in mind as we create a safe space for all, we will explore how race, class, gender, religion, ability, and our many other identities impact our experience of our bodies, our sexualities, and our sexual liberation. Through these
lenses, we will unpack the messages we receive and how our desires are shaped and manifested. Providing space for folks to bring their whole, multifaceted selves, we will use embodied practices and group discussion to create empowered narratives and further our sexual liberation.

**Presenters:** Roan Coughtry, Sexual Liberators Collective; Alba Onofrio, Sexual Liberators Collective

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**Workshop Session 3 & 4**

3:00 pm – 6:15 pm

3 Hour Sessions

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**Hanging Out & Hooking Up in Trans* Communities**

Anti-Violence, including Sexual Assault and Domestic Violence · All Audiences

Sex should be fun and healthy, but most sex ed curricula are not trans-inclusive, and don’t give transgender people the opportunity to openly discuss sex, dating, and hooking up. NCAVP offers this workshop to equip transgender communities with safety strategies for hanging out and hooking up. This workshop will focus on safer dating through exercises, role-plays, and discussion in a sex-positive atmosphere. We will provide skills and tools for asserting boundaries, recognizing unhealthy or unsafe behavior, understanding consent (both asking for and giving), the distinctions between BDSM and abuse, and identifying supporting resources when needed. NCAVP will provide participants with support to develop awareness of their own needs, wants, and boundaries, as well as those of potential partners.

**Presenters:** LaLa Zannell, New York City Anti-Violence Project; Shelby Chestnut, New York City Anti-Violence Project

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**Seeking Health Justice: The Affordable Care Act and LGBTQ Communities**

Health · All Audiences

The Affordable Care Act (ACA) has made great progress in expanding access to quality, affordable health coverage. But the law doesn’t just expand access to coverage: it is also a tool for seeking access to health care and supporting health and wellbeing for millions of LGBTQ people and others who live at the intersections of marginalized communities, including women, people of color, and immigrant families. At the same time, it is important to acknowledge the issues that remain unresolved by the ACA—such as safe access to abortion care, transgender health care, and coverage for immigrants—and the need for activists to roll up our sleeves and get involved in making sure the law addresses the concerns of everyone in our communities.

**Presenters:** Kellan Baker, Out2Enroll; Candace Gibson, National Latina Institute; Jose Plaza, Enroll America; Sherry Williams, Working America

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**Ferguson and the Black Lives Matter Movement: One Year Later**

Racial/Economic Justice · All Audiences

Come hear from Black Lives Matter leaders from Ferguson and other cities and communities who have sparked the movement and are actively working to end Police Brutality and uplift the lives of Black People. Participants will have the opportunity to take part in a community discussion to learn and share strategies to dismantle white supremacy, end police brutality and lift up Black Lives.

**Presenters:** Alexis Templeton, St Louis; Brittany Ferrell, St Louis; Jae Shepard, St Louis; Keith Rose, St Louis; Mel Braman, St Louis; Allison Brewer, St Louis; Jobi Adams, Minneapolis; Diamond Latchison, St Louis; Daunasia Yancey, Boston

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**Workshop Session 3**

3:00 pm – 4:30 pm

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**Games Exchange: Break The Ice with The Pride Youth Theater Alliance**

Art and Culture · All Audiences

Looking for a way for youth in your programs to connect and get to know each other? Looking for new ice breakers to play in your community center? Have some games you want to share with the field? Or just need a break at the conference? Come Out and Play!! Join queer youth theater practitioners from the Pride Youth Theater Alliance for a games
exchange. Practitioners from Massachusetts, Maine, New York and Louisiana will share games, ice breakers and activities in this interactive workshop. Attendees will learn how to “ queer” some standard theater games, ensure that games are inclusive of different identities and abilities, and take away a toolbox full of activities. Participants will also have an opportunity to share their favorite games with the group.

Presenters: Evelyn Francis, The Theater Offensive; Rebecca Mwase, LOUD: New Orleans Queer Youth Theater; Mark Fairman, Out & Allied Youth Theatre; Jadrien Ellison, The Door

How to Get Away with Merger: A Successful Combining of a LGBT and Women’s Resource Center
College Campus Issues and Organizing for LGBT Administrators · Intermediate

As understanding of gender and sexual identities progresses, how do campuses evolve to meet the needs of all students and stay true to historical missions to support LGBTQ+ individuals and women? This session will explore the dynamics of a merger between a LGBT Resource Center and Women’s Resource Center, from logistics to university politics, including keeping stakeholder voices at the center of the process. Whether you are aiming to enhance your program or expand a departmental mission or reach (or leading a merger unexpectedly), this session will provide insight and tested strategies to help navigate your path and "get away with” a merger.

Presenters: Molly Holmes, Northern Illinois University

Organizing for Social Change on the College Campus: Be a Change Catalyst
College Campus Issues and Organizing for Students · All Audiences

Are you an activist at heart? College campuses are the seat of social change in this country. But, how do you create an effective campaign on your campus? Together we will discuss movement building, working with the administration, building alliances, and coalition building. How can administrators strike a balance between nurturing campus activism and representing their institutions? How can we organize intersectionally and interculturally to create a winning campaign strategy? Whether you want gender inclusive bathrooms, an LGBTQ+ center, or a more inclusive sexual assault policy, this workshop is for you. Participants will leave with a campus activism toolkit and a plan of action for creating change on their campuses.

Presenters: Jesse Beal, Suffolk University; Danisha Dumomay, Suffolk University

Ask an Asexual! An Introduction to the Ace Community
Community Organizing · Fundamentals

Asexual: someone who does not experience sexual attraction. It seems like a simple definition, but the reality is much more complicated. This workshop will include an introduction to common terminology and definitions within the ace community, the history of the ace movement, and core ace community concepts like romantic orientation and aromanticism, platonic relationships, and gray and demi asexuality. After a brief presentation, a panel of ace community organizers, activists, and other ace leaders will be available to answer questions and lead discussion. Remember, there’s no such thing as stupid questions! Additional topics of discussion may include the variety of ace experiences, current research on asexuality, current community issues and campaigns, and more.

Presenters: Mary Ginoza, Asexuality SF; Bauer McClave, Aces NYC/Aces Wild; Justin Savage, Gray Spec Social/Support Group; Fannie Sprouls, Chicago Asexuals

How to Engage Your Local Community to Take Political Action
Community Organizing · All Audiences

An inter-generational, cross-cultural, multi-ethnic, geographically diverse panel will share their experiences and discuss best practices for engaging community members in local politics. Most laws that impact our daily lives, workplace nondiscrimination, schools, housing, etc., are determined at the state and local level. Come join us to learn tested practices for action and organizing in big cities and small towns. Participants will go home with new ideas and templates to take their community organizing programs to the next level.

Presenters: Hope Errico-Wisneski, Human Rights Campaign; Reverend Karla Cooper, Doane College; Trevor Chandler, Human Rights Campaign
HIV Decriminalization and Grassroots Organizing

*Criminal Justice · All Audiences*

HIV Decriminalization (the movement to remove or minimize the criminalization of people living with HIV) is at the intersection of many movements. From strictly HIV advocacy and criminal justice, this movement also spans the LGBTQ communities, communities of color, women, among many others. So how do you make a movement in with so many intersections/such diverse communities? Come discuss grassroots organizing strategies to create a movement decriminalizing people living with HIV.

Presenters: Joey Hernández, ACLU of Southern California; Craig Pulsipher, AIDS Project LA

“We Were Seeds”: LGBTQI Justice within the Catholic Grassroots

*Faith/Practice Spirit, Do Justice · All Audiences*

Within the nonreligious LGBTQI community, issues of faith and spirituality are often ignored. This disregards a great number of religious and spiritual LGBTQI people and allies, in particular both practicing and cultural Catholics, which together make up an LGBTQI demographic that occupies a space between their institutional church and the secular progressive movement. This presentation will explore this issue in greater depth through the lens of the experiences of a diverse group of LGBTQI “pilgrims” that attended the recent World Meeting of Families in Philadelphia, which culminated with Pope Francis’s visit to the United States. We will not only explore the place of LGBTQI people within the Catholic Church, but also the roles that racism and trans erasure play in diminishing the gains made by LGBTQI organizations of faith, and offer an overview of current religious and nonreligious organizations that offer support to LGBTQI Catholics.

Presenters: Rosa Manriquez, Call To Action; John Frem, Equally Blessed; Lisbeth Melendez Rivera, Human Rights Campaign

Getting The Butts You Want In The Seats You’ve Got

*Faith/Practice Spirit, Do Justice · All Audiences*

An ongoing challenge for LGBTQ Jewish communities and community organizations continues to be a question of access. Whether we call it “welcome” or “outreach” or “engagement” or something else, many LGBTQ Jewish organizations and their events or groups suffer from an overwhelming homogeneity of race, gender, ability and other factors. This remains true despite some good faith efforts to diversify. This session will both interrogate this question and assist participants in crafting new answers. Our work to create space that both reflects and addresses the concerns of an entire community will draw from the Social Ecology model of usability of space/spaces (physical, digital, ideological), from community engagement first principles, and even from the Talmud.

Presenters: S. Bear Bergman; Jennifer Heiser, Deaf-REACH

We Define Family: Pioneering the Way with Alternative Family Models

*Families · All Audiences*

While messaging on marriage and child rearing has often centered on a heteronormative model, LGBTQ families come in infinite varieties. Increasingly, people are willing to discuss relationship and parenting arrangements that do not fit into a traditional mold. Alternative family models confront issues of race, legal protections, working with straight allies, and non-traditional parenting.

Presenters: Julie Childs, National LGBTQ Task Force; Andrew Solomon, National LGBTQ Task Force Board of Directors

LGBTQ Community-Based Research: Creating Queer Data for Queer Advocacy

*Health · Intermediate*

How many times have you heard “well, we don’t have enough information about that” when you try to talk about LGBTQ disparities and urgent needs in your work? Do you wish you had more data to use when doing LGBTQ advocacy? This workshop will empower attendees to collect their own data about LGBTQ disparities and put that data into action. We are the experts on our own lives and experiences. Participants will learn the basics of designing, collecting, and analyzing a survey. Attendees will leave with the beginning of a practical plan to collect data in their communities and ideas on how to use that data in their own advocacy efforts.

Presenters: Dylan Flunker, Rainbow Health Initiative
So You Want To Be in the History Books

History · All Audiences

You know the controversies over history textbooks. Who will be taught as part of U.S. history: Moses or Sylvia Rivera? What can you do to make sure that a record of your political and cultural work survives to be part of the future history curriculum and part of our understanding of important issues of the 21st century? Each activist organization needs one point person to think about its history. If you want to be that person, come to this workshop. The archivist with Cornell’s Human Sexuality Collection and a historian of sexuality will cover the basics of how to save your history.

Presenters: Brenda Marston, Cornell Human Sexuality Collection; Amanda Littauer, Northern Illinois University

HIV Discrimination in the Workplace - Know Your Rights!

HIV/AIDS · All Audiences

A fundamental promise of America is that if you work hard and play by the rules, you can get ahead. However, there are 1.2 million Americans living with HIV, and in most states, they go to work every day fearing that they could lose their jobs simply because of their HIV status. Lambda Legal recently launched the latest addition to our Know Your Rights hub, “Know Your Rights: HIV.” In this workshop you can examine this information and explore Lambda Legal’s cutting-edge work in this area. This workshop will help you identify ways people living with HIV are discriminated against and how you can advocate for yourself or others’ rights in the workplace and community.

Presenters: Omar Narvaez, Lambda Legal; Kyle Palazzolo, Lambda Legal

Compromise or Slippery Slope? Religious Exemptions and Non-Discrimination Protections

Legislative/Policy Initiatives · All Audiences

In recent years, an interesting paradox has formed. Federal and state governments have taken steps to strengthen non-discrimination protections for LGBT individuals, while at the same time, permitting religiously-affiliate employers, providers, and insurance plans to refuse to provide, pay for, or even refer for reproductive health care. It is critical that the progressive movement closely examine the growing trend of religious exemptions and accommodations and determine where they may be legitimately necessary to protect First Amendment rights, a compromise to achieve a policy goal, or a slippery slope that could undermine progress to achieving equality. Join this workshop to learn more and discuss how our movement can and should move forward.

Presenters: Davida Silverman, Planned Parenthood Federation of America

The Psychology of Debunking Anti-LGBT Myths, Lies & Misinformation

Media, Communications, and Messaging · All Audiences

Anti-discrimination laws infringe on religious liberty. Trans-inclusive restrooms result in rape and sexual assault. Opposing homophobia is an assault on the First Amendment. Sound familiar? From the team that brought down Glenn Beck and each day takes on the right-wing noise machine led by Fox News and Rush Limbaugh comes a workshop to examine the human psychology behind effectively combating myths, lies, and misinformation about the fight for LGBT equality. Participants will learn about the science behind correcting the record and the best practices for debunking anti-LGBT misinformation.

Presenters: Carlos Maza, Media Matters for America; Brynn Tannehill, SPARTA; Danielle Moodie-Mills, Center for American Progress; DeAnne Cuellar, Equality Texas

Thunderclap, Twitter and Twibbon: Social Media to Cultivate and Mobilize Advocates

Media, Communications, and Messaging · Intermediate

This workshop will help nonprofit communications, policy and advocacy staff become more aware of the use of new social media tools, including Thunderclap, Periscope, Twitter Chats and Twibbon, to mobilize advocates and grow their advocate base. The workshop will also present best practices for using traditional social media, such as Facebook and Twitter, to maximize advocate engagement with policy and advocacy issues. Also, we will discuss tips for using social media in combination with direct advocacy to shape public awareness and
activate communities. There will be an emphasis on using strategic communication planning to organize messaging implementation and increase effectiveness.

**Presenters:** Joshua Oaks, AIDS Foundation of Chicago

**How to Become “Gay for Pay”**

*Movement Building · All Audiences*

Are you starting to think about your professional future and contemplating a career in the LGBTQ movement? Then this is the workshop for you! Through practical information and tips as well as anecdotes from people working in the movement now, we’ll help you decide whether a “queer career” is right for you, learn how to be the best candidate you can be, and begin to develop a personal action plan for reaching your goals. There will be plenty of time for Q&A, so bring your questions!

**Presenters:** Alex Kent, SAGE; Alicia S. Boykins, PHR & SHRM-CP, National LGBTQ Task Force

**Psychiatric Justice**

*Movement Building · All Audiences*

Throughout history, the medical model of mental health care has criminalized and pathologized queer identities, and continues to systematically exclude, punish, and discriminate against queer people. With LGBT suicide rates ranging from 4-10 times higher than straight and cisgender people, it is clear that psychiatric equity is not just a major public health concern, but a social justice issue. This workshop will help you understand the ways in which queer people have been marginalized by the mental health system, and learn skills to advocate for yourself and your peers while integrating psychiatric justice into the LGBT movement.

**Presenters:** Jess Stohlmann-Rainey, Carson J Spencer Foundation; Heidi Lightenburger-Sanchez, Carson J Spencer Foundation

**Black Native Futuring: Two-Spirit Identities and Implications for Trans* People of Color**

*People of Color · Intermediate*

The history of Native Americans interfacing with African Americans is complex and rich. There were Indigenous people who owned enslaved Black people, Black folks who were paid by the US Government to kill Native people, and also plenty of groups who peacefully co-mingled, cohabitated, and rebelled against white supremacy, colonization, and slavery. We will ask the question, “What are the points of connection between the people who were the original caretakers of this land, the people who were brought to work the land, and those of us who have both legacies?” This workshop will expose some of these complex histories, discuss contemporary happenings and strategize on the present-day implications for the technologies, safety strategies, and resilience of queer, trans, and two-spirit people of color.

**Presenters:** Holiday Simmons, Southeast Two-Spirit Collective; Edxie Betts, Los Angeles Queer Resistance (LAQR); Ignacio Rivera, Trans/Gender Queer Institute Organizer

**Uniting Latin@ Pride: A roadmap towards intersectional community strengthening**

*People of Color · All Audiences*

This workshop will provide attendees with an action plan towards intersectional community strengthening around queer/trans Latinidad in their communities at home. Participants will learn to target existing community resources to promote intracommunity dialogue and strengthen relationships in ways that encourage respect, visibility and inclusivity for the LGBTQ Latin@ Community. Attendees will leave with a tool kit that will help them get started in creating a unified Latin@ pride initiative in their communities at home.

**Presenters:** Karari Olvera, Trans Latin@ Coalition; Jessica Carrillo, United Latin@ Pride; Crispin Torres, Lambda Legal; Pedro Serrano, United Latin@ Pride
BDSM: The Act of Radical Consent
Sexual Freedom · Intermediate
What does it mean to hold a marginalized identity and be submissive? How do privileged identities interact with power dynamics in intimate experiences with other people? This interactive workshop will provide an opportunity for participants to relate historical and societal contexts to intersectional identities and experiences within the BDSM community. This workshop will also allow participants to unpack the concept of dismantling forms of oppression through sexual freedom and consent in a world that often denies people these rights.

Presenters: Nadia Alzamami; Luke Savot

Condom Sutra: Intersectional and Realistic Approach to Reducing Risk While Enhancing Pleasure
Sexual Freedom · All Audiences
Public health approaches to HIV/STI prevention have often relied on an unexamined fear of disease and offered limited practical options for sexual health risk reduction. An increasing number of health educators are instead embracing pleasure-based, sex-positive, harm-reductionist strategies to more effectively encourage people to identify individualized tools that work for them. The work continues: combating culturally-specific stigma around HIV and sex, exploring desire and the spaces both literal and psychosocial in which different people have sex, and bridging different sexual health advocacy communities are necessary to normalize “pleasure as prevention” and increase positive health outcomes. This workshop will address these ongoing barriers, foster conversation with participants about their sexual health risk reduction experiences, and provide real-life tools for making sex safer and sexier, for everyone.

Presenters: Julia Napolitano, TPAN and Early to Bed; Antoine Maxwell, TPAN

Practicing Kink: Let’s Get Visual
Sexual Freedom · All Audiences
Everyone has their kinks and we’re here to shine a spotlight on those secrets. Zip up your boots and grab your ball gag, we’re going on an adventure! This workshop establishes necessary groundwork rules about legality, safety, and consent in kink practices, with a fun twist. We will feature some kink demonstrations! The demonstrations will feature predetermined participants but you’ll be able to see every knot and every swing of the paddle. We’re here to educate potential kinksters on how to stay safe, sane, and consensual!

Presenters: Greer Williams, Kink Underground; Sam Brinton, Kink Underground; Aaron Barnes, Kink Underground; Tesha Davis, Kink Underground

Transformational Relationships
Sexual Freedom · All Audiences
This workshop starts with the incredible, unfathomable WE, ourselves and the great loves of our lives — be they parents or siblings or BFFs or fuck buddies or lovers or coworkers or spouses or tricks. What are the conditions that make transformational love possible? What are the concrete skills we can learn and take with us on the journey to fierce love, vulnerability, trust and transformation? In a world riven by trauma and injustice, what does it mean to love fully, freely and with our often broken hearts? This workshop brings together the work of two activists who have considered transformational relationships variously in the contexts of sexual liberation; 12-step recovery; collective healing; racial, economic and gender justice; committed friendships; anti-violence work; polyamorous family forms; choosing a spouse; teaching; and publishing. Together, we will present, discover and build on multiple tools for self-discovery and skills-building toward the revolutionary love we seek.

Presenters: Shannon Perez-Darby, NorthWest Network; Jaime Grant, Global Trans Research & Advocacy Project

Suicide Prevention: Lending a Hand from Inside the Trans Community
Transgender Community and Issues · All Audiences
Suicide is an ever growing epidemic, especially among trans* and gender diverse individuals. Many times, traditional means of suicide prevention have failed those within the LGBTQI community, and most significantly failed those of gender diverse identities. This workshop will focus on educating about factors contributing to suicide, while also building suicide prevention skills from a community focus.

Presenters: Greta Martela, Trans Lifeline; Nina Chaubal, Trans Lifeline
Intersectional Student Activism: Creating Intentional Spaces
Youth · All Audiences

Recently, Baltimore City has been challenged with having to face a legacy of structural oppression and racism ingrained in our policies and communities. This has cultivated an atmosphere of action, justice, and liberation, particularly among the city’s youth. GLSEN Baltimore is a chapter organization serving Baltimore City and its surrounding counties, making schools safer for all students, regardless of sexual orientation or gender identity or expression. Intersectionality is the basis of our work and we make racial justice a key component of our student development, educator training, and event planning. In this workshop, participants will gain specific information around how they can implement this much needed programming in their schools and communities, using LGBTQ equality and racial justice as frameworks to launch those conversations.

Presenters: Michael Franklin, GLSEN Baltimore; Michael Franklin, GLSEN Baltimore; Dylan Poffenberger, GLSEN Baltimore; Pam Miller, GLSEN Baltimore

The getR.E.A.L Initiative: Shifting Systems to Meet the Needs of LGBTQ Youth
Youth · Intermediate

The Center for the Study of Social Policy’s getR.E.A.L (Recognize. Engage. Affirm. Love) Initiative is designed to address systemic oppression to help transform child welfare policy and practice to promote the healthy sexual and identity development of all children and youth. In this interactive workshop participants will learn how the getR.E.A.L Initiative has incorporated a black queer feminist lens to uplift the voices and experiences of those who are most impacted by multi-systemic oppression from “deep-end systems” (these systems include criminal justice, child welfare, homelessness, and mental health.) The session will promote active engagement by prioritizing interactive skill sharing and multiple forms of learning that exemplifies the work of the getR.E.A.L Initiative.

Presenters: Jonathan Lykes, Center for the Study of Social Policy; Angie Brillance, Center for the Study of Social Policy

Ballroom 2016 How you doin’ C-Town?
Art and Culture · All Audiences

The house/ballroom community stems from a place of survival of LGBT people of color in the US. The houses that compose the community are self-sufficient and have existed since the 1940s, longer than many mainstream queer organizations. Their structure stems from what we know best, families: mother, father, and of course, the children, each with their own talent, gift and personal struggle. Want to know more? Join us as we bring life and give LIFE to the ballroom community. Stick around, if time permits, our guest will show you a trick or two to slay them at the ball.

Presenters: Angel Tlahuizpapalotl, House of Infiniti; Lady Penelope Williams Infiniti, House of Infiniti; Grandfather Angel Camacho Infiniti, House of Infiniti Miami; Fabian Infiniti

Raising Student Activists: Supporting Student Activism
College Campus Issues and Organizing for LGBT Administrators · All Audiences

Student activists are raised up by those of us who go on before and support them. This workshop is based on a history of student activism including everything from AIM and the Black Panthers to anti-war movements, and more. There will be ample time for discussion and to troubleshoot difficulties in our own situations as we discuss intersections of immigration, justice in Palestine, racial justice, LGBTQ movements, and environmental justice. Topics will include how to offer skill-building workshops to direct action support and how to find faculty and administrative partners. In LGBTQ work we often talk about intersectionality but do really walk the walk across ideological lines? How do we turn a critical lens to the intersections of varied movements for justice, to seek specific and concrete steps towards an integrated plan that is realistic and implementable? How will we work together towards freedom?

Presenters: Justin Adkins, Williams College
I Need IX: Organizing to End Sexual and Relationship Violence on Campus and Beyond

College Campus Issues and Organizing for Students · All Audiences

This workshop, by and for student activists, is designed to build the critical skills, knowledge, and networks students need in the fight to end sexual and relationship violence on campus and beyond. Participants will receive an introduction to federal laws and guidelines that protect student survivors and explore the transformative role of Title IX in centering anti-violence activism within a civil rights framework. Students will engage in an interactive policy boot camp, where they will learn how to evaluate campus gender-based violence policies, identify best practices, craft effective demands, and build an intersectional movement that meets the needs of survivors who are queer, trans, or embody other marginalized and intersecting identities. Students will learn about and evaluate various organizing tactics currently being used, and collectively imagine new opportunities for direct action to end gender violence. While all are welcome, this session will focus on current and prospective students.

Presenters: Zoe Ridolfi-Starr, Know Your IX; Sejal Singh, Know Your IX; Olivia Ortiz, Know Your IX, University of Chicago

Organizing and Engaging the LGBT Community for Criminal Justice Reform

Criminal Justice · All Audiences

Have your communities been overly policed/harassed by law enforcement or treated unfairly in detention facilities? Join us for a panel discussion and advocacy planning on how to mobilize against unfair treatment of LGBT people interacting with the criminal justice system while also considering intersecting identities, including but not limited to race, class, immigration status, and disability. Come discuss best practices, create action plans and work towards communities that are treated fairly by the criminal justice system.

Presenters: Joey Hernández, ACLU of Southern California; Carl Charles, ACLU LGBT & HIV Project; Luis Nolasco, ACLU of Southern California

A Charge to Keep: Black Clergy Answer the Call to Be Open and Affirming

Faith/Practice Spirit, Do Justice · Advanced

This session is designed to: 1) Discuss the traditional/fundamental religious view of homosexuals and homosexuality in the church; 2) Provide scholarly responses to some of the “bad theology” used to attack and ostracize same-gender-loving people and their allies; 3) Discuss ways clergy and churches can get support as they commit to being open and affirming; 4) Offer problem-solving techniques for conflict resolution related to this issue. We will also have a “round table” dialogue for participants to share personal experiences with co-participants that strength and hope in dealing with rejection and emotional mobbing in churches and communities.

Presenters: Gwen Thomas, The African American Working Group

Community is Action: Living into Spirit

Faith/Practice Spirit, Do Justice · All Audiences

The intersection of walking in faith and living one’s LGBTQ identity is often viewed as an oxymoron. This is compounded by faith leaders who, at best, neglect our identities, or at worst are silent and/or abuse LGBTQ individuals. It’s time we stop accepting neglect over abuse in our faith walk. In this interactive session, we will look at obstacles to thriving in religious and spiritual communities. We will explore ideas for creating clarity and boundaries for support and identify ways to flourish through conscious co-creation that emerges within spaces of consciously loving practice. Participants will leave with tools to support self-care and rejuvenation and to welcome others into affirming community.

Presenters: Bryan Glover, Bryan E Glover Coaching; Steven Jones, SEJ Consulting

LGBT Voices of Faith in the Media - YOURS

Faith/Practice Spirit, Do Justice · All Audiences

Despite acceptance of LGBT people growing across faith traditions, 3/4 of religious messages in mainstream media come from anti-LGBT religions.
We need strong voices to articulate a message of LGBT equality in faithful, theological, and scriptural terms. We will examine the status of faithful LGBT voices in the media and advocate for an LGBT-inclusive vision in the media. We will practice effective messages to be heard by the audience we are seeking to persuade.

Presenters: Ross Murray, GLAAD

For Fuck’s Sake: Bareback and The Gay Male Sexual Revolution
Gay Male Community and Issues · All Audiences
The history of gay sex is a story of criminalization, pathology, and disease, but it’s also a story of resistance, pleasure and sexual liberation. “Bareback” became a politically charged term to refer to condomless sex. It was brandished by some as a form of stigma and by others as a form of resistance. This session will be an opportunity to better understand the politics that swirled around the cultural phenomenon of barebacking and how the LGBT sex/culture wars still impact the health and wellness of gay men. As queer sex and queer bodies continue to be regulated and criminalized—HIV criminalization, Rentboy, PrEP—how can we foster effective strategies that celebrate gay male sexuality and make it a central part of our social justice movement?

Presenters: Alex Garner, NMAC; Noel Gordon

Break The Cage: Ending LGBTQ Immigration Detention #UndocuTrack
Immigration · All Audiences
We know that detention and deportation is bad for everyone, especially children, pregnant women, people living with HIV and/or other chronic medical conditions, people who are differently abled, and lesbian, gay, bisexual, transgender and queer (LGBTQ) immigrants. The Break The Cage Campaign was created by United We Dream to tackle the immigration enforcement system that terrorizes and profits from the incarceration and deportation of our communities as well as train and champion organic community leadership to be their own best advocates with the support of a broader network of LGBTQ and immigrant leaders. Learn about the latest policy and advocacy developments along with tactics to build collectively to end the detention of our LGBTQ communities.

Presenters: Carlos Padilla, Queer Undocumented Immigrant Project; Bianey Garcia, Make The Road New York; Marco Quiroga, Immigration Equality; Sharita Gruberg, Center for American Progress

Communicators Campaign Lab & Caucus
Media, Communications, and Messaging · All Audiences
From #LoveForAll to fighting religious refusal laws and beyond, 2015 was a year of powerful and important storytelling for LGBTQ individuals and the movement. Perhaps more than ever, communications professionals are finding new and innovative ways to advance dialogue and movement through narrative, but not without obstacles and stumbling blocks. This session will create a space for communicators, and those interested in communications, to gather and exchange ideas. Come talk through a campaign, or a challenge, or an opportunity, and through workshopping, we will all give and receive feedback on our communications campaigns.

Presenters: Zack Langway, Fenton; Vincent Villano, National Center for Transgender Equality, Freedom for All Americans; Heather Faison; Loryn Wilson, YWCA of the USA

Translating Equality: Challenges And Opportunities In Hispanic Media’s LGBT Coverage
Media, Communications, and Messaging · All Audiences
As Latinos continue to grow as one of the largest demographic groups in the country, Hispanic media will play a more important role than ever in shaping the way Americans think and feel about the LGBT community. This workshop will examine the challenges and opportunities Hispanic media presents for LGBT activists who want to make sure that these outlets accurately reflect their stories and experiences. Drawing on experiences from media watchdogs, organizers, and activists, this workshop will discuss best practices for cultural competence, traversing language barriers, and challenging negative stereotypes about Hispanic attitudes towards the LGBT community.

Presenters: Cristina Lopez, Media Matters for America; Tony Lima, SAVE Dade; Bamby Salcedo, Translatin@ Coalition; Monica Trasandes, GLAAD
Talking Across Movements: LGBTQ, Economic Justice, Environmental, and Immigrant Rights Leaders Embrace the Cross-Movement Approach

Movement Building · All Audiences

An authentic engaging conversation between members of the 2014 Rockwood Leadership Cross Movement Cohort to bring forward some of our learnings to Creating Change attendees. The session will involve representatives from the LGBTQ; environmental; economic justice; immigrant rights movements. This session will be fantastically moderated by former Task Force deputy executive director Darlene Nipper, who is now Rockwood staff member. Presenters will share how their work has been inspired or influenced by the cross-movement experience; share collaborations or work that grew out of their relationships; and bring forward issues like immigration, #BlackLivesMatter, climate change, raise the wage campaigns, religious freedom/LGBTQ justice and others topics as examples of intersectional work that has benefited from a cross movement approach.

Presenters: Stacey Long Simmons, National LGBTQ Task Force; Sarah Reece, National LGBTQ Task Force; Michael Bosse, Sierra Club; Merhdad Azemun, National People's Action

Building Queer Asian / South Asian Community and Movement

People of Color · All Audiences

Asian American, South Asian, Southeast Asian and Pacific Islander (AAPI) LGBTQs are organizing like never before. This workshop will give an overview of the nation’s LGBTQ AAPI groups, and will provide comparative information about their infrastructure, capacity, and challenges. Leaders of LGBTQ AAPI organizations will showcase local multilingual education campaigns to counter anti-gay bias and organizing campaigns for immigrants’ rights and marriage equality. Participants will discuss ways to build a queer AAPI movement.

Presenters: Glenn Magpantay, National Queer Asian and Pacific Islander Alliance; Skye Yang, Shades of Yellow; Sasha W; Patrick Lin, Gay Asian & Pacific Islander Men of New York

The Burning Now: LGBTQ Leadership and Strategies for Post-Marriage and beyond

Movement Building · Advanced

Join us for a conversation exploring critical questions that our LGBTQ movement is facing in this “post-marriage” moment. We have too few places for LGBTQ leaders to get to the heart of crucial questions of strategy, leadership and vision. What will it take to “win” real advances in a climate of backlash, bloodshed, and virtual equality? What are the roles of different leaders? How can our whole movement support the leadership of LGBTQ people of color and trans leaders, to forge the successes we need through organizing? Join SONG, Get Equal, GSA Network, The Audre Lorde Project, and the Transgender Law Center for this interactive session. This dialogue will offer a well-facilitated opportunity for leaders to gather, cross-pollinate strategy, ideas, and lessons.

Presenters: Paulina Helm-Hernandez, SONG; Kris Hayashi, Transgender Law Center

Native American and First Nations Two Spirit Identity: Somewhere Over the Rainbow

People of Color · All Audiences

Native American and First Nations Two Spirit people (known formerly as LGBTQI) existed in history before the colonization of Turtle Island (North America) and we exist now in contemporary societies. This workshop will present our once-honored place in history to participants in the form of dance, music, film and conversation and will reveal how the residential school experience facilitated the destruction of our status as sacred people within our Tribal Nations. We will have an open discussion about where we, as Two Spirit people, stand today not only in our own Tribal Nations but within North America and the larger LGBTQI movements as well.

Presenters: Sadé Heart of the Hawk, East Coast Two Spirit Society; Sheldon Raymore, East Coast Two Spirit Society

A Shared Commitment: LGBTQ People and Reproductive Health, Rights, and Justice

Reproductive Justice · All Audiences

Both the LGBTQ liberation and reproductive justice movements share the principles of bodily autonomy, human dignity, and sexual freedom. Since the Hobby
Lobby decision, religious liberty arguments and policy proposals have proliferated to detrimentally impact LGBTQ persons, women, and other communities. This interactive workshop will help attendees become familiar with the shared values between the LGBTQ liberation and reproductive justice movements using religious exemptions as a case study. Through a values clarification exercise and dialogue with presenters, participants will learn about reproductive justice and how religious exemptions impact the daily health needs, including reproductive health, of our communities.

**Presenters:** Candace Gibson, National Latina Institute; Julianna Gonen, National Center for Lesbian Rights

### Navigating the “Human Barrier”:
**Overcoming Biases While Working for Trans Student Inclusion**

**Schools and Education, Grades K-12 · All Audiences**

Schools can be resistant to addressing transgender student inclusion without understanding the full reasons why. Surprisingly, these barriers are not unique to schools considered conservative. A principal may say: "Why do all this for one student?" "We’re concerned about the safety of other students." "What about the concerns of other parents?" "We can’t ensure the trans child’s safety." Gender Diversity will explore the origins of this resistance, providing concrete ways to navigate successful transgender inclusion. Content discussed will include: how to field the “bathroom question”; age-appropriate ways to talk to children; pro-actively addressing concerns from other parents; and other ways to frame trans issues. This session provides a template for teachers, parents, or administrators to create an inclusive school environment and optimize a child’s experience.

**Presenters:** Aidan Key, Gender Diversity; Gil Rich, Gender Diversity; Micah Rajunov, Gender Diversity

### Mapping Our Desires

**Sexual Freedom · All Audiences**

This highly interactive workshop has been presented to huge and satisfied crowds at the previous six Creating Change Conferences. This abbreviated version of the day-long Mapping Your Desire Institute promises to be engaging and lively. We will begin with a panel of seasoned presenters on the manifestations of their sexual, romantic and relational desires. They will link how these experiences have impacted their development and activism within and outside of the LGBTQ movement. Audience members will then have chances in written exercises, small group sharing and large group process to work through a series of questions and worksheets to evoke awareness of their sex story and how it relates to their life paths and work as activists.

**Presenters:** Amelie Zum, National LGBTQ Task Force Volunteer; Jack Harrison-Quintana, Grindr for Equality; Renair Amin, Holokleria Coaching; Ignacio Rivera, Trans/Gender Queer Institute Organizer

### Micro-Aggressions of Desire

**Sexual Freedom · Fundamentals**

Words matter. “And you’re just so articulate” to a black or brown body (“How could you possibly be so eloquent when you’re not white?”). Actions matter. That “I smell something funny” look when a woman walks by (“She must be on her period. Why doesn’t she stay home?”). Seemingly “innocent” actions have major consequences, especially when they are inflicted repeatedly. To this awareness we bring the notion of the Micro-aggressions of Desire and how they can teach us to be ashamed of that which turns us on. We’ll acknowledge the smirks, the looks, the avoidance, the turn aways, the one word responses and how they all can lead us to deny, diminish and delete our desires. When we have clarity on what we’re dealing with, we can then empower ourselves to move past the Micro-aggressions to experience the exhilarating heights of sexual health. Join us as we discover how to navigate the Micro-aggressions, overcome them and claim a sexuality that is rightfully ours!

**Presenters:** Yoseñio Lewis, TASHRA

### Equality in Sports: Building LGBTQ-Inclusive Athletics on Campus

**Sports · All Audiences**

Athletics should be open and welcoming to everyone. Participation in sports improves health, builds character, fosters collaboration, and creates unique opportunities for teams and fans alike to celebrate diversity at all levels and become more effective contributors to society. Research show that athletics can be a very hostile environment for LGBTQ athletes. This workshop will help attendees
create more safe spaces for LGBTQ athletes on high school and college campuses. Participants will learn the most effective methods to promote respect and inclusion in sport and ensure that high school and college athletics are a safe space for all to participate without fear of discrimination, bullying, or harassment based on sexual orientation or gender identity. Attendees will leave with tools to measure the current climate for LGBTQ athletes on campus and have developed action steps to create more inclusive sports environments.

**Presenters:** Ashland Johnson, Athlete Ally; Shane Windmeyer, Campus Pride; Ted Lewis, University of Richmond

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**After a Suicide: From Why to What’s Next**  
*Surviving and Thriving - Fundamentals*

Queer populations are disproportionately effected by many types of violence, including violence that is self-inflicted. The same social injustices that we fight so hard against make us vulnerable to suicidal intensity. Every life lost has a ripple effect that shakes the community. Shame and stigma have denied queer communities the opportunity to grieve in the wake of suicide loss. Taking time to grieve and honor those lost to injustice is an integral part of healing the community in the aftermath of suicide. This introductory workshop will explore different ways that queer communities can safely address suicide losses by learning about what healthy grief looks like, creating community responses and safe memorialization, and how to support one another throughout the journey to healing.

**Presenters:** Heidi Lightenburger-Sanchez, Carson J Spencer Foundation; Jess Stohlmann-Rainey, Carson J Spencer Foundation

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**Super Heroes and Heroines for Truth, Transformation and Access**  
*Surviving and Thriving - All Audiences*

For LGBTQNC people of color — like all people — surviving and thriving requires access to health, wellness and social, economic and racial justice. However, because of the ways in which homophobia and transphobia are intertwined with Corporate, State and Non Profit services, systemic barriers often block access to even the most basic necessities. As part of our collective liberation, access to knowledge and skills that builds infrastructure for communities is a necessity towards building new spaces and systems. This workshop will explore ways we are transforming and/or retelling our own stories and claiming our own practices and traditions to build a path towards our collective wellbeing.

**Presenters:** Cara Page, Audre Lorde Project; Pooja Gehi, National Lawyers Guild; Gabriel Foster, Trans Justice Funding Project

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**Bootcamp for Trans & Gender-Expansive Leaders of Emergent Organizations**  
*Transgender Community and Issues - Advanced*

This intensive session is geared toward trans and gender-expansive executive directors, CEOs, core collective members, and other comparable primary decision-makers of emergent organizations (0-5 years old) who are seeking personal and professional support, networking, and meaningful mentorship as they continue to grow within their respective organizations. We will use an “unconference” format where participants will choose topics that are most useful and interesting for them. The atmosphere will be welcoming and affirming, with ground rules created by group consensus before brainstorming topics and breaking out into smaller groups. All participants will be part of an inaugural mentorship cohort and ongoing support network that will continue beyond the weekend.

**Presenters:** Riley Johnson, RAD Remedy; Milo Primeaux

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**TAT’s all folks - Trans* Ally Training**  
*Transgender Community and Issues - All Audiences*

According to a recent PEW poll, 90% of Americans say they personally know someone who is lesbian, gay or bisexual. However, only 8% of Americans say they personally know someone who is transgender. If you want to get involved in the movement for transgender justice attend the Trans* Ally Training, come to this interactive workshop and learn about these important issues and well as basic terms and allyship principles.

**Presenters:** Roxanne Anderson, OutFront MN

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**Tools for Keeping LGBTQ Youth Safe**  
*Youth - Intermediate*

LGBTQ youth deserve safe spaces to develop their identities in a healthy, respected, and celebrated
way. This workshop will focus on how community centers or drop-in centers can better maintain safety for LGBTQ youth through the design of tools that foster conflict resolution specifically for youth. Participants will craft versions of conflict resolution tools that make sense for the spaces they are trying to keep safe for LGBTQ youth. Attendees will leave having designed and practiced the tools specific to their work or community settings. This workshop will be led by staff from the Ali Forney Center in NYC, a nonprofit organization that provides housing and supportive services to LGBTQ youth between the ages of 16-24 who are experiencing homelessness.

Presenters: Nicole Giannone, Ali Forney Center; Heather Gay, Ali Forney Center

We Know What We Need: LGBTQ Youth in the Sex Trades Fight Back!

Youth · All Audiences

Young people who trade sex are rarely included in the conversations that impact our lives! This has led to money being poured into approaches that are proving harmful for LGBTQ youth, especially LGBTQ youth of color with involvement in the sex trades. Come to this workshop to hear from Streetwise and Safe (SAS) as we discuss the realities of these young people, dispel myths, look at specific policing practices and shelter policies that target our communities, and discuss concrete things you can do to stand in solidarity with youth in the sex trades! (This workshop will center the experiences and voices of young people with experiences in the sex trades and prioritize their safety.)

Presenters: Mitchyll Mora, Streetwise and Safe (SAS); Tee Emmanuel, Streetwise and Safe (SAS); Andy Medina, Streetwise and Safe (SAS)

CAUCUS 1
6:30 pm – 7:30 pm

Queer Geek Caucus
Art and Culture · All Audiences

This caucus centers discussions surrounding various geek cultures and the LGBTQ folk immersed in them. As video games, comic books, movies, cosplay, etc. become more diverse in representation, LGBTQ folks deserve to be reflected in, and in the creation of, the ever-expanding ways modern geekiness is being formed. Between talking about how aggressive and unsafe online gameplay can be and how much love there is for Garnet from Steven Universe, participants will have the opportunity to express their geekery and share their experiences, celebrations, and challenges with being LGBTQ in this community.

Presenters: Daniel Vasquez, Stonewall LGBTQ Resource Center/GLSEN MA

Rainbow Cinema: The LGBT Experience on Film, 1900-Present

Art and Culture · All Audiences

This entertaining and thought-provoking presentation delves into a century at the movies of what author/activist and queer film historian Vito Russo so aptly dubbed “The Celluloid Closet.” Utilizing images and film clips, Rainbow Cinema looks at the way the LGBT community has been represented on the screen from the dawn of cinema to the present day and how the images have evolved. Participants will be taken on an eye opening journey into the past, proceeding through the ensuing decades as the portrayal of queer people on the screen has evolved. An inspiring, one of a kind historical montage of queer film stars ends the presentation. Attendees will leave with an understanding of our place in movie history as it proceeds into the future.

Presenters: Richard Knight, Jr., Queer Film Society

Bringing Marginalized Voices to the Front: Effectively Center Marginalized LGBT Narratives

College Campus Issues and Organizing for LGBT Administrators · All Audiences

White and cisgender people are overrepresented among the professionals who do LGBT advocacy work on college campuses. One of the primary functions of this work in higher education is to educate campus communities about the LGBT community and the diversity within it. Given the educational aim of this work and the overrepresentation of dominant racial and gender identities among staff, what considerations do these professionals need to make as they are educating their campuses? This workshop will
invite participants to engage in a collaborative process to identify considerations, challenges, and opportunities for these professionals as they provide educational workshops to students and colleagues. Participants will be encouraged to consider how they can integrate Racial Justice and Trans Justice practices in their work. Participants should be prepared for challenging conversations without resolution but will leave this session with commitments and points for additional reflection.

Presenters: Craig Leets, Queer Resource Center, PSU; Kirsten Keith, Queer Resource Center, PSU; Demere Woolway, Johns Hopkins University

Enhancing Gender and Sexuality Programming Through Partnerships
College Campus Issues and Organizing for LGBT Administrators · All Audiences

Join other student affairs professionals to discuss your experiences implementing gender and sexuality programming through campus partnerships. Collaborating with others can pose great challenges including getting buy-in, dividing work equally, and finding shared goals. The benefits, however, can far outweigh the challenges and can include having a more sustained and widespread impact on the campus community and culture. In this session, the facilitator and participants alike will share both their successes and challenges in collaborating on gender and sexuality programming on campus. Through small group discussion, participants will have the opportunity to network with other higher education professionals and work through a challenge they are currently facing in their own work.

Presenters: Kerry Diekmann, American University

Choosing Language that Liberates
College Campus Issues and Organizing for Students · Fundamentals

Come think about the daily language that we use in and on campus and in our programs to talk about sexualities and gender diversity. Think: safe, preference, preferred, passing, etc. You bring the words that you hear on your campus, and we will talk about what it means and how it impacts the work that we do. And, what we can do differently simply by changing our language!

Presenters: t. aaron hans, Hamline University

LGBTQIA+ Graduate Student Caucus
College Campus Issues and Organizing for Students · Fundamentals

Join your fellow LGBTQ+ identified graduate students as we explore and celebrate what it means to be an LGBTQ+ graduate student. This will be a place for LGBTQ+ graduate students to gather and form community. We are often left out by the university and do not feel a place in the undergraduate LGBTQ+ community, but we still need community. We hope to fill that gap with this caucus.

Presenters: Dohyun Ahn, University of Georgia; Nick Gilbert, University of Georgia

From Community Partner to Ally: Moving Non-LGBT Organizations to LGBT-Affirming Organizations
Community Centers · Intermediate

Many non-LGBT organizations claim to support LGBT issues, or at the very least just point to having non-discrimination policies, yet lack the resources, tools, and knowledge to support people struggling with their sexuality and gender identity. In Chicago, many Latino-serving organizations are in the middle of a transformation to truly becoming LGBT friendly organizations.

Presenters: Julio Rodriguez, Association of Latinos Motivating Action; Celena Roldan, Erie Neighborhood House

Asexual, Demisexual, and Gray-A Caucus
Community Organizing · All Audiences

This caucus is a chance for the members of the ace community from all corners of the country to come together, share experiences, and organize. We will discuss current community issues, share techniques for community organizing and activism, and provide space for in-depth, in-person ace community discussions in both large and small groups. Please note that this is not a space for 101 questions, although curious allies are welcome to come listen or speak to organizers before or after the caucus.

Presenters: Mary Ginoza, Asexuality SF; Bauer McClave, Aces NYC/Aces Wild; Justin Savage, Gray Spec Social/Support Group
Transgender Liberation in the Criminal Justice System
*Criminal Justice · All Audiences*

This session will provide an opportunity for activists who are working on transgender liberation in the criminal justice system to come together, share ideas, strategies, successes and ask questions. The newest program of the Transgender Resource Center of New Mexico is the Transgender Justice Project which educates all participants in the criminal justice system, advocates for trans folks who are or have previously been incarcerated, is assisting the Department of Corrections to develop a transgender policy and will provide direct legal services in house and with a pro bono attorney bank. In this caucus we will divide into working groups to discuss incarceration, policing and legal/judicial issues. Together we will create a community agenda to move transgender work forward in the criminal justice system.

**Presenters:** Shari Weinstein, Transgender Resource Center of New Mexico; Adrien Lawyer, Transgender Resource Center of New Mexico

A Charge to Keep: Black Clergy Answer the Call to Be Open and Affirming
*Faith/Practice Spirit, Do Justice · Advanced*

Continuation of workshop in Session 4.

**Presenters:** Gwen Thomas, The African American Working Group

Can’t Stop Won’t Stop: Faith Communities of Color and Radical Resistance Movements
*Faith/Practice Spirit, Do Justice · All Audiences*

Historically and contemporaneously, faith communities have initiated or participated in major social justice movements. This interactive workshops draws on the radical histories of faith communities of color to help participants engage in racial and LGBTQI justice work through a faith lens. Through discussion and activity, this multimedia-infused, highly interactive workshop will emphasize the important and multifaceted contributions of people of faith to racial justice and LGBTQ social justice movements. By drawing on liberation theologies, sacred text, history, and tradition this workshop will enable participants to ground their justice work in the histories and narratives of faith communities of color, while allowing participants opportunities to envision their own contributions.

**Presenters:** Asher Kolieboi, United Church of Christ, Johns Hopkins Chaplains Office; Enzi Tanner

Metropolitan Community Church Meet Up
*Faith/Practice Spirit, Do Justice · All Audiences*

This will be a caucus for past and present members of MCC to come together to get to know one another and talk about the specifics of being a member of Metropolitan Community Church.

**Presenters:** Angel Collie, Metropolitan Community Church; Lauren Bennett, MCC

Muslim Caucus
*Faith/Practice Spirit, Do Justice · All Audiences*

Salaam! This caucus, hosted by Muslim Alliance for Sexual and Gender Diversity (MASGD), is an opportunity for self-identified Muslims at Creating Change to meet and support one another, as well as share information. This closed session is intended for people who identify as Muslim - whether that be secular, religious or cultural. All are invited to bring information about their activism and organizing work to share, whether this is your first time exploring this identity or you are looking to deepen your community building work.

**Presenters:** Yas Ahmed, MASGD

Why the LGBT and Secular Movements Share Goals and Should Work Together
*Faith/Practice Spirit, Do Justice · All Audiences*

Almost 20% of the American population identifies as “none” when it comes to religious beliefs. This demographic tends to be progressive politically and socially, which creates an atmosphere of mutual support with LGBT Americans. Many of the same root causes are problems for the secular and LGBT movements in their fight for normalization, acceptance, and equal treatment before the law. This workshop will include ideas and examples on how our movements can best work together, what shared goals exist, and how we can better foster this relationship.

**Presenters:** Greta Christina, Greta Christina’s Blog; Zack Ford, ThinkProgress.org; Danielle Muscato; Debbie Goddard, Center for Inquiry
In My Family - People with LGBTQ Parent(s) Speak Out
Families · All Audiences
There are six million people with LGBTQ-identified parents or guardians in the United States. This workshop will help participants learn about issues impacting people with LGBTQ parents and ways to strategically and effectively include the voice of youth in advocacy. Parents, people with LGBTQ parent(s), educators, and other community advocates will leave with a greater understanding of the complex experiences of LGBTQ families and will learn about today’s advocacy opportunities for people with LGBTQ parent(s).

Presenters: Emily McGranahan, Family Equality Council; Robin Marquis, COLAGE; Tina Fahkrid-Deen, COLAGE; Anna Van Avery

Gender Non-Binary/Genderqueer Caucus
Gender and Identity · All Audiences
Do you identify as genderqueer, gender non-conforming, agender, non-gendered, genderfucked, gender fluid, gender creative, gender expansive, or otherwise non-binary? Then this caucus is for you! We’ll make connections and share resources, while also working together to organize and brainstorm how to prioritize the struggle of gender non-conforming people in the larger movement.

Presenters: Renee Reopell, Children’s Hospital at Montefiore; Jacob Tobia, Astraea Foundation

It’s For Real: 30 Minute Play & Interactive Discussion
Gender and Identity · All Audiences
Hilarious and poignant, IT’S FOR REAL is a collection of stories that connects issues around race, class, sexuality, age, gender, self-esteem, and family. Based on the true experiences of the performers in the show, the audience is encouraged to ask the actors about their stories and share experiences. After the performance, we will have an opportunity to discuss the issues presented in a facilitated talk-back format.

Presenters: Ali Hoefnagel, About Face Theatre

Holding Hospital Systems Accountable for PrEP/PEP Access via Advocacy and Competency Trainings
HIV/AIDS · Intermediate
This caucus invites community centers and other community based organizations (CBO) to discuss best practices to assess and expand the competency of local hospital systems to provide Pre-Exposure Prophylaxis (PrEP) and Post-Exposure Prophylaxis (PEP), especially when it comes to LGBTQ patients. Participants will: practice cold-calling hospitals to build hospital-CBO relationships via role-play, learn what questions and approaches are helpful when assessing hospital PrEP/PEP information and/or service gaps, explore ways to present these information and/or service gaps to hospitals in a tactful way, highlighting what is at stake for LGBTQ patients if access and information is lacking, and consider the most effective ways to get hospital buy-in for competency training with the CBO. We will also review ways we can better prepare our clients to be successful in seeking PrEP/PEP services in the event that they encounter obstacles. Attendees will leave with advocacy, organizing, and networking skills, as well as helpful resources, leading to increased access and availability of information about PrEP/PEP for LGBTQ individuals in their service areas.

Presenters: Nissa Romanowski, Center on Halsted; Frank Chestnut, Center on Halsted; Kristine Chapman, Center on Halsted

LGBT Latino HIV Caucus
HIV/AIDS · All Audiences
The LGBT Latino HIV Caucus invites LGBT Latinos working on HIV issues or those interested in getting more involved in HIV issues to join us. We will create a space for participants to discuss their own work on HIV prevention, treatment, and the specific barriers and challenges that LGBT Latinos face related to HIV. The gathering is aimed at identifying potential opportunities for collaboration, building upon synergies to increase the number of LGBT Latinos working in the HIV field, and encouraging LGBT Latino-led organizations to access HIV funding. The caucus will connect attendees to opportunities for engagement in networks and convenings dedicated
to sharing best practices among LGBT Latinos to advance culturally competent tools to reduce new HIV infections and ensure that HIV positive LGBT Latinos receive treatment.

Presenters: David Perez, League of United Latin American Citizens; Lillian Rivera, Hetrick-Martin Institute; Marco Castro-Bojorquez, Lambda Legal Defense and Education Fund; Moisés Agosto-Rosario

Dialogue on Immigration Detention: The Past, Present and Future of Immigration Detention of LGBTI Individuals

Immigration · All Audiences

The manner in which LGBTI individuals have been detained for immigration purposes has changed dramatically. Learn what positive steps U.S. Immigration and Customs Enforcement (ICE) has taken to ensure safe and secure environments for those in custody. Ask questions and provide input to the people drafting the policies for the agency regarding LGBTI care.

Presenters: Andrew Lorenzen-Strait, U.S. ICE; Lana Khoury, U.S. ICE; Richard Rocha, U.S. ICE

LGBTQ Worker Rights and Unions

Labor · All Audiences

The basic objective of this session will be to draw connections between the LGBTQ community, the labor movement, and how they work together to continue the fight for true LGBTQ equality. Unions serve as a champion for the LGBTQ community both in the workplace and in society. Special focus will be given to the ways unions and union contracts are often the only protections LGBTQ workers have and propose a coordinated effort to push the passage of non-discrimination laws for LGBTQ workers in all states.

Presenters: Amy Gray, UFCW OUTreach; Laura Kelley, UFCW OUTreach; Tamara Jones, UFCW OUTreach

Building Safe and Affirming Schools: A Conversation on Strategy

Legislative/Policy Initiatives · All Audiences

This caucus is a space to share strategies, experiences, and lessons learned in the struggle to make schools safer and more affirming for LGBTQ students in K-12 schools. Participants will have the opportunity to learn about the current status of both affirming and harmful policies, as well as how advocates on the ground have been working to support students through policy, organizing, and education. This caucus will be a facilitated discussion between local, state-wide, and national advocates to increase collaboration and coordination.

Presenters: Tea Sefer, GLSEN; Nathan Smith, GLSEN

Lesbian Caucus

Lesbian Community and Issues · All Audiences

This will be an open forum for lesbians to discuss any issues related to lesbian identity and the place of lesbians in the LGBTQ world.

Presenters: Amy Lavine, National LGBTQ Task Force; Alicia Boykins, National LGBTQ Task Force

Making the News: Strategies for Elevating LGBTQ Voices in the Media

Media, Communications, and Messaging · All Audiences

This workshop will help attendees become familiar with and improve strategies for elevating LGBTQ voices in the media. The media plays an important role in the way we understand sexuality and gender identity, but unfortunately LGBTQ people are drastically under-represented in the media. A panel of LGBTQ reporters will share strategies on how to ensure that the voices of LGBTQ people are included in the media. Attendees will leave with practical advice and tools on how to elevate LGBTQ voices in the media.

Presenters: Jorge Amaro, National LGBTQ Task Force

Squad Goals: Building and Sustaining Local Organizing Collectives

Organizational Development · All Audiences

As young millennials construct a path to travel into a radical space of direct action and youth-led social change, it is imperative that we critique and learn from many of the mistakes that were so blatant in the 1960’s civil rights movement. Bayard Rustin understood the necessity to be radically inclusive, especially when confronted with the intersection of racial, sexual, and gender oppression. This workshop will chronicle the work that Black Youth...
Project 100 (BYP100) has been doing within different local Chapters to be radically inclusive and build sustaining local infrastructure as well as creating a new model for long-term grassroots organizing. This is the comprehensive work important to advancing the #BLM movement and create the “freedom movement of our generation.”

**Presenters:** Fresco Steez, Black Youth Project 100; Jonathan Lykes, Center for the Study of Social Policy

### Feelin’ Myself: Femme of Color Caucus
**People of Color • All Audiences**

Femme is subversive. From bent wrists to eyebrow game, fierce shoes to energy within. Expressions of femininity remain both targets of violence and spaces of resilience. How are Femmes of Color of all genders leading in the struggle for liberation? Where are the Femme of Color spaces in our neighborhoods and cities? How can we use our superpowers to re-construct a flawless feminism centering Trans and Gender Non-Conforming Femmes of Color? In this caucus we will discuss strategies for interrupting oppressive representations of femininity and build a stronger network of Femmes of Color through conversations, body movement, and more! *This caucus is geared towards People of Color (Trans, Cis, and Gender Non-Conforming) who are Femme or identify somewhere on a Feminine spectrum.*

**Presenters:** Che Johnson-Long, Femmes are From the Future, Georgia WAND; Elliott Fukui, Icarus Project

### POC Polyamory Caucus
**People of Color • All Audiences**

POC Poly Caucus provides a space for People of Color to share their experiences of their poly relationships and experiments with multi-partner attachments and family configurations.

**Presenters:** Naria Lei Jordan

### Queer Middle Eastern & North African Caucus
**People of Color • All Audiences**

Queer Middle Eastern and North African (MENA) people are organizing and mobilizing across the nation. Join fellow MENA queers as we share stories and learn from each other’s experiences as well as share ideas for building a strong national (and international) movement of MENA Queers. If you are Queer, Arab, Kurdish, Iranian, Turkish, Assyrian, Berber, Middle Eastern and/or North African, we invite you to join us for this very important conversation. (Please note this is a closed and zionism free space.)

**Presenters:** Bashar Makhay, Tarab NYC; Hilal Khalil, Tarab NYC; Alia Elsayed, Tarab NYC

### South Asian LGBTQ Caucus
**People of Color • All Audiences**

As part of the fastest growing demographic in the U.S., South Asian Americans reflect a cultural group with a significantly diverse demographic population. With ancestral heritage from Afghanistan, Bangladesh, Bhutan, India, Maldives, Nepal, Pakistan, Sri Lanka, and Tibet, South Asians represent diverse ethnic, cultural, religious, linguistic, and political groups with complicated, intersectional identities and migration histories. In this interactive caucus, South Asian LGBTQ and Questioning people of all ages, from the subcontinent and diaspora, share our unique stories and experiences, identify unmet needs in the community that need to be addressed, explore how to support each other’s journeys, and make personal and professional connections. This space is for individuals who identify as South Asian LGBTQ.

**Presenters:** Nishan Bhaumik, QSANN / NYC Anti-Violence Project; Mala Nagarajan, Queer South Asian National Network; Sasha Duttchoudhury, Trikone Northwest / QSANN

### Addressing LGBTQ Poverty: A Caucus for Economic Justice Advocates
**Racial/Economic Justice • Intermediate**

Even as LGBT people are making unprecedented progress toward legal equality in the United States, economic inequality within the LGBT community remains unaddressed. The caucus seeks to network advocates working to address the needs of low-income LGBT communities, with particular focus on how research and policy can alleviate poverty. Caucus-goers will engage in an interactive discussion of the current state of knowledge about poverty within LGBT communities, needed supports
and initiatives that would help reduce and eliminate poverty, and identify best practices utilized by attendees at the local level. The conversation will be responsive to how sexual orientation, gender identity and expression, age, race and ethnicity, disability, geography and other factors impact the lived experiences of low-income people and point us toward needed solutions.

Presenters: Laura Durso, The Center for American Progress; Urvashi Vaid, The Vaid Group; Angeliki Kastanis, The Williams Institute; Stan Sloan, Chicago House and Social Service Agency

But Can I Pay My Rent Tho?!: Surviving as a TQPOC Artist
Racial/Economic Justice · All Audiences
Without art, there can be no movements. As trans and queer artists of color, our stories are often ignored or drowned out by systems not built for us. This session will share tips and make space for folks to develop long term strategies on how to sustain a life as a working Trans/queer artist of color. Let’s make sure our stories as artists get told and allow us to make a living wage while doing it! Participants should come to this session as folks interested in a career in the arts.

Presenters: J Mase III, awQward talent, LLC; Vita E Cleveland, awQward talent, LLC

Black Feminist Dreams in the American South: Strategizing for RJ Movement Building
Reproductive Justice · All Audiences
Building off other Southern RJ gatherings (attendance at previous gatherings NOT required to attend), this caucus asks participants to go into the intersection of race, gender and incarceration to explore the unique ways it impacts our communities. We invite other RJ groups in the South to reflect upon the centrality of the penal state in producing/enforcing structures of reproductive injustice, as well as to explore and build upon the strategies that formerly incarcerated cis and trans* women are using to change policy, demand RJ and decarcerate their communities. Caucus hosted by Women With A Vision (WWAV), New Orleans’ only Queer Black led Reproductive Justice organization doing grassroots and policy level work at this intersection.

Presenters: Mwende Katwiwa, Women With A Vision, Inc; Deon Haywood, Women With A Vision; Desiree Evans, Women With A Vision

I’m a gay Black man: What Reproductive Justice Has To Do with Me
Reproductive Justice · All Audiences
What do you think when you hear “reproductive justice”? Most think “abortion,” so what does that have to do with Black gay and same gender loving (SGL) men? Reproductive justice (RJ) means so much more: affordable healthcare, jobs with living wages, freedom from violence—everything to thrive and support a family if we choose to have one. Yet a lot of these are out of reach for our community; many of us can barely support ourselves, let alone a child. And that’s exactly why Black gay/SGL men need to understand RJ. During this caucus, we’ll discuss challenges Black gay/SGL men face and how to achieve RJ, that is, a world where we feel safe, empowered, and if we choose, ready to create our own families.

Presenters: Zsea Beaumonis, National LGBTQ Task Force

Advanced Polyamory/Nonmonogamy Caucus
Sexual Freedom · Advanced
The Advanced Polyamory/Nonmonogamy Caucus provides an important affinity group and learning opportunity for those who are experienced in poly/NM. Perhaps you have questions regarding raising a family in a poly context or supporting a partner through a breakup. Come to this session to talk it out with other experienced practitioners of poly/NM.

Presenters: Robin Nussbaum, Sexual Liberation Collective; Aaron Eckhardt

Consent Counts: The Campaign Continues
Sexual Freedom · All Audiences
At the 2006 Creating Change Conference, a leather leadership roundtable determined that the number one priority of the BDSM/Leather communities was decriminalization of BDSM and the “Consent Counts” nationwide project to decriminalize
Consensual BDSM was launched. Consensual BDSM is prosecuted as assault in the U.S. and consent to BDSM has not been permitted as a defense. This interactive discussion session is intended to educate attendees about the range of issues surrounding sex and consent, update attendees on the state of the law, particularly BDSM activities, polyamory and targeting of sexual minorities, and how supporting efforts to decriminalize consensual BDSM benefits the broader LGBTQ communities. Since the project has been launched, much progress has occurred, including positive changes in the DSM-V of the American Psychiatric Association.

Presenters: Judy Guerin, National Coalition for Sexual Freedom; Richard Cunningham, National Coalition for Sexual Freedom

Transgender Sex Worker Caucus: Empowering Our Sisters

Transgender Community and Issues · All Audiences

This caucus will focus on: creating a national strategy to address the issues surrounding Transgender sex-workers, safety and stigma; creating a path to healthy strategies to succeed as an empowered sex workers; and development of curriculum to empower transgender women who engage in sex work.

Presenters: Maria Roman, APAIT/ Translatin@ Coalition; Bamby Salcedo, Translatin@ Coalition

Social Service Provider Caucus

Workplace · All Audiences

Calling all case managers, social workers, therapists, and direct service providers! Join us to create an intentional and healing space for service providers working with LGBTQIA communities to engage in important dialogue around common issues that workers encounter, such as providing culturally competent services, disclosure, sharing community with those we serve, trauma, and resisting neo-colonial power structures. During the caucus, attendees will have the opportunity to participate in three breakout sessions. The first session will focus on boundaries specific to working with LGBTQIA communities such as disclosure and sharing intimate community with those we serve. The second session will focus on trauma related issues such as healing from collective community trauma and how to recognize and navigate burnout due to vicarious trauma. The third session will focus on best practice issues such as how to track outcomes and share successful interventions in a population that has historically been vastly under-documented.

Presenters: Laura Sorensen, Morris Home; Kade Collins, Morris Home; Kai Bigelow, Morris Home; Andrew Spiers, Morris Home

What is Diversity and Inclusion Anyway: Thrive as a Person of Color in Predominately White LGBTQ Organizations

Workplace · All Audiences

As we continue to fight for full equality and our movement continues to diversify, so must our organizations. For some who work in the LGBTQ movement, it is a challenge to connect with other POC-identified staff in order to find community and support. This caucus is an opportunity to dialogue about some of the challenges that LGBTQ people of color might face while working in the heat of the very things that we fight against: racial bias, racism, homophobia, transphobia and prejudice. We will explore the meaning of diversity and inclusion, the dynamics of racial inclusion, and examine how to better support each other. Participants will share ideas about how to create more intentional and proactive opportunities for POC to thrive at work.

Presenters: Geneva Musgrave, Lambda Legal; Francisco Dueñas, Lambda Legal; Adrian Ogle
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Beyond Collaboration: Building Dynamic Power

Our LGBTQ and social justice movements are at a critical moment, but we struggle with barriers to collaboration, including competition for funding, strategy disagreement, and power dynamics. This session aims to approach the barriers to working together, dismantle those barriers, and identify ways to maximize relationships. Join us to confront tensions, explore dynamic power, and build plans that make sense for your distinct communities while creating collaborative relationships with others.

Presenters: Tash Shatz; Neola Young

Doing Our Work: White Activists Working for Transformational Change in This Movement Moment

The thing about movements is that they move - hopefully in the ongoing arc towards justice. Our current movement moment calls on us, as white activists, to reflect on our role working towards transformational change regarding racial justice. How do we show up in authentic solidarity in this work that includes practicing followership? How do we hold ourselves and our organizations accountable for how we use our power? How do we make sure that in our movement for justice that we leave none of our selves behind?

Presenters: Beth Zemsky

Straight White Jesus and the Religion of Empire: Decolonizing our Spirits through Brown-Black Solidarity

Centering Black and Brown voices, this open space invites all who ever wondered about how white supremacy and heteropatriarchy are in bed with Christian fundamentalism. Our project is to reclaim our Spirits - as artists, healers, organizers, political leaders, activists, people of faith, and more. Black-Brown solidarity is our best strategy to respond to the legacy of Christian supremacy’s intersectional injustice.

Presenters: Alba Onofrio, Sexual Liberators Collective; Yaz Nunez, Soulforce; D.J. Hudson, Black Lives Matter Nashville

Teaching Trans 2.0: Curriculum Beyond the Binary

Teaching Trans 2.0 explores interactive activities that participants can adapt to their home institutions and agencies. Participants will engage new paradigms of leading workshops and discussions around gender identity and expression. This 2.0 workshop goes beyond terms and definitions. Instead, participants will: explore effective and non-appropriative ways to share trans narratives, communicate best and emerging practices towards trans inclusion to different audiences, and increase understanding of and engagement with non-binary identities. Participants will also strategize regarding different curricular strategies and styles.

Presenters: Gabe Javier, University of Wisconsin-Madison, UW-Madison LGBT Campus Center; Katherine Charek Briggs, University of Wisconsin-Madison, UW-Madison LGBT Campus Center

Printmaking for the Revolution: Personal Radical Symbols

Art and Culture · Fundamentals

Important to movement building is the ability to create our own media and messaging. Before the internet, text or even snap chat, organizers and movements used tactics like screen printing to create our own media. While technology is great, there is something raw and very radical about not only crafting the words and symbols we choose to use in our messages and going one step further to physically create with paper and ink the messages of our movement. If you are ready to learn skills
and theory that can influence your practice as a leader, organizer, activist or community builder this workshop is for you.

**Presenters:** Wolfgang Bucher, UMKC Pride Alliance; Morgan Keenan, Missouri Gay Straight Alliance Network; Emily Squires, Sexual & Gender Minority Youth Resource

**Let’s Get More White Queers Showing Up for Racial Justice**

*Racial/Economic Justice · All Audiences*

More white LGBTQ people showing up for racial justice can build a more powerful struggle for LGBTQ justice in which ALL of us matter. Workshop attendees will learn concrete ways to engage white LGBTQ people in racial justice. Through storytelling and role plays based on real challenges in the trenches, participants will leave with concrete practices to grow the base of white queers for racial justice in their LGBTQ organizing.

**Presenters:** Carla F. Wallace, Showing Up for Racial Justice; Dara Silverman, Showing Up for Racial Justice; Z! Hawkeness

**Protect Me From What I Want: Desire, Race, Capitalism**

*Sexual Freedom · Intermediate*

This is an intentional space for Black people, indigenous people, and other people of color to discuss how our desires are informed by the systems of power that oppress us (including white supremacy, capitalism, and ableism). Power affects who we sleep with, who we are friends with, what we find beautiful. We will develop a framework to narrate the relationship between desire and power and then move towards strategies that reclaim intimacy for ourselves.

**Presenters:** Alok Vaid-Menon, DarkMatter; Janani Balasubramanian, DarkMatter; Mitchyll Mora, Streetwise and Safe (SAS); Malcolm Shanks, National LGBTQ Task Force

**Longing for Home: Safe and Affordable Elder Housing**

*Aging and Ageism · All Audiences*

One of the biggest issues facing many LGBT older adults is finding safe, affordable housing in cities across the country. Due to higher levels of financial insecurity and a general lack of affordable housing, many LGBT elders find that they cannot afford homes in the communities they may have lived in for years. Others face harassment and intimidation in their homes and in long-term care settings from aging professionals, other residents, and even their own family members. In recent years, LGBT aging advocates have begun addressing these housing insecurities through a variety of approaches including: expanding programs and services; training providers; changing policy; and educating consumers. Join us for a conversation about how these approaches are being implemented nation-wide.

**Presenters:** Serena Worthington, SAGE-Service and Advocacy for GLBT Elders; Britta Larson, Center on Halsted; Kathleen Sullivan, Los Angeles LGBT Center

**Advancing the Rights of Intersex People**

*Anti-Discrimination Law and Policy · All Audiences*

Join this interactive workshop by intersex rights lawyers providing an overview of the law and ethics surrounding intersex issues and the latest on law and policy initiatives in the U.S. and around the globe. Attendees will brainstorm effective tools for change in their own communities while applying concepts and advocacy tools learned during the workshop.

**Presenters:** Kimberly Zieselman, InterACT; Anne Tamar-Mattis, Advocates for Informed Choice (AIC); Alesdair Ittelson, Advocates for Informed Choice (AIC); Sylvan Fraser, Advocates for Informed Choice (AIC)

**Creating Whole Persons Of Solidarity**

*College Campus Issues and Organizing for LGBT Administrators · All Audiences*

Drawing on research from various theoretical perspectives, this workshop will create a critical framework to articulate the challenges and
opportunities in working with LGBTQ students at the intersections of spiritual and affectional identity development. Participants will apply this to their personal experiences, and will work in small groups to develop best practices for guiding conversations, and integrating curriculum. Attendees will leave this workshop with skills and knowledge necessary to create sustainable change within their institutions.

Presenters: Sivagami (Shiva) Subbaraman, Georgetown University; Julian Haas, Georgetown University

Building & Sustaining a Queer Students of Color Conference: QTPOC Student Organizing

College Campus Issues and Organizing for Students · All Audiences

This workshop will help attendees use a Black feminist intersectional analysis — race, class, gender, ability, and sexuality — to identify gaps in institutional support services for queer and trans students of color at their institution. Participants will learn and practice campus organizing strategies through interactive activities. Attendees will leave with practical advice and tools to implement and advocate for a Queer Students of Color Conference at their university or college.

Presenters: Samantha L. Taylor, Portland State University, Queer Resource Center

Trans and Queers fuera de la sombra

Community Organizing · Advanced

Trans and Queer fuera de la sombra will be a bilingual workshop (Spanish and English) to talk about the issues affecting the Trans and Queer people who come from communities of color, immigrant or low income. Our communities live intersecting lives and we are not affected just by one issue. We will learn about how through organizing we are combating discriminatory police practices, creating solutions by launching the first ever Translatina Co-op, and working inside of schools to end the school to prison pipeline and bullying of LGBTQ youth.

Presenters: Natalia Aristizabal, Make the Road NY; Bianey Garcia, Make The Road NY; Paola Lebron-Guzman, Make the Road NY

Coming Out of Concrete Closets: Black and Pink’s National LGBTQ Prisoner Survey

Criminal Justice · All Audiences

In the fall of 2015, Black and Pink, an open family of LGBTQ prisoners and “free world” allies, released a groundbreaking report based on findings from the largest ever survey of LGBTQ prisoners in the US. Over 1,200 prisoners answered the 133 question survey. The survey itself was created in collaboration with Black and Pink prisoner members and formerly incarcerated volunteers. This workshop will create a space for participants to listen, reflect, and engage with the findings from the survey through a combination of presentation and small group discussions. Participants will also have an opportunity to read prisoner reflections on the findings. Workshop participants will take time to respond, through letters, to prisoners based on their own experience engaging with the findings.

Presenters: Jason Lydon, Black and Pink; Ty Hinson, Black and Pink; Reed Miller, Black and Pink; Kamaria Carrington, Black and Pink

Know Your Rights: Tools and Resources for LGBTQ & GNC Young People

Criminal Justice · All Audiences

In this interactive youth-led workshop, Streetwise and Safe (SAS) will be screening our “The Real T: This Is My Truth” Know Your Rights (KYR) video and disseminating our “SERVE! Street Safety for Trans and Gender Non-Conforming Youth” booklet and other “KYR” materials that have been developed by and for LGBTQ & GNC young people of color, that shares information on their rights and realities when experiencing police encounters in NYC. We will use these tools as examples along with hands on activities and role play to lead participants in drafting ideas for developing new and creative ways to share information in their own communities. SAS will also share our best practices and processes in encouraging youth engagement when developing these and other materials and resources.

Presenters: Tiffany Joy, Streetwise and Safe; Peter Gabriel, Streetwise and Safe; James Santiago, Streetwise and Safe; Jordyn Rivera, Streetwise and Safe
Coming Out as Muslim
*Faith/Practice Spirit, Do Justice · All Audiences*

While there has been progress in the last 15 years, so often, Muslim and queer and/or trans identities are perceived as being incompatible, not just outside of the LGBTQ community but, very often within it as well. During this workshop, participants will have the opportunity to deconstruct the myth of incompatibility. Participants will take part in self-reflective, small group and whole group activities to examine how language and media messages have contributed to shaping this myth. The workshop will also offer counter-narratives around gender and sexual diversity in Islam to help participants reshape problematic pervasive public narratives and feel empowered to interrupt these when they encounter them.

**Presenters:** Urooj Arshad, MASGD; Terna Hamida; Jahnjeh Tiley-Gyado, MASGD; Tynan Power, MASGD; Raquel Evta Saraswati, MASGD

Masculinity without Misogyny
*Gender and Identity · All Audiences*

This interactive workshop will explore traditional markers for masculinity and their relationship to gender-based violence. This is an invitation to join a multi-gendered dialogue grounded in racial justice as we explore how to be in active solidarity with survivors of violence and push back against patriarchy and femme-phobia within MOC and Transmasculine spaces. Participants will leave with an analysis to help take inventory of their own masculinities and guide messaging in their local movements.

**Presenters:** Jess Clark, Solace Crisis Treatment Center; Alena Schaim, IMPACT (New Mexico); Sebastian Margaret, Disability Justice Collective

How to Incorporate Family Acceptance Messages: Programming to Create Structural Change
*Families · All Audiences*

This workshop will draw on presenters’ experience launching CAMBA’s Project ALY (Accept LGBTQ Youth) in Brooklyn, NY and Lambda Legal’s Community Acceptance Curriculum to encourage attendees to consider how they can incorporate the promotion of family acceptance into their own work. Project ALY promotes acceptance through educational workshops, parent groups and social marketing campaigns. Lambda Legal’s work seeks to create intergenerational dialogue to develop strong allies. Participants will identify and practice techniques for initiating dialogues about the importance of family acceptance of LGBTQ youth. Participants will engage in an activity to increase awareness and understanding of family acceptance. Attendees will leave with an understanding of how the family acceptance model can be applied to their advocacy work. There are no pre-requisites for attendees.

**Presenters:** Thanecha Senat, CAMBA; Geneva Musgrave, Lambda Legal; Lisa Koffler, CAMBA

The Hopes—and Headaches—of Statewide Trans Advocacy in Tennessee
*Gender and Identity · Fundamentals*

A four-person panel of gender variant advocates from the Tennessee Transgender Political Coalition share our hopes and headaches and welcome communications from the audience.

**Presenters:** Fredrikka Maxwell, Tennessee Transgender Political Coalition; Jaimee Faucette, TTPC; Michael Reding, TTPC and PFLAG; Marisa Richmond, TTPC

Listening for A Change
*Health · All Audiences*

The RYSE Center was born out of youth organizing. We see youth as key stakeholders and find it our charge to critically listen to their needs. This charge led RYSE to conduct a Listening Campaign: an inquiry of the experiences of trauma, violence, coping, and healing for youth of color in Richmond. It examines the legacy of structural racism vis-a-vis localized conditions of chronic, complex trauma, correlated health inequities, collective embodiment of trauma and violence, as well as collective empowerment towards healing, hope, and justice. This session will share RYSE’s integrative model, frame, and approach in addressing the needs of all young people, and share the Listening Campaign as a process to turn up the volume on the voices and priorities of youth of color.

**Presenters:** Brian Villa, RYSE Youth Center
An Agitator for Justice: What Bayard Rustin’s Life Teaches Us

History · All Audiences

Best known as the organizer of the 1963 March on Washington, Bayard Rustin fought for world peace, racial justice, the rights of workers to unionize, and economic equality; he was arrested so many times he lost count. A self-declared radical and socialist, he challenged other radicals to move “from protest to politics.” Without engaging the political system directly, he argued, we will always be outsiders, leaving the decision-making to others. This session will give an overview of Rustin’s activism and political ideas, and then participants will discuss and reflect on the challenges of combining strategies of protest, community organizing, electoral politics and legislative engagement.

Presenters: John D’Emilio, author of Lost Prophet: The Life and Times of Bayard Rustin

Addressing the HIV Epidemic in the Deaf Community

HIV/AIDS · All Audiences

This workshop will help attendees improve their existing treatment and prevention skills to include the Deaf community in their outreach programs, services and education. Participants will grasp the high risk impact caused by barriers that Deaf communities face when accessing prevention and treatment. Participants will learn how to provide more culturally competent care, how to access resources for training in order to help reduce these risks in their home service areas. Through an interactive workshop, you will learn the impact of being a linguistic minority has on HIV prevention work. The presenters will touch briefly on what identity and community means to the Deaf community and Culture. The presenters will educate the participants on the nuances of ASL, linguicism, and audism that permeate the dominant culture.

Presenters: Jennifer Heiser, Deaf-REACH; Mark Byrd, Gallaudet University

#Not1More: Asian Americans Organizing Against Profiling, Detention & Deportation

Immigration · Intermediate

In this workshop, the National Queer Asian Pacific Islander Alliance and Providence Youth Student Movement will talk about organizing against Asian American and Southeast Asian profiling, detention and deportation. Asian stories of profiling, detention and deportation are rarely brought to the forefront of immigrant rights movements. In this workshop, we will create space for Asian Americans to highlight issues of profiling and harassment, detention and deportation, and pain and trauma in our many communities. We will create space for Asian Americans to share our own stories, describe our organizing, and vision a world that sees all immigrants as fully human. Open to all.

Presenters: Sasha W., NQAPIA: National Queer API Alliance; Sarath Suong, PrYSM: Providence Youth Student Movement

Resisting the Global Export of U.S. Culture Wars

International Issues · All Audiences

Many of the most aggressive campaigns against the global struggle for social justice have been developed right here in the U.S.—formulated and propagated by American organizations and individuals committed to promoting a decidedly anti-LGBTQI, anti-choice agenda. In this engaging and interactive workshop, participants will examine the deep, underlying roots of how the U.S. Christian Right has been so successful in attaining such caustic influence abroad (e.g. white supremacy, imperialism, Christian hegemony, American exceptionalism, missionization, and neocolonialism). Guided by a team of U.S. and international activists, organizers, and researchers, this workshop will offer a critical framework for U.S. activists invested in strategizing and engaging in principled U.S.-based resistance to American culture warriors and other forms of horizontal solidarity.

Presenters: Cole Parke, Political Research Associates; Evelyn Schlatter, Southern Poverty Law Center; Haven Herrin, Soulforce; Michael Adee, Global Faith & Justice Project

Gender Identity and the Workplace: Trans* Labor Rights and Workplace Discrimination

Labor · Advanced

This workshop is intended to provide seasoned activists and advocates with the tools, skills, and knowledge to better advocate for trans* rights in the
workplace, as well as putting into practice existing protections in the workplace for trans* and gender nonconforming people. It will consist of lecture, group discussion, and multiple breakout sessions and group exercises.

**Presenters:** Victoria Rodriguez-Roldan, National LGBTQ Task Force

**Queerly Beloved: Forget Marriage Equality, I Want Liberation**

*Marriage and Family/Relationship Recognition · All Audiences*

In this workshop, participants will explore queer declarations of love that exist beyond same-sex marriage equality. A queer fat femme and her queer trans partner will facilitate a discussion about overcoming barriers, fears and the internalized oppression that often rule our experiences of love. Together, we will explore what it means to craft a truly authentic and liberated celebration of love and devotion. Along the way, the presenters will share stories from their own journey to wedded bliss while offering suggestions for stepping away from the “shoulds” of planning and closer to your true desires.

**Presenters:** Chelsea O’Neil; Owen Karcher

**Making Our Stories Visible: LGBTQ Youth Media**

*Media, Communications, and Messaging · All Audiences*

Policy debates and cultural discourse too often exclude the participation of LGBTQ youth of color and low-income youth. This screening and interactive workshop will offer perspectives from LGBTQ youth media activists who are making media to shape and reframe public debate around the issues that matter to LGBTQ youth. We will screen films by Supafriends, an LGBTQ youth media program of Global Action Project, and Streetwise and Safe that address two critical issues for LGBTBQ youth: housing justice and policing. Youth leaders from Global Action Project and Streetwise and Safe will share their work to shift the public debates on homelessness and policing, followed by a facilitated conversation about how we can use media to create meaningful change.

**Presenters:** Luce Lincoln, Global Action Project; Jesse Ehrensaft-Hawley, Global Action Project; Tiffany Joy Cotto, Streetwise and Safe; Peter Gabriel, Streetwise and Safe

**Pitch It In Public: Public Speaking To A Crowd**

*Media, Communications, and Messaging · All Audiences*

This workshop will equip organizational representatives with confident public speaking skills to pitch their messages in public settings. The workshop content covers short promotional pitches (10 seconds to 7 minutes) for organizations, projects, causes or events in front of a crowd. Participants should come prepared to make a short pitch and be prepared to offer constructive feedback to other participants. We will focus on attendee practice, effective use of verbal and body language, strategies for coping with public speaking fear and anxiety and use of inclusive language and humor. Attendees will leave with specific and practical tips and advice for improving their public speaking effectiveness.

**Presenters:** Rick Storer, Leather Archives & Museum

**Lessons & Strategies to Build Coalitions and Effect Change**

*Movement Building · All Audiences*

This session engages participants in an interactive discussion and examination of lessons and strategies learned from previous movements and how to apply them to build momentum and effect change. The failure and eventual success of marriage equality in Illinois will be used as an example of a past movement with valuable lessons that can be applied to campaigns and movements within and beyond LGBTQ communities. Organizing and coalition building on youth homelessness in Chicago will be used as an example of a contemporary issue that highlights the importance of coalition building across sectors and constituent groups. We will consider: the importance of inclusiveness and diversity in organizing and coalition building, how to articulate to people who don’t have direct experience with an issue why they should care, and how to influence stakeholders and decision-makers whose interests and priorities may be different from yours.

**Presenters:** Tracy Baim, Pride Action Tank; Julio Rodriguez, Association of Latinos Motivating Action; Jim Bennett, Lambda Legal, Midwest Regional Office; John Kohlhepp, AFSCME Council 31
How To Conduct A Justice-Based Hiring Process
Organizational Development · All Audiences
As we work to prioritize justice in the LGBTQ movement, it is critical that we empower trans leaders, leaders of color, femme leaders, working class leaders, disabled leaders, and other leaders who are not represented in the current leadership of our LGBTQ movement. Without leadership from these communities, our movement cannot achieve the justice we seek. In this workshop, we will share best practices for conducting a justice-based hiring process, from creating a job description to conducting interviews and employee retention. This workshop is designed to accommodate participants on both sides of the process, including both hiring managers and job seekers.

Presenters: Reese Rathjen, Development & Strategy Consultant; Alison Amyx, Believe Out Loud

A Place in the Middle: Indigenous Perspectives on Gender Diversity and Cultural Empowerment
Schools and Education, Grades K-12 · All Audiences
Learn about A Place In The Middle, a bullying prevention and safe schools program centered on an award-winning PBS children’s film that brings an indigenous cultural perspective to gender inclusion and educational equity. Despite increasing visibility, gender-creative youth are marginalized and bullied rather than respected and celebrated. A Place In The Middle flips this paradigm by telling the true story of an eleven-year-old Hawaiian girl who dreams of leading the boys’ hula troupe at her Honolulu school, and an inspiring transgender teacher who uses traditional culture to empower her. You will learn how to use this film and accompanying resources to develop a strength-based approach for working with gender-creative youth in your school or community. Free DVDs and educator/activist toolkits for all participants.

Presenters: Dean Hamer, Qwaves; Tracy Flynn, Welcoming Schools

Decriminalize This!: Sex Worker Rights as a Queer/Trans Issue
Sexual Freedom · All Audiences
This workshop posits that sex worker rights, and advocacy for decriminalization, is an LGBTQ+ issue, and encourages increased understanding and partnership in activism and advocacy. Participants will explore the social, legal and economic issues faced by sex workers, the parallels between discrimination and criminalization of sex workers and LGBTQ+ communities, and the historical and current role of sex workers in the movement for LGBTQ+ liberation. Additionally, participants will examine the distinction between decriminalization and legalization of sex work, discuss details of the arguments in support of decriminalization and its potential impact on sex workers, and finally, acquire strategies for acting as allies and effectively advocating for sex worker rights.

Presenters: Cassandra Avenatti, Project Fierce Chicago/Heartland Health Outreach; Channyn Parker, Chicago House

Accessible and Affirming Health Care for the Marginalized in the Transgender Communities
Transgender Community and Issues · Intermediate
This workshop will utilize audience participation and discussion of case studies to illustrate barriers to care faced by the most vulnerable and marginalized in the transgender community, models offered by traditional health care providers, strategies for overcoming barriers leading to successful engagement, and the consent issues that arise in providing hormonal care to those trans individuals. Participants will leave the session with frameworks for identifying how medical systems may fail to engage those most vulnerable trans individuals as well as guides and strategies for moderating these barriers to care. Information will be tailored to those with at least intermediate experience in program design, systemic analysis of program utilization, and familiarity with marginalization faced by trans individuals.

Presenters: Josie Paul, Chicago House TransLife Center; James Bell, Heartland Health Outreach

Black Trans Everything!: Creating a Culture of Resilience
Transgender Community and Issues · All Audiences
Black Trans people have been the targets of intimate partner, stranger-based, and state violence for a long time. There has been recent heightened exposure of this violence, as seen through the expansiveness
of Black Lives Matter! Movements, through national trans liberation days, and even through mainstream media. The conversation however, rarely includes the resiliency of Black Trans people. The wealth of resilience strategies and healing tools of Black Trans people will be the focus of this session. Participants will leave with a “medicine bag” of tools. This is a safe space for people who identify as Black/African descent and Trans or gender non-conforming (GNC). Non-black people are welcome if you are Trans or GNC, and cis people are welcome if you are also Black.

**Presenters:** Holiday Simmons, Southeast Two-Spirit Collective; Kai Green, Northwestern University; Cece McDonald, Black Trans Lives Matter!

### Building Trans Advocacy, Education and Support from the Ground Up

**Transgender Community and Issues · All Audiences**

Our session will provide support and information for folks who already are engaged in advocacy, education and direct support for transgender people and families in their communities, and for folks who want to get started. The Transgender Resource Center of New Mexico has been doing this work since 2008 and has steadily built relationships, increased our programming and raised our funding level over that time. We’d love to share what we’ve learned with you and provide a forum for folks from around the country to share skills with each other to strengthen all the amazing work that is being done! Whether you are just starting out, or are rolling deep in transgender liberation work, please join us. And let’s build!

**Presenters:** Adrien Lawyer, Transgender Resource Center of New Mexico; Zane Stephens, Transgender Resource Center of New Mexico

### Know Your Trans Rights and How to Advocate for Them!

**Transgender Community and Issues · All Audiences**

Do you want to be able to advocate for trans rights in your community but are unsure about what those rights are, exactly? If you, or someone you love/parent/are partnered with/care about is a trans person or if you are a part of an organization that serves trans people, then you need to know about the federal and state laws that impact trans people and learn how you can advocate for those rights in your own community. Come join a discussion with lawyers, policy experts, community organizers and educators about how to use the existing legal framework to transform your community to a more trans-inclusive space!

**Presenters:** Carl Charles, ACLU LGBT & HIV Project; John Knight, ACLU LGBT & HIV Project; Arli Christian, National Center for Transgender Equality; Crispin Torres, Lambda Legal

### Leading Not Banging: LGBTQ Youth Development without Screwing

**Workplace · Intermediate**

In light of people’s interest in looking to help mold and develop LGBT youth for the future, little research and/or work has been placed on proper protocol for handling and effectively maintaining a positive, platonic work relationship. This session is aimed to help alleviate that gap and provide some guidance on effective measures to leading LGBT youth without creating liability for the organization or institution. By the end of the session, attendees will be given resources and tools in proper managing of LGBT youth in workplace and mentorship circumstances.

**Presenters:** Nathan Strickland, LGBT Detroit; David Nelson, Jr., LGBT Detroit; Curtis Lipscomb, LGBT Detroit

### Creating a Safe, Trauma-Informed Space for Refugee, Immigrant, and Multi-Cultural Youth

**Youth · Intermediate**

This interactive workshop will teach you how to create workshops and programming that implement a trauma informed and anti-oppression framework to create a supportive and safe environment for every audience. InTransit Empowerment Project (ITEP) creates safe spaces where participants can explore their intersecting identities and positioning in society through creative and artistic expression. With ITEP, participants will learn through our lessons, mistakes, and successes as we have developed programming for immigrant, refugee, and multicultural young people. Participants will learn strategies of how to modify programming to be more accountable to the communities we serve. This workshop is intended for people who facilitate workshops or identity discussion groups, have some experience with programming, and have
a basic understanding of intersectionality and how oppression operates in society.

**Presenters:** Erica Roche, InTransit Empowerment Project; Tea Sefer, GLSEN; Ida SeferRoche, InTransit Empowerment Project; Xan Sutton, InTransit Empowerment Project

### Pushing Back Against the School to Prison Pipeline

**Youth · All Audiences**

The School to Prison Pipeline (STPP) targets youth of color, youth with disabilities, and queer/trans youth and then funnels them out of schools and into prisons. How so? Find out in our youth directed interactive workshop that centers youth voices. You will have the opportunity to engage in activities that will shed light on how this system works, hear from youth currently impacted by the STPP, and leave with resources and information on how to #PushBACK against #SchoolPushout. Who should come? Youth, anyone who works with youth, including teachers, social workers, case managers, youth homelessness, and anyone who wants to make connections between the STPP and how it may impact your community.

**Presenters:** Allison Brewer, GSA Network of Missouri; Mya Petty, GSA Network of Missouri

### Local Matters: Passing Local Nondiscrimination Ordinances

**Anti-Discrimination Law and Policy · Intermediate**

Today, more than 200 cities and counties across the country have passed local nondiscrimination ordinances (NDOs), extending workplace protections to tens of thousands of LGBT people in their hometowns. The progress is impressive, but passing fully-inclusive nondiscrimination ordinances is often a lengthy, arduous undertaking, requiring vast amounts of resources and extensive mobilization efforts. This session will provide advocates with the tools necessary when considering passing an NDO where they live. Participants will gain a thorough understanding of the national landscape of these laws and be introduced to groundbreaking research that analyzes key demographic correlates with successful NDOs. They will leave with a framework to identify opportunities and in their home state and how to avoid the mistakes of well-intentioned activists that have done more harm than good.

**Presenters:** Alex Sheldon, Movement Advancement Project; Roey Thorpe, Equality Federation; Jeffrey Mittman, ACLU-Missouri

### Intimate Partner Violence & Safety Plans

**Anti-Violence, including Sexual Assault and Domestic Violence · Fundamentals**

This interactive workshop will help attendees become familiar with the dynamics of LGBTQ intimate partner violence (IPV) and to improve LGBTQ specific safety planning skills. Participants will gain knowledge of LGBTQ specific IPV issues, including the importance of addressing particular factors in the LGBTQ context. Participants will leave with an increased awareness and knowledge of LGBTQ IPV and with specific tools that may be helpful in creating a safety plan for LGBTQ IPV survivors.

**Presenters:** Chai Jindasurat, New York City Anti-Violence Project; Mieko Failey, LA LGBT Center; Anabel Martinez, Los Angeles LGBT Center; Emily Waters, New York City Anti-Violence Project

### America in Transition: A Sneak Peek and Brainstorm

**Art and Culture · Intermediate**

Would multimedia content that portrays stories of transgender people from underrepresented
Bisexuals at the White House: Federal to Local Public Policy Advocacy

Bisexual Community and Issues · Intermediate

Catapulting from the historic White House Bisexual Community Policy Briefing in September 2015, this workshop will gather bisexual+ identified folks and allies to learn about ongoing bisexual-specific federal advocacy and how to translate existing federal policy recommendations to the local and state levels. Growing bodies of research show that bisexuals suffer unique disparities in mental health, physical health including HIV, education, immigration, violence, and employment. Participants will gain the knowledge and skills to leverage research and storytelling to advocate for evidence-based policy change for bisexual people. Participants will engage in small group work to adapt bisexual federal policy recommendations to their state and/or local contexts.

Presenters: Heron Greensmith, Movement Advancement Project; Lauren Beach, Vanderbilt University Medical Center; Dr. Herukhuti

Don’t Talk About It Be About It: Non-Oppressive QSOC Spaces on Campus

College Campus Issues and Organizing for LGBT Administrators · Advanced

This interactive session will help attendees improve their existing advocacy and planning skills around serving queer students of color on campus. Together will explore the history of campus services as regards students of color and white LGBTQ students, and how those unique histories inform how we currently do our work on campus. Participants will work individually and in small groups to develop action plans for individual campuses. Additionally, we will trouble shoot common issues that occur regularly on campus. This workshop is for people ready to dive into the work of serving queer students of color, with that in mind this session is for advanced folks working in higher education and who are already engaged in this work.

Presenters: sheltreese mccoy, Multicultural Student Center UW- Madison

Creating Intentionally Inclusive Events - Student Leadership Workshop

College Campus Issues and Organizing for Students · Fundamentals

As students, we have the opportunity and responsibility to challenge our campus’s understanding of radical inclusion by leveraging broad campus collaborations. Learn how to turn talk about intersectionality into inclusive action. Participants will practice and build skills for organizing effective programs, learn how to collaborate with multiple campus offices, organizations and community agencies, and identify ways to break down barriers to access at campus events. Attendees will also learn how to use the logic model to create theories of change to more intentionally create inclusive programs informed by a deeper understanding of power and privilege.

Presenters: Codie Stone, Western Michigan University; Jen Hsu, Western Michigan University; Alicia Robinson, Western Michigan University; Elvira Ubaldo Ace Ruiz, Western Michigan University

Bridging Generations: Story Sharing with Young and Older Activists

Community Organizing · All Audiences

The LGBTQ landscape has changed so much in the past two decades that different generations of activists do not always have similar views or priorities, understand or appreciate each other’s history, accomplishments, priorities, methods of communication, and even differences of personal style. In this participant-centered workshop,
playwright, director and social activist Joan Lipkin shares techniques and exercises to help us appreciate what we offer each other, which will help us more effectively organize community actions and activism. Together, we will explore the idea of writing with the body by orally sharing stories and the concept of embodiment as a working model for democracy, exploring how we can ethically and creatively understand the experiences of others, especially across a generational divide, to build stronger activist communities.

Presenters: Joan Lipkin, That Uppity Theatre Company

Access to Justice in the Courts: Fairness, Justice and Accessibility
Criminal Justice · All Audiences
How do we create change in the courts? What would a truly fair, impartial, just and accessible court system look like at the local, state and federal levels? Learn what fair courts advocates are doing to increase access to justice in the courts for LGBT people, people living with HIV, people of color, people with disabilities and people with limited English proficiency. We will discuss the intersections between the fair courts field and the access to justice movement; as well as how issues such as judicial diversity and judicial independence impact access to justice. Participants will have an opportunity to share best practices with one another and to discuss opportunities to engage in anti-bias and cultural competency training in their local court systems and to advocate for fair courts with statewide fair courts networks. Lambda Legal’s Fair Courts Project and Justice at Stake will share resources including recent reports on judicial selection reform and Know Your Rights in Court online hub.

Presenters: RJ Thompson, Lambda Legal; Elisa Ortiz, Justice At Stake

Becoming A More Inclusive Collaborator
Disability and Accessibility · All Audiences
This workshop will help attendees to become familiar with their unearned privileges which impact and effect the Deaf LGBTQQA community. The attendees will gain tools to create a checklist by empowering themselves to build more inclusive collaborations.

Presenters: Raymond Rodgers, Windy City Rainbow Alliance of the Deaf; Elke Weinbrenner, Windy City Rainbow Alliance of the Deaf

Fight the Power: Voting to Change Outcomes for the LGBTQ+ Community
Elections/Campaigns · All Audiences
This workshop will focus on the importance of the vote in the LGBTQ+ community and how barriers to the ballot box can limit the LGBTQ+ community’s fight for equality. Participants will work with panelists to review strategies that improve the efficacy of voting for our community in both local and federal elections. We will look at how photo ID laws, felony disenfranchisement, and discriminatory voting changes can make it harder for the LGBTQ+ community to gain equal access to the ballot. This workshop will prepare attendees to advance voting rights within our community and use the power of the vote to empower all LGBTQ+ people.

Presenters: Aunna Dennis, Lawyers Committee for Civil Rights Under Law; Jessica Byrd, Three Point Strategies; Cedric Lawson, The Leadership Conference on Civil & Human Rights; Jessica Pierce, BYP100

Faith and Justice: LGBTQ Asylum Seekers and Your Place of Worship
Faith/Practice Spirit, Do Justice · Intermediate
This workshop will discuss how faith-based organizations can assist LGBTQ asylum seekers in the United States. Participants will learn how congregations and other organizations have assisted asylum-seekers. Participants will hear from congregations who have assisted LGBTQ asylum seekers as well as asylum seekers themselves. Additionally, group work will allow participants to engage with each other and develop foundational practices and skills. Attendees will leave with a concrete framework regarding the issues facing LGBTQ asylum seekers in the U.S., as well as practical techniques of assisting them through various short and long term goals.

Presenters: Rabbi David Bauer; Rochelle A. Fortier Nwadibia; Asylee 1; Asylee 2

Homo/Transphobia in Religious Space: Roadblocks and Evolving Your Response
Faith/Practice Spirit, Do Justice · Intermediate
An interactive workshop designed to engage attendees in facing roadblocks to transforming religious-based homophobia and transphobia.
Attendees will work together and formulate approaches and strategies, as well as access tools that support growth and success. Through role-playing and small group exercises participants will learn strategies and language to enhance their organizing skills and make religious spaces open and welcoming to members of the LGBTQ community.

**Presenters:** Cedric Harmon, Many Voices; Candy Holmes, Metropolitan Community Churches

**Family Building Options for LGBTQ People**

**Families · Fundamentals**

Thought of starting or growing your family? Attend this session for a detailed discussion and presentation about the many options for building a family for LGBTQ people.

**Presenters:** Ruth Saremi, EMD Serono; Dr. Mark Leondires

**Getting Past the Fear of Asking**

**Fundraising · All Audiences**

“If you are afraid to ask for money, kick yourself out of the way and let the cause talk!” This engaging coaching session will benefit anyone who wants to become a more effective fundraiser. In a supportive environment, move past personal roadblocks and recognize some common mistakes. Practice specific language for how to make a strong ask, based on the relationships, and review ten tips that will make your next fundraising plan a success. This session will include an overview of a prospecting tool called “3 Cs of Fundraising (Capacity, Connection, Commitment).” You do not have to be in development to attend. This is a session that development staff and board members could attend together. Follow @ RobbieSamuels #CC16 for tips all weekend.

**Presenters:** Robbie Samuels, RobbieSamuels.com

**Queering Health Care in the Heartland: Creating LGBT Welcoming Health Spaces in Missouri**

**Health · Intermediate**

This workshop will provide attendees with a roadmap for bridging the gap found in LGBT health disparities in their local community by creating LGBT welcoming spaces - Missouri style. Participants will gain first-hand knowledge on the successful collaborative model of the Missouri LGBT Health Policy Project, while giving a snapshot of LGBT health in Missouri. Attendees will walk away with practical steps that have been successful in Missouri to create an environment of positive change in health for the LGBT community.

**Presenters:** Andrew Shaughnessy, PROMO Fund; Eugene Potchen-Webb, SAGE of PROMO Fund; Katie Keith, Missouri Foundation for Health

**Chicago’s OUTSpoken Storytelling Event: Building Community and Honoring Our History**

**History · All Audiences**

Utilize the power of storytelling for building community and documenting local LGBTQ history. Experience a sample of Chicago’s OUTSpoken Storytelling show—a monthly curated event where all the storytellers are LGBTQ. Learn tips and techniques for telling your story, practice storytelling, and brainstorm partnership opportunities to create storytelling spaces where you live. Participants will put together their first show as part of this workshop. Attendees will leave with the tools to tell their stories on the stage and as part of their advocacy work, tips for creating curated, diverse storytelling spaces in their communities, and the outline for their first show.

**Presenters:** Kim Hunt, Pride Action Tank; David Fink, OUTSpoken!; Art Johnston, OUTSpoken!

**Pushing PrEP with Peanuts or Plenty: Social Marketing Strategies for PrEP Promotion**

**HIV/AIDS · Intermediate**

This interactive workshop will provide examples of different, geographically diverse social marketing campaigns for PrEP. Different target populations will be discussed, with each example framed in the political, socio-cultural, and health care access context of the region where the campaign was developed. Presenters will share the steps they took to develop and disseminate their campaign content featuring a range of approaches. Workshop participants will then break into small groups and develop their own PrEP-related social marketing campaigns the bulk of the workshop. At the conclusion each small group will present on their campaigns. Participants will learn from the shared examples and their own direct
learn from the shared examples and their own direct experience and will leave with inspiration, practical ideas, and next steps for developing their own PrEP social marketing campaigns.

**Presenters:** Jim Pickett, AIDS Foundation of Chicago; Brandyn River Gallagher, Gender Justice League; Maya Ford, Legacy Community Health; Ben Walker, Austin PrEP Access Project

**From Foes to Friends: Global Views on Former Adversaries Becoming Allies**

**International Issues · Intermediate**

Religious leaders, corporations, media and the police too often are obstacles to achieving full human rights for LGBTI people. But there are exceptions! This workshop will help attendees understand how to work internationally through alliances with entities that in many cases have not been supportive of LGBTIQ rights globally. Examples will be given from different regions and practical advice given from panelists on how groups and activists in the US can be supportive. Participants will hear case studies (the good, the bad and the ugly) and learn how to support LGBTI communities globally. Attendees will leave with practical advice and tools and deeper knowledge of international issues.

**Presenters:** Jessica Stern, OutRight Action International; David Alexander, The National LGBTQ Task Force; Urooj Arshad, MASGD; Kasha Nabagasera, Kuchu Times

**Unions and the LGBTQ Community: How Can We Work Together?**

**Labor · All Audiences**

Labor unions are fighting hard for workers’ rights across this country by making sure they have a collective voice on the job. They are strong social justice advocates and have been involved in many progressive movements: #BlackLivesMatter, raising wages, marriage equality, condemning mass incarceration, among others. So why do they have a bad reputation? Simply, Americans don’t understand how unions fight for social and economic justice. Corporations and politicians have been lying to the American public for years about unions and they’re winning, so how do we work together to change the conversation? Join us and learn how unions fight for the rights of LGBTQ workers, regardless of union membership, and how we can all help unions fight against those trying to make them obsolete.

**Presenters:** Kristina Pace, Pride at Work; Bill Shiebler, American Federation of Teachers; Richard Fowler, American Federation of Teachers; Asher Huey, American Federation of Teachers

**The Trouble with the “Troubled Teen” Industry: Protecting LGBT Youth from Institutional Abuse**

**Legislative/Policy Initiatives · All Audiences**

For decades, the industry that claims to help “troubled” teens and to “fix” LGBT youth through residential “behavior modification programs,” boot camps and wilderness programs, has operated with less regulation and oversight than nail salons. This workshop will help attendees become familiar with this problem affecting LGBT youth, establish their own advocacy tools based on a successful model and create tools to create awareness. Attendees will also learn about individual stories of survivors through video testimonials and press reports. Attendees will leave with tangible ways to facilitate policy change, establish non-traditional organizational partnerships and address issues related to religious exemptions.

**Presenters:** Aaron Fox, Los Angeles LGBT Center; Stephanie Scheider

**Butch-Femme Fishbowl**

**Lesbian Community and Issues · All Audiences**

This workshop focuses on the Butch-Femme experience by giving those who self-identify as Butch-Femme the opportunity to really share, listen, and learn about how the other side really thinks/feels/engages. Topics covered in this highly experiential and interactive workshop include the personal experience of Butch-Femme, gender identification and gender roles, sexuality, and relationships. Come prepared to delve into the ever fascinating world of Butch-Femme dynamics and have a rousing (arousing?!!) and heartfelt time.

**Presenters:** Naria Lei Jordan

**Reform vs. Revolution: Divisive Tensions or Transformative Possibilities?**

**Movement Building · All Audiences**

Many LGBTQ organizers and organizations
struggle with the question of how to work towards revolutionary and transformative visions that ultimately address structural oppression, while improving the material conditions for the most marginalized members of LGBTQ communities. This workshop directly addresses the question of reform versus revolution, giving tools to navigate and address these conversations within organizations, coalitions, and other movement building work. Building our experience working within LGBTQ communities of color, LGBTQ low-income communities, LGBTQ immigrant communities, we will create a participatory conversation through an intersectional lens where we dismantle this false divide between reform and revolution, brainstorm possibilities for strategic alignment, and share guidelines necessary to bridge these goals in order to support leadership of the most marginalized and impacted communities.

Presenters: Ejeris Dixon, Vision Change Win Consulting; YaliniDream

Black Girl Magic: A Black Queer Feminist Lens

People of Color · All Audiences

As young millennials construct a path to travel into a radical space of direct action and youth-led social change, it is imperative that we critique and learn from many of the mistakes that were so blatant in the 1960s civil rights movement. Bayard Rustin understood the necessity to be radically inclusive, especially when confronted with the intersection of racial, sexual, and gender oppression. This workshop will chronicle the work that Black Youth Project 100 (BYP100) has been doing to further the #BLM movement and create the “freedom movement of our generation.” BYP100 uses a Black Queer Feminist lens, which seeks not only to include, but to center the experiences and analysis of Black, Queer, Trans and Women communities working towards radical change. This workshop will also explore the “Deconstructing Masculinity Trainings” which highlight the important role of gender in the Movement for Black Lives.

Presenters: Fresco Steez, Black Youth Project 100; Charlene Carruthers, Black Youth Project 100; Samantha Master, Black Youth Project 100

Nice Werk If You Can Get It: Building a Community of Care with Boston’s Ball Scene

Racial/Economic Justice · All Audiences

BAGLY, a 35+ year old youth-led, adult-supported social support organization has built a comprehensive, client-centered model for addressing sexual health disparities among young queer and trans people of color who are engaged in Boston’s Ballroom Community. This workshop will provide an exploration into BAGLY’s strategies, successes, and challenges as we build a community of care with members of Boston’s house and ball scene. We hope to inspire and catalyze replication by other organizations that wish to support and work with local Ballroom communities.

Presenters: Jessica Flaherty, BAGLY; Aaron Gonzales, BAGLY; Athena Vaughn; Hung Nguyen

Transforming School Culture: Strategies for Trans/Gender Inclusion in K-12 Schools

Schools and Education, Grades K-12 · Intermediate

Nationally, transgender middle and high school students experience hostile school climate and regular harassment from peers. Four out of five National School Climate Survey student respondents reported feeling unsafe at school. This interactive session will examine how youth voices, school leadership, and a community organization dedicated to safe schools collaborated to transform a school district through the implementation of trans inclusive policies and creation of a gender support team in schools. Hear directly from students, school administrators, policy makers, and safe schools advocates on the process of creating and implementing a trans affirming policy and the impact it has on healthy student identity development. Attendees will also have the opportunity to work in small groups to discuss collaboration, implementation, and messaging strategies. Sample model policies and procedures will be provided to attendees.

Presenters: Owen Daniel-McCarter, Illinois Safe Schools Alliance; Anthony Papini, Illinois Safe Schools Alliance; Zaiden Sowle, Illinois Safe Schools Alliance; Jeremy Majeski, Berwyn South School District 100
Workshop Session 6 • Saturday, January 23
Please check the grid schedule for room locations.

Sex Positive Trans Sex
Sexual Freedom · All Audiences
Come to talk about bodies, language, behaviors, and desires (and coming!) - all presented with trans*, genderqueer, and gender non-conforming people in mind. Our communities have particular concerns, as well as special opportunities for fun and frolic, that are often left out of mainstream Sex Ed. We’ll talk about what can be adapted for our bodies and how to do it. Here’s a chance to learn about the care, feeding, and delight of your tingly bits (and/or those of your partner) in a safe and trans-positive environment.

Presenters: S. Bear Bergman; Tobi Hill-Meyer, Handbasket Productions

A Gender Equity Network: Intersections of Trans, Reproductive and Immigrant Justice
Transgender Community and Issues · All Audiences
The Gender Equity Network is a collaboration formed by Western States Center, Transgender Law Center and Data Center to nurture a network of organizations and community leaders to build a stronger movement for reproductive justice by integrating the needs and leadership of the transgender and immigrant communities into the values, strategies and vision of the reproductive justice movement. We want to hear what you think of the data! Join us in an interactive exploration of the results of our survey of organizations in nine states. Help us analyze what you see as the most exciting and richest findings that point towards strengths and gaps, solutions and challenges for intersectional organizing.

Presenters: Jay Donahue, DataCenter; Owen Smith, Western States Center; Anand Kalra, Transgender Law Center; Jacqueline Altamirano Marin, Western States Center

Learning From The Trans 100: A Locally-Run Project with a National Scope
Transgender Community and Issues · All Audiences
The Trans 100 was an annual list, released in late March 2013-15, “celebrating excellence in the trans community.” In its brief existence, it received international attention, was used as a tool by business and government, and received both intense praise and intense criticism from the trans community itself.

Co-presenters Crispin Torres and Rebecca Kling worked with The Trans 100 throughout its existence and were its Co-Directors in 2015. They will provide behind-the-scenes insights into how and why the list was created, where it succeeded in its mission, and where it failed to live up to its goals. More broadly, they aim to use this workshop as a restorative space for feedback and growth, where community members can collaboratively brainstorm on how we can learn from and build on the work of The Trans 100 as we move forward.

Presenters: Rebecca Kling; Crispin Torres, Lambda Legal

Multimedia Tools for Trans Education
Transgender Community and Issues · Intermediate
I Live for Trans Education is a grassroots curriculum about issues impacting the transgender community from a social justice perspective. Learn how you can harness the power of stories to create intersectional dialogues via interactive activities, videos, and discussions. Strategize about best practices to lead popular education workshops in your own communities and connect with others who are doing the same.

Presenters: Karari Olvera, Trans Latin@ Coalition; Christina Gaza, Trans Oral History Project

Nothing About Us Without Us: Policy Into Practice Using a LGBTQ Youth Centered Approach
Youth · Intermediate
This hands-on workshop will deliver concrete strategies empowering both youth and adult community organizers. Strategies gained will help participants better inform, influence, and hold government agencies accountable to existing laws, regulations, and policies designed to protect LGBTQ youth. This session will focus on LGBTQ youth issues related to foster care and juvenile justice systems. This workshop will feature a wide-variety of small group exercises. At the end of the session, participants will walk away with an action plan designed to hold their local government officials accountable to enforcing existing LGBTQ laws and policies.

Presenters: Sarah Mikhail, The LGBT Community Center, NYC; Denise Niewinski, NYC Administration for Children’s Services; Shaquana Green, NYC Administration for Children’s Services; Rhodes Perry
Building the Board You Need to Succeed
Boards are critical to our success, but all too often board meetings feel aimless, board members are uncertain of how to help, and leaders aren’t sure how to leverage the passion and skills on their board. We’ll share creative ideas for better board engagement and give participants a chance to tackle board challenges. This workshop is open to all, but will be most relevant for board members and executive directors.

Presenters: Fran Hutchins, Equality Federation; Ian Palmquist, Equality Federation

Trans Enough: Challenging Limited Narratives of What it Means to be Trans
This workshop provides an opportunity for trans, genderqueer, nonbinary, and gender nonconforming people to discuss ways they have been impacted by the concept of being “trans enough.” A history of expressions of gender, as well as tools to facilitate similar conversations in communities, organizations, and groups will be explored. Participants will leave with tools to shift media narratives and expand upon limited, medical-based experiences to include various gender identities.

Presenters: Sandy James, National Center for Transgender Equality, TLEX; Owen Karcher

Organizing Lessons Learned from the Black Panther Party
In 1966, the Black Panther Party for Self-Defense was founded, quickly becoming one of the most prominent and polarizing examples of black organizing in the last century. In this interactive session, we’ll be exploring the tactics and programs that made Black Panther organizing so powerful. In the midst of many myths and distortions, what is undeniable is that the Black Panther Party members were incredibly effective community organizers for nearly two decades. Members used a volunteer infrastructure to operate complex programs at an unprecedented scale that stands out to this day. We’ll go over some of the major events in the history of the Panthers, and end by drawing clear connections to how the Panthers’ organizing philosophy and strategies are applicable today.

Presenters: Malcolm Shanks, National LGBTQ Task Force; Joshua Allen, FIERCE, Courtney Drain

Non-Binary 101: The Needs of Non-Binary/Genderqueer/Gender Nonconforming Communities
We get it: as a movement leader, it can be hard to keep up with all of the terms that young people are using to describe their gender identities. For folks who are used to the gender binary, non-binary identities can often be confusing, but we’re here to help. In this workshop, we will teach participants about the gender non-binary/genderqueer/gender non-conforming community from the ground up. Participants will leave this session with concrete knowledge and practical tools to integrate the needs of non-binary people into their organization’s work.

Presenters: Jacob Tobia, Astraea Foundation; Renee Reopell, Children’s Hospital at Montefiore

Queer Muslim-Jewish Dialogue: Organizing Within and Across “Rejecting” Religious Communities
Faith/Practice Spirit, Do Justice (LOGO) · All Audiences
This workshop is an opportunity for Queer Muslims and Jewish organizers to learn about each other’s work, share experiences, process conflict, and develop potential future collaborations. This year we will focus on sharing best practices and building skills in two key areas: 1. Organizing to help those at risk in communities of faith that are hostile to LGBTQ initiatives; 2. Navigating difficult queer intercultural conversations about geopolitical conflicts, Islamophobia/Anti-Semitism and Israel/Palestine. All are welcome to join in on this important discussion. Facilitated by members of both the PSDJ Jewish and Muslim Working Groups.

Presenters: Mordechai Levovitz, Jewish Queer Youth; Imam Daayiee Abdullah
WORKSHOP SESSION 7
3:00 pm – 4:30 pm

Realities of LGBT Sexual Violence
Anti-Violence, including Sexual Assault and Domestic Violence · Intermediate

This interactive workshop will help attendees become familiar with the dynamics of LGBTQ Sexual Violence (SV). Participants will gain knowledge of LGBTQ specific SV issues, including the importance of addressing particular factors in the LGBTQ context. Participants will leave with an increased awareness and knowledge of LGBTQ SV and with an organizational SV Action Plan that may be helpful in assisting LGBTQ survivors of SV.

Presenters: Anabel Martinez, Los Angeles LGBT Center; Mieko Failey, LA LGBT Center; Chai Jindasurat, New York City Anti-Violence Project

Personal Narrative and Comedy: Creating Change Through Stories and Laughter
Art and Culture · All Audiences

The session will begin with a group activity to get the attendees comfortable being together in the space by creating connection and laughter through improv games connected to names. Fawzia Mirza, a South Asian, queer, Muslim actor, and writer, will perform a scene from her acclaimed one-person show ME, MY MOM & SHARMILA. The attendees will be asked to share what they reacted to and why. The attendees will break into groups to engage in creating stories for themselves that will be shared with the larger group.

Presenters: Fawzia Mirza

Sexual Harassment and Sexual Assault Reported by Trans and Genderqueer Students: The 2015 AAU Sexual Climate Survey
College Campus Issues and Organizing for LGBT Administrators · All Audiences

The 2015 AAU Sexual Climate Survey for the first time asked a large population of college students (150,000) on 27 campuses about their experiences of sexual harassment and sexual assault. This workshop will provide an overview of the results—showing that students who identified as transgender, genderqueer, questioning or not-listed (TGQN) experienced the highest rates of both sexual assault and sexual harassment. We will strategize about what steps campuses can take to reduce these incidents and how to create these changes on your campus.

Presenters: Maria Trumpler, Yale University; Andrew Dowe, Yale University; Seth Wallace, Yale University; Laura Goetz, Yale University

Gender Inclusive Housing: What’s Your Angle on Your Campus?
College Campus Issues and Organizing for Students · All Audiences

A perfect “how-to guide” for gender inclusive housing does not exist because every campus and climate faces unique challenges. This session will seek the answer to one question: What’s your “angle?” On every campus, there is always one thing that drives decision-making and problem-solving, the “angle.” The angle might be the institutional mission, funding or money, state/local politics, or something else. The presenter will help attendees to identify the “angle” that will move the conversation about gender inclusive housing forward on their own campuses. Attendees will have a chance to identify campus partners, potential roadblocks, and tangible goal markers, and will leave the session with an action plan ready to Create Change!

Presenters: Ellie Hail-Langner, University of Northern Iowa

Economic Empowerment for LGBT People
Community Organizing · All Audiences

Understand the policy and advocacy strategies and wins around the nation that support the economic advancement of LGBT entrepreneurs. Hear directly from economic development expert and Senior Vice President of the National Gay & Lesbian Chamber of Commerce (NGLCC) Sam McClure and learn what you can do to build sustainable economic strength in the LGBT Community.

Presenters: Sam McClure, National Gay & Lesbian Chamber of Commerce
However the Hate May Come: Tools for Queer People and Communities

Community Organizing · All Audiences

This workshop offers concrete information for surviving anti-queer actions and politics. It helps make sense of the psychological toll of such experiences. This workshop helps people who’ve been impacted by anti-LGBTQ rhetoric and offers skills to protect ourselves in the face of everyday encounters with bias and larger encounters with anti-queer politics. Not only can we survive these experiences, we can use them to become stronger as individuals, as activists, and as communities.

Presenters: Glenda Russell, University of Colorado-Boulder

Say Her Name: Queer and Trans Women’s Experiences in Movements Resisting Police Violence

Criminal Justice · All Audiences

This workshop will engage participants in a conversation around centering experiences of Black queer and trans women and queer and trans women of color with gender and sexuality specific forms of policing within larger movements for police accountability and queer liberation. Drawing on recent research, national policy agendas, social media campaigns, and national days of action in honor of Rekia Boyd and Sandra Bland, participants will collectively brainstorm strategies for raising the visibility of Black queer and trans and queer and trans women of color’s experiences, and build engagement with local and national policy advocacy efforts which begin to address these experiences in gender and sexuality inclusive and specific ways.

Presenters: Andrea Ritchie, Streetwise and Safe

Unbought and Unbossed: Local Anti-Criminalization Campaigns in 2016 Presidential Elections

Elections/Campaigns · All Audiences

The 2016 Presidential Election will be the talk of every town and city in this country, if it isn’t already. Often times, local candidates, local conditions, and local campaigns are lost in the sauce of the national debates and politicians kissing babies. We know that so much work has been moving on the ground to address the criminalization of LGBTQ, Black and Brown communities and 2016 can help advance local anti-criminalization campaigns. Join us for an interactive workshop on how to build, run and win anti-criminalization campaigns that build power, promote resilience, and win social, cultural and political changes in our people’s lives.

Presenters: Mary Hooks, Southerners On New Ground (SONG); Paulina Helm-Hernandez, SONG

Seeing is Believing: Queering Religious Art

Faith/Practice Spirit, Do Justice · All Audiences

Sexy saints? A gender-bending Jesus? Bondage in a sacred painting? What? Join us for this workshop to look at religious works by queer artists which expand our understanding of the holy and our relationship to it. We’ll tell stories and gaze together at some wonderfully queer images while considering how artists can help us see things differently—from a vision of radical inclusion to the particulars of sacred sexuality—and that we can incorporate into our own spiritual understandings. By viewing images of people like us as holy, we can gain insight into our holy selves. Led by two scholars of religion, gender and sexuality, this workshop will primarily consider images from the Christian tradition, but queerly and expansively defined.

Presenters: Justin Tanis, Center for Lesbian and Gay Studies in Religion and Ministry; Justin Bernard Schlager, Center for Lesbian and Gay Studies in Religion and Ministry

What is this thing called Ministry? Are Trans people called to it?

Faith/Practice Spirit, Do Justice · All Audiences

This workshop will help attendees examine and understand what ministry is and what role it can play in the lives of transgender people of faith. Participants will hear members of the 2016 Trans Seminarian Cohort describe their journey toward ministry within traditional denominational structures and will also explore the concept of ministry as a way of providing for the needs of others, with or without a denominational base, and how that can apply in their lives.

Presenters: Hana Choi, Vanderbilt Divinity School; R. J. Robles, Vanderbilt Divinity School; Nancy Wichmann, Andover Newton Theological School; Eli’jah Carroll, Pacific School of Religion
Reclaiming Family: Families of Color Redefine Family and Family Values

Families · All Audiences

How can we reclaim family values that the right has coopted to push its agenda? How can we engage families to shift the narrative around what it means to be a family and create a climate that support families with LGBTQ members? Participants will identify key barriers and strategies to impact families, communities, churches, and public policy. They will establish new connections and a vision for how to continue this work in their own communities.

Presenters: Laurin Mayeno, Somos Familia & Out Proud Families; Marsha Aizumi, SGV API PFLAG; Marco Castro Bojorquez, Lambda Legal

Where the Rubber Meets the Ground: Addressing Stigma and Cultural Responsiveness to Secure Health Equity for Black & Latino Gay and Queer Men

Health · All Audiences

Black and Latino gay and queer men continue to face a crisis in accessing culturally responsive health care, as health disparities sharpen across racial/ethnic lines. These dire health outcomes, as experienced by Black and Latino gay and queer men, are now well understood in the context of social determinants of health and the myths of increased risk behaviors have been widely debunked. This workshop will call upon community activists to explore Black and Latino gay and queer men’s experiences of stigma in health care contexts and derive strategies to address these issues. Attendees are invited to participate in a series of exercises and group discussions aimed at identifying, analyzing and adapting three key recommendations from NASTAD’s Stigma Toolkit that can inform technical assistance for health departments.

Presenters: Carlos De León, NASTAD; Edwin Corbin-Gutierrez, NASTAD; Justin Rush, NASTAD

Legacy On Deck: A Youth-Led LGBTQ Historical Timeline

History · All Audiences

As LGBTQ-identified folks, we move with the history of our ancestors. We uphold and evolve the foundation of their radical actions in the name of equality and safety. The legacies of our ancestors must be utilized to support our present and future acts of mobilizing against oppression and towards continued equality. But when our leaders, movements, and crucial events in our history are erased, how can we maintain and uphold their legacy? How can we reclaim the revolutionary acts of our ancestors and insert ourselves into LGBTQ history? Join us, along with our National Student Council, as we engage in an intergenerational LGBTQ historical timeline activity. Together, we will make sure that our history represents the variety of our cultures, identities, and experiences in our vast LGBTQ community.

Presenters: Gabby Rivera, GLSEN; Jenny Betz, GLSEN

Criminalization of HIV+ Bodies: Condoms, Syringes, and The Disclosure Obsession

HIV/AIDS · All Audiences

Stigmatization of HIV and AIDS has led to a host of laws that criminalize our bodies and increase public health risk. In addition to laws that criminalize failure to disclose HIV status and engaging in behaviors that carry little to no risk of transmission, items like sterile syringes and condoms are used as evidence of drug crimes and prostitution, respectively. As a result, individuals are less likely to carry or use these items, leading to higher transmission rates for HIV, Hep C, and other blood-borne illnesses. Come learn more about these laws and how you can fight them in your community!

Presenters: Meghan Maury, National LGBTQ Task Force; Dan Kirk, Cook County State’s Attorney; Catherine Hanssens, Center for HIV Law & Policy; Robert Suttle, Sero Project

LGBTI Love in Africa: The Future of Christianity

International Issues · All Audiences

While politicians in Africa garner headlines with homophobic rants, on the ground, growing numbers of African faith leaders know that the dignity of every person is at stake as they begin to challenge the homophobia imported by fundamentalist Christians from the United States. Leaders of The Fellowship Global are partnering with African LGBTI leaders as they reach out to religious leaders in each country. Whether Uganda, Rwanda, Kenya, DRC, or Cote d’Ivoire, faith leaders are stepping up to be part of
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the movement for human dignity. Learn what Rick Warren is doing in Africa. Learn how Africans are leading the way to the next wave of human rights.

Presenters: Joseph Tolton, The Fellowship Global; David Ochar, United Coalition for Affirming Africans; Ann Craig, The Fellowship Global; Jean Brice N’Gou, United Coalition of Affirming Africans

The Equality Act: What’s In It for Me?
Legislative/Policy Initiatives · All Audiences
The Equality Act is a federal bill designed to provide comprehensive protections for LGBTQ people by banning discrimination in employment, housing, public accommodations, education, public funding, jury service, and access to credit. This historic legislation contains critically needed protections but it is not a complete solution for the multiple issues and concerns confronting our communities. Presenters will engage attendees in an in-depth discussion of the challenges and opportunities that lie ahead as our movements coalesce around advancing this bill.

Presenters: Stacey Long Simmons, National LGBTQ Task Force

“On the Go”: Developing a Social Marketing Strategy on Mobile Devices
Media, Communications, and Messaging · Intermediate
Taking advantage of readily available web-based tools, it is possible to design online platform tools to recruit and provide access to HIV prevention and treatment services, via mobile devices, to hard-to-reach young populations like MSM and other members of the LGBT community. “On the Go” strategies require average to slightly above average Internet skills making it accessible to budget conscious agencies that want to create their own mobile apps without the need of recruiting web programmers or specialized services. This workshop will present lessons learned and best practices acquired as a result of implementing a mobile based Social Marketing Strategy for young MSM in Puerto Rico as well as providing hands-on opportunity to explore and navigate the available web-based tools.

Presenters: Gustavo Adolfo Morales Correa, Latino Commission on AIDS

Name Change Project for Transgender Veterans - Getting Legal Help to Where it is Needed
Military and Veterans Issues · All Audiences
This workshop will help attendees understand and complete the steps needed to change the Department of Defense discharge paper (DD Form 214), which is a lifeline for military veterans who have returned to civilian life. As transgender veterans know, records with former names or outdated gender designations can compromise privacy and lead to harassment in countless situations, including when applying for jobs or benefits from health care to college tuition to a housing subsidy. Proof of military service is demanded when veterans apply for everything from a job to a mortgage to a business loan. This workshop will help participants navigate through the form and name change process for themselves and others while helping develop a policy to correct this injustice through a formal national policy.

Presenters: Evan Young, Transgender American Veteran Association; D’Arcy Kemnitz, National LGBT Bar Association; Stephen Lessard, Orrick; Paula Neira, Attorney Member National LGBT Bar Association

But We’re on the Same Side: Conflict Resolution for Nonprofits
Organizational Development · All Audiences
Despite shared goals, nonprofits often experience conflicts that must be resolved. This workshop will teach you the skills to help mediate conflicts, formally and informally, when they occur within your organization or between community partners. We will also discuss best practices to prevent conflicts from occurring as groups and individuals work to move equality forward in their communities.

Presenters: Jamie Curtis, PFLAG; Cesar Hernandez, PFLAG

Finances for Small Organizations: Locating Yourself and Building Capacity
Organizational Development · Intermediate
Are you the financial officer of your small organization? Are you your WHOLE organization? Come learn more about how we measure the financial health of movement organizations and the Top Five Things Small Orgs Need to Know About

Presenters: Gustavo Adolfo Morales Correa, Latino Commission on AIDS

NATIONAL LGBTQ TASK FORCE • CREATING CHANGE 2016
FiOnces. We’ll discuss how to find free and low-cost resources for organization administration and how to build a financial reserve as a small organization without a lot of extra cash. The Movement Advancement Project conducts annual financial analyses of LGBT community centers and the LGBT movement’s largest organizations. We’ll leverage what we’ve learned to help you more clearly measure and build the financial health of your small organization.

Presenters: Heron Greenesmith, Movement Advancement Project; Bill Lorenz, Movement Advancement Project; Alex Sheldon, Movement Advancement Project

Latino (LGBT) Community Outreach 101
People of Color · All Audiences
In the past ten years, the US Latino population has both grown, as well as migrated to states that had not previously seen Latino communities. This workshop is designed to help LGBT activists and organizations begin and/or strengthen their Latino outreach efforts. Let’s increase your capacity to both meet the needs of LGBT Latinos, as well as collaborate and build relationships with your larger Latino communities.

Presenters: Francisco Dueñas, Lambda Legal; Omar Narvaez, Lambda Legal

People of Color & Indigenous Traditions to Resource Our Collective Survival & Resiliency
People of Color · All Audiences
This workshop is for People of Color and Indigenous communities to explore concepts of wealth, worthiness, and collective wellbeing inside of white supremacy and the racial/gender wealth divide gap. What are our experiences and relationships to giving and fundraising as people of color within the conditions of white supremacy? How can we engage our own communities and build effective alliances with allies to resource our collective survival and liberation? Join us for discussion, storytelling, and games as we map our traditions of giving, share current strategies, and lessons learned within our communities and movements. (We ask that white allies honor this as a People of Color and Indigenous only space.)

Presenters: Cara Page, Audre Lorde Project; Naa Hammond, Funders for LGBTQ Issues; Alok Vaid-Menon, DarkMatter

APIs4BlackLives: Doing our Part in Racial Justice Movements
Racial/Economic Justice · Intermediate
As the Movement for Black Lives gathers strength across the country, Asian Americans have a specific role to play in organizing against anti-Blackness and towards racial justice. As the “model minorities” of the U.S., we must challenge our complicity in anti-Black racism and lift up our shared struggles, to build towards our collective liberation. In this session, the National Queer Asian Pacific Islander Alliance will discuss the intersections of API and Black oppression. We will create space for queer Asian Americans to discuss how we can build a racial justice movement for Black and Asian liberation. We will discuss strategies for taking the work home locally. This session is specifically for those who identify as Asian American, East Asian, Southeast Asian, South Asian and Pacific Islander.

Presenters: Sasha W., NQAPIA: National Queer API Alliance; Sam H., i2i: Invisible to Invincible; Sasha D., Trikone NW; Tori H., SOY: Shades of Yellow

Creating Inclusive Spaces for All Students, K-12; Disrupting Heteronormativity
Schools and Education, Grades K-12 · Fundamentals
The culture of elementary schools has a significant impact on a child’s academic, social, and emotional well-being, yet most schools in the US tend to perpetuate a heteronormative culture which denies, silences, and stigmatizes children who display any atypical gender behavior and/or are perceived to be lesbian or gay. This workshop will speak to youth, counselors, educators, school leaders or anyone interested in creating safe, positive school cultures for all students. This interactive presentation will provide participants with the research-based practices and structures that foster social justice, inclusivity, and LGBTQ pride. Participants will explore the manifestations of homophobia within the schools, share and reflect upon the barriers to disrupting heterosexism, and collaborate on ways school leaders and teachers can confront homophobic language/actions/curricula within the schools. Participants will leave with concrete ideas of how to disrupt heteronormativity within the school setting and a list of resources and counterpublics that support LGBTQ youth and teachers.

Presenters: Meg Goodhand, SafeSchoolsNC; Omar Cune, SafeSchoolsNC
Perspectives on Policing Children in Schools: Way Too Many Pipelines

_Schools and Education, Grades K-12 · All Audiences_

This session will include a presentation and a panel of people with lived experience as victims and administrators of the school-to-prison-pipeline system. The presentation and panel will include local LGBT people, people of color, and activists. This will be an educational opportunity for activists to learn how the school to prison pipeline problem is related to their ongoing work. We will share different advocacy models, share local resources, and conclude with a call to action.

**Presenters:** Kara Ingelhart, Lambda Legal Defense and Education Fund; Rachel Brady, Equip for Equality; Lindsay Ciochina, Fusion School

Sex and Shame in LGBTQ Activism

_Sexual Freedom · All Audiences_

Shame influences and shapes sexuality for almost everyone, across the spectrums of gender, sexuality, race, class, and individual desires. It has an additional impact on LGBTQ people because of the ways in which it reinforces homophobia, biphobia, transphobia, and sex-negativity. If we want to overcome and move past sexual shame, and if we want to identify how it affects larger social dynamics, we need to understand how it works. Please join us for this interactive workshop during which we’ll unpack the mechanisms of shame, discuss how it shapes us, and what we can do to build our shame resilience. When we have the tools to deal with this difficult but inevitable emotion, it becomes much easier to resolve jealousy, loss, and fear so we can create more space to give and receive love, explore our authentic selves, build the relationships that suit us, and create a more equitable society.

**Presenters:** Jack Harrison-Quintana, Grindr for Equality; Charlie Glickman

Creating Trans Support Spaces

_Transgender Community and Issues · All Audiences_

From monthly social support meetings to Facebook groups and message boards, trans people have always been resourceful when it comes to creating spaces for social support. Participants in this workshop will learn strategies for creating safe support spaces by and for trans people, both online and in person. Whether you’re looking to grow your online community or seeking tips on how to better moderate a meeting, this workshop is for you!

**Presenters:** Tucker Barry, Equality Louisiana; Corinne Green, Louisiana Trans Advocates

Making Homeless Shelters Safe for Trans People

_Transgender Community and Issues · Intermediate_

This workshop is for those who want to learn about issues regarding access to and conditions in homeless shelters for transgender people, strengthen their advocacy for shelter access, or improve services in their agency. Participants will learn about recent federal policy developments regarding transgender people’s access to shelters; examine best homeless shelter policies and practices with training tools for homeless shelter administrators and staff in order to better serve the needs of transgender clients; and exchange stories and experiences from those who work in the field.

**Presenters:** Harper Jean Tobin, National Center for Transgender Equality; Aaron Potenza, Garden State Equality; Abbilyn Miller, U.S. Dept. of Housing and Urban Development

The Corporate Assault on LGBTQ Rights At Work

_Workplace · All Audiences_

In this workshop, you will discover some of the ways that corporations and their lobbying groups are marketing themselves as LGBTQ friendly while engaging in workplace practices and policies that hurt LGBTQ workers and their families. Does your company buy ads supporting marriage equality but forbid its workers to join a union? Or does it provide health coverage for same sex partners while denying extended coverage for trans individuals? By reading and discussing several case studies, participants will learn about the tactics that corporations are using to shield themselves from public scrutiny of their attacks on LGBTQ workers’ rights and learn ways to fight back.

**Presenters:** Mariya Strauss, Political Research Associates; Jerame Davis, Pride @ Work
Locked In: Criminal Justice and Child Welfare Systems and Youth Who Engage in Survival Sex
Youth · All Audiences

In 2015, Streetwise and Safe (SAS), in partnership with the Urban Institute, released two reports on the needs of youth in the sex trades titled “Surviving the Streets of New York” and “Locked In: Interactions with the Criminal Justice and Child Welfare Systems for LGBTQ Youth, YMSM, and YWSW Who Engage in Survival Sex.” This is the first federally funded study documenting the experiences of LGBTQ youth, YMSM, and YWSW with experiences in the sex trades. The perspectives of youth themselves are combined with in-depth interviews with 68 criminal justice, child welfare, and youth-serving professionals across 28 organizations. Come to this workshop to hear SAS researchers and youth leaders go in depth on the findings of these two crucial reports!

Presenters: Mitchyll Mora, Streetwise and Safe (SAS); Peter Gabriel, Streetwise and Safe

Youth Policy Wonk Exchange
Youth · All Audiences

In an unpredictable national climate, state and local policies provide a powerful avenue for LGBTQ youth advocacy. Advocates from Massachusetts will share our success stories in sectors such as juvenile justice and join you to discuss new strategies for engaging state and local bureaucrats to push forward an agenda for LGBTQ youth no matter where you live. Participants will be encouraged to connect with each other to exchange information on innovative policy initiatives, best practices, creative messaging, and available data across the country in arenas ranging from education to out-of-home youth. Bring your contact info and join us for a fun session designed to foster new connections, spark an exchange of ideas, and brainstorm new directions for the future.

Presenters: Hannah Hussey, Massachusetts Commission on LGBTQ Youth; Kevin Lam, MA Commission on LGBTQ Youth; Julian Dormitzer, MA Commission on LGBTQ Youth; Julian Cyr, MA Commission on LGBTQ Youth

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4:45 pm – 6:15 pm

Hip-Hop + Queer Performance
Art and Culture · All Audiences

This is a highly interactive workshop where participants will explore how Hip-Hop aesthetics and culture intersect or do not intersect with queer performance and identities. Participants will engage in Hip-Hop: history and foundations, movement/dance, visual art, and performance. Participants should wear comfortable (yet, appropriate) clothing for movement.

Presenters: Sidney Monroe, The Theater Offensive; ViQuan Smith, True Colors: Out Youth Theater

Pick A Struggle: The Queer Person of Color Experience on College Campuses
College Campus Issues and Organizing for LGBT Administrators · All Audiences

LGBTQ people of color encounter unique challenges on college campuses. Many of those challenges are often shared by students, faculty, and staff alike. We will discuss campus experiences from LGBTQ people of color at a variety of colleges and universities, including a review of relevant theories and the identity development of LGBTQ students of color. We will work together to brainstorm methods of increasing inter-campus and intra-campus supports for LGBTQ people of color on college campuses. Participants will leave with resources, ideas and a plan in place about how to serve this unique population on their campus.

Presenters: Winni Paul, Winni Paul Consulting; Tiffany Lane, Minnesota State University - Mankato; Aneesah Smith, West Chester University

UndocuPeers: Liberating Campus Climate for LGBTQ Immigrant Youth
#UndocuTrack
College Campus Issues and Organizing for Students · All Audiences

This session is an interactive training program that seeks to increase the educational success of undocumented LGBTQ students. We will provide the tools necessary to begin or continue
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Conversations on how to better support and work alongside LGBTQ undocumented immigrant students by streamlining departmental support and resources across the institution. The goal of the training is to change institutional policy and increase the advocacy resources within schools that support the success of students throughout their educational careers. UndocuPeers ensures that current and future educators are well-informed when working alongside undocumented immigrants. Moreover, it helps undocumented students identify educator activists on campus who will support and work with them to transform a campus into one that understands undocumented students’ experiences and celebrates all students.

**Presenters:** Laura Bohorquez, DREAM Educational Empowerment Program; Rodrigo Velasquez, George Mason Dreamers; Ana Temu, North Colorado Dreamers United; Josue Navarro, UNM Dream Team

**The Revolution Will Not Be Toxic: Centering Care in Movements for Change**

Faith/Practice Spirit, Do Justice - All Audiences

Do you struggle with feeling like you’re “not a good enough activist” because you can’t devote every waking moment and ounce of resources you have to the struggle? Do you find yourself in activist communities where people mistreat each other and write it off because the cause is more important than the people involved? There’s another way. In this workshop we’ll talk about self-care and communal care as revolutionary acts, and learn skills that will help us create care-centered movements for change. Come with an open heart and get ready to practice building the world we want to see.

**Presenters:** LeLaina Romero; Teo Drake, Positively Trans; Lynn Young, Chicago Theological Seminary; Alex Kapitan, Unitarian Universalist Association

**What Tipping Point? An Intersectional Gaze into the Future of the Transgender Movement**

Faith/Practice Spirit, Do Justice - All Audiences

While celebrations abound and transgender experiences seem to be on the tip of the media’s tongue, the lived experiences of the majority of trans and gender non-conforming folks, especially trans women of color, isn’t following suit. In the post-Marriage Equality and post-Caitlyn Jenner world, this workshop will bring together transgender-identified religious leaders to discuss issues of power, privilege, and tokenization. We will seek a new way forward and work towards crystallizing our own “gender agenda” in the face of continued exclusion. Please come with an openness to talk honestly about oppression and privilege within our own communities, to interrogate places where we hold privilege, and be willing to be held accountable in our responsibility to disrupt systems of privilege and marginalization.

**Presenters:** Angel Collie, Metropolitan Community Church; Asher Kolieboi, United Church of Christ, Johns Hopkins Chaplains Office; Jakob Hero, MCC of Tampa

**Give OUT Day 2016: Strategic Ways to Grow Your Organization**

Fundraising - All Audiences

In the past three years Give OUT Day, the only national day of LGBTQ giving, has raised nearly $2.5 million supporting hundreds of LGBTQ organizations. The 4th annual Give OUT Day takes place May 19, 2016 and is a key fundraising opportunity to acquire new donors and raise money. This session will provide background about how your organization can participate and best practices to utilize Give OUT Day to bring the greatest value to your organization.

**Presenters:** David Alexander, The National LGBTQ Task Force; Babbie Jacobs, Bolder Giving

**Wellness + Queers: Strategies and Steps**

Health - All Audiences

Tobacco use is an important health issue that disproportionately impacts the LGBTQ community. This workshop will focus on informing participants about tobacco use in the LGBTQ community through wellness programming and how this is being (or can be) addressed at the local and national level. Brant Miller will present on wellness and tobacco cessation programming and outreach being done at DC’s local LGBT community center, and Scout will talk about LGBT Health Link’s national work and opportunities for other communities to do wellness and tobacco-related work. The session will wrap up with feedback and questions from participants as well as games to test knowledge and get practice!

**Presenters:** Brant Miller, The DC Center for the LGBT Community; Scout, LGBT HealthLink at CenterLink
Positively Trans: A National Needs Assessment of Trans People Living With HIV

HIV/AIDS · All Audiences

The impact of HIV on the transgender community cannot simply be addressed by programs that work to affect individual behaviors. Utilizing a combination of leadership development, community mobilization, and policy and legal advocacy, Positively Trans, a project of Transgender Law Center, amplifies the voices and strengthens the capacity of trans people living with or at risk for HIV. In the first year of the project, we conducted a nationwide needs assessment among trans people living with HIV (TPLHIV), using both qualitative and quantitative methods. This session will ground participants in the issues affecting TPLHIV, engage in findings from the needs assessment, and provide opportunity to create action plans of how participants can use the findings in their own work at the local or state level.

Presenters: Cecilia Chung, Transgender Law Center; Anand Kalra, Transgender Law Center; Dee Dee Chamblee, LaGender, Inc.; Arianna Lint, TransLatin@ Coalition

Online Strategies For Social Change

Media, Communications, and Messaging · All Audiences

This workshop will explore the digital strategy of Believe Out Loud, the leading online platform in Christian faith and LGBTQ advocacy. Moving beyond social media 101, presenters will share how Believe Out Loud inspires 3-5 million people each month through storytelling and dialogue across multiple online networks. Attendees will take an active role, reflecting on their own experiences as users of social media to better understand patterns of engagement and motivation in online settings. Participants will leave the session with best practices in three online strategies: telling stories, cultivating dialogue, and inspiring action.

Presenters: Alison Amyx, Believe Out Loud; James Rowe, Believe Out Loud; Timothy DuWhite, Believe Out Loud

How the Transgender Military Battle was Won and What It Means

Military and Veterans Issues · All Audiences

Immediately after the repeal of Don’t Ask, Don’t Tell (DADT), most observers saw the chances of changing military medical policy on transgender service members within the next 10 years as dim. The change would have to come from within a mostly disinterested military. Only three years later, SPARTA is on the verge of achieving almost all of its policy goals. This interactive panel will discuss how SPARTA developed and carried out a successful insurgent campaign with very few resources by effectively leveraging the energy and talent of its members and dedicated allies. Audience members will find ways of leveraging the critical roles each panel member played in the process, and how these ideas can be applied to other issues in the LGBT movement.

Presenters: Sue Fulton, SPARTA; Allyson Robinson, SPARTA; Jacob Eleazer, SPARTA; Laila Villanueva, SPARTA

The One Percent: Attacking Voting Rights and Labor Rights and Buying Our Government

Movement Building · Intermediate

Our broken system has repeatedly stymied progress toward full equality for LGBT Americans. To win equality for the LGBT community, we must fight back against the systematic effort to shift power from the majority of Americans to a tiny minority of the rich and powerful corporate interests in this country. This workshop will make the case that we must work together to mobilize millions to take back our democracy and create the inclusive democratic society we all deserve. Attendees will learn new ways to tap into the growing movement to fix our democracy, including coalition building and direct action techniques through a new mobilization toolkit developed by Communications Workers of America.

Presenters: Jerame Davis, Pride @ Work; Shane Larson, Communications Workers of America; Angie Wells, Democracy Initiative

Emotional Intelligence: Building Effective Leaders and Strengthening Coalitions and Movements

Organizational Development · Intermediate

Recent research describes the most effective leaders as having emotional intelligence, a trait even more important than IQ or charisma. Emotional intelligence includes self-awareness, self-regulation, motivation, empathy, and social skills not taught in schools and often developed by circumstance rather than intention. Emotional intelligence can improve through new
knowledge and by practicing new skills. This workshop will provide opportunities for participants to learn about their own emotional intelligence and engage in interactive activities to build skills and competencies. This intermediate workshop targets individuals with 3 to 5 years of experience in leading coalitions or movements that have experience in utilizing self-assessment tools to better understand their leadership characteristics and who have experience helping others to develop their leadership. The workshop will use knowledge sharing, self-assessment, interactive activities and a case study to build skills for participants to enhance their emotional intelligence.

**Presenters:** Julio Rodriguez, Association of Latinos Motivating Action; David Sinski, Heartland Human Care Services

**Critical Race Perspective on Orientalism**

*People of Color · All Audiences*

Imperialism, racism, orientalism, and eroticization affects how human rights activists, NGOs, and lawyers interact with the Middle East North Africa (MENA) region and its people. Recent events — the Charlie Hebdo killings in Paris; the arrest of a 13-year-old Muslim for bringing a clock to school; the ongoing wars in Syria, Iraq, and Yemen, and the resulting refugee crises — prompt us to consider how western biases and perceptions of the MENA region affect conflict, shape foreign policy, and operate in individual client work. As queer activists looking to challenge patriarchal and heteronormative paradigms, we must pay close attention to the language, imagery, words, and sounds used to frame peoples and cultures. This is especially important given the U.S. complicity in oppression in the MENA region, and the corresponding prejudice Muslim Americans and people from the MENA region face in the U.S. Join us as we explore these issues from queer and human rights perspectives.

**Presenters:** Bashar Makhay, Tarab NYC; Hilal Khalil, Tarab NYC

**For Colored Folks, When Marriage Isn’t Enough: Intersectionality Within the LGBTQ+ Movement**

*People of Color · All Audiences*

This workshop will help attendees become more familiar with intersectionality and its role in the LGBTQ+ Movement(s). We will discuss the legal foundation of intersectionality and the need for further intersectional consideration for policy, communications, and advocacy within the LGBTQ+ community. Panelists will work with participants to build a foundation for applying intersectionality to their everyday advocacy and outreach. This application includes internal work within organizations to ensure that programs are benefiting all members of the LGBTQ+ community and ways to adapt programmatic focus to include an intersectional lens.

**Presenters:** Aisha Davis, Lambda Legal; Fresco Steez, Black Youth Project 100; Geneva Musgrave, Lambda Legal; Crispin Torres, Lambda Legal

**Laying the Foundation for Ongoing Conversations on Race and Gender in Schools**

*Schools and Education, Grades K-12 · All Audiences*

Participants will look inward at how they were schooled to deal with diversity and connection, a necessary prelude to creating community/curricula that empower all children and families. Participants will examine how their own stories relate to social systems, in order to turn oppression and privilege into agency and action. In addition, they will experience SEED’s methods of intentionally structured group conversation to create democratic discourse that includes input from all voices.

**Presenters:** Emmy Howe, SEED - Seeking Educational Equity & Diversity; Donald Burroughs; Gail Cruise-Roberson, The National SEED Project

**Doing Justice: Polyamorous/Non-Monogamous Communities in the LBTIQA Movement**

*Sexual Freedom · Intermediate*

As LBTIQA movements strive for society to recognize and embrace a spectrum of gender and sexual identities, the polyamorous/non-monogamous (poly/NM) communities are working to gain recognition and equity within these movements. This workshop is aimed at people who are interested in having a dialogue regarding poly/NM issues in broader LBTIQA movements. We will examine issues of “outness,” inclusion in LBTIQA movements, and strategies for raising poly/NM concerns within your own work.

**Presenters:** Robin Nussbaum, Sexual Liberation Collective; Timothy Gardner; Jay Miracle Huie; Ariel Vegosen
What’s It Take: Living and Loving in Long-Term Relationships

*Sexual Freedom · All Audiences*

Join us to discuss living and loving in long-term relationships. Let’s talk about what makes long-term relationships work and the skills or attributes that we all need to have in relationships to make them last. A panel discussion will kick off a dialogue. Interactive portions will have participants talking about what they are looking for in and can contribute to long-term relationships; how structural and systemic oppression impacts themselves and their relationship; how to create the foundation early on in a relationship to help ensure its longevity; and how to support long-term relationships in our communities and movement.

**Presenters:** t. aaron hans, Hamline University

Making $$ WERQ: Financial Empowerment 101

*Surviving and Thriving · All Audiences*

This workshop will provide attendees with information and strategies for financial literacy and empowerment. Participants will learn empowering strategies to become (more) mindful about their spending decisions with hands-on activities that will prompt critical thought. Attendees will leave with practical advice and tools for their own financial situations. One on one follow-up meetings will be offered to participants as next steps.

**Presenters:** Molly Girton, FLY Project

Sexy Survivor

*Surviving and Thriving · All Audiences*

Join us for a creative and interactive dialogue around survivors of sexual abuse and how they have navigated safe, empowering, sexually healthy lives. Partners and allies of survivors will gain tools in supporting sexy survivors. All too often, sex is altered, damaged and or complicated for survivors of sexual abuse. It takes time, patience and trial and error to figure out what works for us. This workshop is not a therapy session but a more of skill and strategy share. We hope to encourage success building and future dreaming dialogue as we all share stories and ideas of what has worked for sexy survivors.

**Presenters:** Ignacio Rivera, Trans/Gender Queer Institute Organizer; Yoserio Lewis; Renair Amin, Holokleria Coaching; Hussain Turk

Getting to Know Your POPO

*Transgender Community and Issues · All Audiences*

This session will describe how one community built a relationship with their local police department so that trans people are treated with dignity and respect. We will share how we started a dialogue with our local police department and then conducted trainings to all officers in the city. As a result of the trainings, we have seen lower incidents of police insensitivity toward our trans community. We will share the documents and training materials, as well as discuss creating Police Community Advisory Boards.

**Presenters:** Connor Maddocks, San Diego LGBT Community Center; Carolina Ramos, San Diego LGBT Community Center; Daniel Meyer, San Diego Police Department

Status of the TGNC Movement

*Transgender Community and Issues · All Audiences*

2015 was a big year in the movement for trans justice with unprecedented media visibility of transgender issues. However: amidst all of this progress there was a steady increase of violence against trans women and trans femmes of color. Join community activists CeCe McDonald, Joshua Allen, and Alok Vaid-Menon to critically discuss recent gains and losses in the struggle for trans and gender non-conforming people. We will discuss the limits of visibility and collectively share strategies to center trans and gender non-conforming people in racial and economic justice struggles.

**Presenters:** Joshua Allen, FIERCE; Alok Vaid-Menon, DarkMatter; CeCe McDonald
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Advocacy at Work

Workplace · All Audiences

This workshop explores how queer and Trans people can advocate for themselves and their communities within the workplace. We will center being visibly Trans, in the broadest sense of that word, and/or queer. Our goals are to identify ways that we can bring our queer politics and ideals into spaces that do not specifically serve us and harness those institutions for our benefit. There are three stages of focus: job searching while openly queer/Trans, making the work environment more accepting via internal policy and cultural changes, and employing the company as an advocate for Trans and queer communities. Each section contains a short presentation, interactive group activities, and a discussion of the ideas formed.

Presenters: Lee Dewey

Corporate Crusaders: How Employees Can Create Change From The Workplace

Workplace · All Audiences

This accomplished panel of corporate crusaders will discuss how employees can successfully advocate and change company policy to be more inclusive of LGBTQ people. Hear concrete steps about what you can do if you want your employer to introduce or strengthen corporate policies and take a public stand on behalf of LGBTQ employees.

Presenters: David Alexander, The National LGBTQ Task Force

Bad Medicine: Protecting LGBTQ Youth from Conversion Therapy

Youth · All Audiences

In this workshop, top experts in the field will provide tools for attendees to become advocates to end so-called “conversion therapy,” a set of dangerous and discredited practices that falsely claim to be able to change sexual orientation or gender identity. 2015 saw historic developments in the fight to end these practices, with everyone from Sally Kern to Barack Obama weighing in on what was, until recently, a largely ignored issue. The advocates behind the explosion of efforts to ban licensed mental health professionals from practicing conversion therapy on minors will discuss what is happening at the state and federal levels, what to expect in the coming year, and how you can get involved moving forward.

Presenters: Sam Ames, National Center for Lesbian Rights; Sarah Warbelow, Human Rights Campaign

Creating Popular Education Workshops for Youth

Youth · Fundamentals

We believe that by facilitating spaces for people of all ages to engage in praxis, dialogue, to share personal stories, and to discuss critical race theory, participants will develop the skills and tools to transform themselves as individuals while fighting together for justice throughout society. This interactive training is for adults and youth who work with youth. Participants will explore strategies to create workshops for youth using popular education methods.

Presenters: Xavier MaatRa, Chicago Freedom School; Tony Alvarado Rivera, Chicago Freedom School

When Youth Tell You What They Want: Responding to LGBTQ Youth Homelessness In Chicago

Youth · Intermediate

This workshop will educate attendees about Chicago’s ground-breaking Pride Action Tank, which brings together and supports the work of subject matter experts and people directly impacted by issues to envision and realize cross-sector solutions and policy advancements. Workshop attendees will learn about current Tank projects that address service and policy gaps regarding LGBTQ youth homelessness. Participants will also be encouraged to think about resource and policy gaps for LGBTQ youth experiencing homelessness in their own communities and share those for an interactive brainstorming session with other session participants.

Presenters: Kim Hunt, Pride Action Tank; Tracy Baim, Pride Action Tank; Lara Brooks, Project NIA; Ka’Riel Gaiter, Chicago Youth Storage Initiative
CAUCUS 2
6:30 pm – 7:30 pm

OLOC (Old Lesbians Organizing for Change) Caucus
Aging and Ageism · All Audiences
OLOC (Old Lesbians Organizing for Change) Caucus will help attendees become familiar with the Organization of Old Lesbians and the lives of Old Lesbians. Attendees will discuss their own communities and the need for Old Lesbian activism, community building, and education about ageism and the intersection with other oppressions. Attendees will also leave with information on how to start a group or chapter in their own geographic area.

Presenters: Ruth Debra, OLOC (Old Lesbians Organizing for Change); Sally Tatnall, OLOC; Jan Griesinger, OLOC; Bonnie Wagner, OLOC

Ballroom Caucus: Agents of Change Ball 2016 Reloaded
Art and Culture · All Audiences
Did you have fun at the ball? Did you walk? Were you confused by some of the terminology, categories, and vernacular? No shade but sometimes we just need someone to explain what it all means. This caucus is also a space to have an honest discussion about the state of HIV in the community, the murder of our transgender mothers, sisters and daughters, homelessness, survival sex, and drug use among other hot topics impacting the community. Remember children, LOVE IS THE MESSAGE. Please leave the shade outside. If we are to continue surviving and thriving as a community and building strong houses we need to continue laying down strong foundations.

Presenters: Angel Tlahuizapalotl, House of Infiniti; Lady Penelope Williams Infiniti, House of Infiniti; Gandfather Angel Camacho Infiniti, House of Infiniti Miami; Fabian Infiniti

Assessing Social Justice Workshops and Programming
College Campus Issues and Organizing for LGBT Administrators · Fundamentals
Assessment is a crucial aspect of creating effective and sustainable programming, and is something that higher educational professionals are being called to do more frequently in creating annual reports and justifying resources for gender, sexuality, and diversity programming. This session will provide best practices in developing learning outcomes and identify effective assessment strategies. Through small and large group discussion, participants will have the opportunity to create learning outcomes and brainstorm assessment strategies specific to their campus and program. Examples of effective learning outcomes and assessments will be provided.

Presenters: Kerry Diekmann, American University

College Campus Issues and Organizing for Students · All Audiences
For a community college student, the matrix of college, employment, and family can make living one’s LGBTQIA-identity with integrity a monumental challenge. Not a lecture or training session, this caucus will be a facilitated sharing opportunity for this significant, often overlooked, part of our LGBTQIA community. Current and former community college students will be encouraged to share both the pleasant and the painful realities of their experiences as students while attending any of the more than 1,100 community colleges in the United States. What can community college students do for themselves? What are the “best practices” that a community college could and should institute? How can advocates in the surrounding community provide resources, support, and leadership to their local community college students?

Presenters: H. Paul Schwitzgebel, LGBTS Global at Stark State College
The Value of LGBT* Sororities and Fraternities
College Campus Issues and Organizing for Students · All Audiences
Navigating a traditionally cis and heteronormative system like Greek (Sorority and Fraternity) life can come with challenges that can vary from chapter to chapter and organization to organization. This caucus will provide a venue for queer Greeks from across the nation, as well as those interested in Greek life, to gather and discuss these challenges, share experiences and brainstorm possible solutions. This caucus is open to and will make space to discuss issues members of queer Greek organizations face as well as the challenges LGBTQ* individuals face as members of traditional Greek organizations. Discussion will also include what advantages membership in an organization with social, professional, and service aspects can provide. Participants will have the opportunity to discuss their challenges together as a large group as well as in focused breakout sessions in the second half of the caucus.

Presenters: LaKeia Spady, Gamma Rho Lambda; Alex Grandstaff, Gamma Rho Lambda; Jacinda Maheras, Gamma Rho Lambda

The Struggle for Sustainability in LGBT Non-Profit Organizations: Remaining Relevant, Caring for Constituents, and Strong Leadership
Community Organizing · All Audiences
This caucus will assist participants in becoming familiar with the practices and processes of a sustainable non-profit organization that advocates on behalf of LGBTQ people of color and queer youth. Participants of this caucus will learn about the role of strong leadership, program management, and fundraising in a non-profit organization’s sustainability. This session provides a space for collaboration and a learning experience for new or existing non-profit organizations with a goal of vitality and longevity. There will be an opportunity for participants to work in small groups on exercises that help members of non-profit organizations communicate the vision and mission versus simply giving an elevator speech, creating strong financial management tools and practices, and accessing the various populations within the organization to maximize the engagement of the constituency.

Presenters: Ebonie Davis, Affinity Community Services; Christina Smith, Affinity Community Services; Jane Kimondo, Crossroads Fund

Disability Caucus
Disability and Accessibility · All Audiences
Come discuss ability and accessibility issues you’ve experienced at events, as well as ways to address these issues.

Presenters: Devin Matznick

Caucus of LGBTQ Democratic Clubs and Political Organizations
Elections/Campaigns · All Audiences
This caucus will be a gathering for people working at the intersection of electoral politics and queer progressive organizing. Meet with other people running for office, winning ballot initiatives, and leading LGBTQ political clubs and organizations.

Presenters: Laura Thomas, Harvey Milk LGBT Democratic Club; Roscoe Mapps, Harvey Milk LGBT Democratic Club; Tom Temprano, Harvey Milk LGBT Democratic Club

Caucus for Atheists, Agnostics, Humanists, and Other Non-Believers
Faith/Practice Spirit, Do Justice · All Audiences
This caucus will provide an opportunity to discuss the challenges of carrying both nonbelieving and LGBT identities, and for those of us who do to connect with one another. We will address how to build better bridges between the secular and LGBT communities and elevate the voices of nonbelievers. Anyone who is curious about these worldviews is welcome to join the discussion, but it will be considered a safe space to discuss nonreligious identities.

Presenters: Zack Ford, ThinkProgress.org
Drum Yourself Whole
Faith/Practice Spirit, Do Justice · All Audiences

This guided interactive discussion will explore drumming as a spiritual practice. Topics will include: explorations of the non-verbal nature of drumming (there is no need to re-interpret stories of a tradition, or to endure or change patriarchal language from religious traditions); exploring drumming as a spiritual tool to access deep meditation by connecting to our own body’s vibrations as well as the vibration of the embodied group; exploring drumming and rhythm as a means to connect with our physical selves serving as a physical modality of spirituality. Drumming enhances physical dexterity and sensory awareness and is a way to express one’s self when words are inadequate.

Presenters: Lynn Young, Chicago Theological Seminary; MAK Kneebone, UCC Open and Affirming Coalition

Queer Jewish Caucus
Faith/Practice Spirit, Do Justice · All Audiences

How does being LGBTQ and Jewish shape our identities? Are we Queer Jews or are we Jewish Queers? Does it even matter? What does it mean to you to be Jewish? Does being LGBTQ affect our perspective on Jewish issues such as Israel? Marriage? Social Justice? Bagels? Streisand? Should Queer Jews try to date other Queer Jews? What are the issues that come up in interfaith Queer Relationships? Let’s explore, affirm and question our identities together in this stimulating discussion.

Presenters: Shaily Hakimian; Mordechai Levoitz, Jewish Queer Youth

Parental Pride: Queer Family Connections
Families · All Audiences

Raising children while being a part of the LGBT movement is a uniquely challenging and wonderful experience. As more and more of us become parents, how do we balance that with the many other facets of our activist lives? This casual facilitated discussion will provide an open space for parents and prospective parents to connect, ask questions and share experiences.

Presenters: Alex Kent, SAGE; Jennifer Murray, UW-Milwaukee; Tom Bourdon, Ed.D., Greater Boston PFLAG; Chris Tanaka, Stony Brook University

Money for the Midwest?: LGBTQ Funding for Midwestern LGBTQ Communities
Fundraising · All Audiences

This session will explore the scope and character of foundation funding for LGBTQ issues in the Midwest. Funders for LGBTQ Issues will reveal where funding is coming from, what it’s supporting, and where there might be opportunities to increase support for Midwestern LGBTQ communities. Following the presentation of data, two Midwesterners familiar with the local philanthropic landscape will respond with their thoughts on how best to bridge funding gaps and take advantage of emerging opportunities. A long Q&A will ensure participants get all their questions answered and leave feeling informed and empowered.

Presenters: Lyle Matthew Kan, Funders for LGBTQ Issues; Trina Olson, PFund; David Ernesto Munar, Howard Brown Health Center

Real Talk about HIV for Trans Men, Genderqueer Bois, and AFAB T-folk
HIV/AIDS · All Audiences

Calling all trans men, FTMs, genderqueer bois, transmasculine folk, and other AFAB trans* people: let’s talk about HIV. This gathering, hosted by organizers with the Transgender Law Center’s Positively Trans project, will provide a space to discuss the findings of the 2015 Positively Trans survey of HIV+ trans people and also talk about the specific needs that AFAB trans* folk have around HIV. Let’s create a space where people of all HIV statuses—negative, positive, and unknown—can begin to build a conversation about our real needs around HIV and allow us to start to speak for ourselves.

Presenters: Teo Drake, Positively Trans; Anand Kalra, Transgender Law Center

Southern Discomfort: HIV in the South
HIV/AIDS · All Audiences

This caucus invites LGBT and HIV/AIDS leaders and activists to gather, exchange ideas and best practices, network, and discuss the HIV epidemic among gay men, bisexual men, and transgender individuals in the southern United States. Session attendees will leave equipped with new tools and effective strategies to
address the HIV epidemic in their communities.

**Presenters:** Abby Silverman, Hope and Help Center of Central Florida; Michael Diaz, Latino Commission on AIDS; Chris Rudisill, Metro Wellness and Community Center; Aaron Sanford-Wetherell, Hope and Help Center of Central Florida

**“Saving” Queer Muslims: Islamophobia, the Electoral Cycle, and the “War on Terror”**

*International Issues · All Audiences*

Queer Muslims have become the subject of international advocacy efforts recently, with the Obama administration making LGBT rights a central focus of U.S. foreign policy. Indeed, LGBT rights have become a leading edge of Western imperialism, as the West pressures countries on their oppressive treatment of LGBT people. Nowhere is this pressure more acute than with regards to Muslim countries, with LGBT rights occupying an increasingly central role in the discourse on human rights. However, the “War on Terror” has sharpened the focus of the military industrial complex towards Muslim countries, with implications for queer Muslims both inside the U.S. as well as those in Muslim-majority countries. This workshop will explore these intersections and will focus on the Western impulse to “save” queer Muslims.

**Presenters:** Sahar Shafqat, MASGD

**Reproductive Justice is a Queer Issue! An Conversation About Resisting and Fighting Together**

*International Issues · All Audiences*

Come learn from activists working in the U.S. and globally who are defending LGBTQI and reproductive rights worldwide—movements that are often siloed, but are constantly confronted by common adversaries and similar oppositional strategies. Learn what LGBTQI and Sexual and Reproductive Health and Rights (SRHR) advocates can do together to advance global justice by bridging the connections between what is happening in each movement and the ways in which they can be integrated. We will identify practical action opportunities, outline principles for effective and accountable cross border partnerships, and form responses to the global and domestic opposition’s tactics and claims, such as “homosexuality is a Western import,” or “abortion and contraception threaten traditional family values.”

We will discuss the ways in which SRHR is an LGBTQI issue and discuss the opposition that is increasingly aligned on both sides.

**Presenters:** L. Cole Parke, Political Research Associates; Evelyn Schlatter, Southern Poverty Law Center; M.A. Kiefer, Advocates for Youth; Benjamin Clapham, Planned Parenthood Federation of America

**Tweeting for Justice: How to Integrate Twitter in Your Activism**

*Media, Communications, and Messaging · All Audiences*

This workshop is designed as an introductory course for attendees using the social media platform Twitter, within their activism and community outreach. Participants will learn basic tools on how to communicate with their core constituency, target new audiences and build a sustainable supporter base using the platform. At the end of the workshop, participants will have the opportunity to host their own mini-Twitter Chat. Attendees will leave with practical tools and a basic level of application.

**Presenters:** Quita Tinsley, SPARK Reproductive Justice NOW; Cortez Wright, SPARK Reproductive Justice NOW; Alissa Robbins, SPARK Reproductive Justice NOW

**Future of the Intersex and Non-Binary Rights Movement**

*Movement Building · Intermediate*

This caucus is for intersex people, non-binary people, and anyone interested in legal recognition and human rights for intersex and non-binary people. We will discuss why legal recognition for non-binary intersex people is a goal for intersex advocates and an important step in achieving equal human rights for all intersex people. We will examine human rights and civil rights in the United States, how we see them progressing for intersex Americans, and what steps we can take to attain equal human rights for intersex Americans.

**Presenters:** Dana Zzyym, Organization Intersex International-USA

**Getting Secular Allies to Take Action for LGBT Causes**

*Movement Building · All Audiences*

This workshop will give LGBTQ advocates seeking to diversify their partners and allies the tools to tap into the secular community to recruit new allies.
With the rapid, continued growth of the religiously unaffiliated, now nearly 23% of Americans, effectively engaging secular allies to get involved in LGBTQ advocacy will broaden the reach of the LGBTQ movement and add diversity to the voices of pro-LGBTQ allies. This workshop will help you understand the unique perspective of nontheists who view many LGBTQ issues as secular issues.

Presenters: Sarah Levin, Secular Coalition for America; Diana Castillo, Secular Coalition for America; Kelly Damerow, Secular Coalition for America; Sarah Morehead, Reason Rally

**Ethnography to Action: An Innovative Exchange on Black Gay Lives, Self-Care and HIV**

*People of Color · All Audiences*

Participants will engage in a dynamic, story-telling session based on a comprehensive ethnography of Black men who have sex with men in two cities with some of the highest HIV rates: Jackson, MS and Baltimore, MD. We will facilitate a focused exchange on Black Gay lives, self-care and HIV to identify areas to tip the scales towards health equity. Presenters will employ bidirectional participatory learning to deconstruct the stories in three ecosystems: gay community network, healthcare system and public discourse. How can we nurture each other to boost our personal power in our interactions with health care providers? Participants can expect to engage in a large-group exchange of innovative ideas and will leave with concrete insights around the intersection of race, sexuality, religion, and HIV.

Presenters: Kenyon Farrow, Treatment Action Group; Brendan Muha, RED Associates

**Gay + Lesbian Solidarity: Working Together Across Lines of Gender**

*Organizational Development · All Audiences*

Solidarity between gay men and lesbians has been a hallmark of the movement since its inception. Unfortunately, so has tension between these two community groups. Join us for a caucus where you’ll get to hear from pairs of gay men and lesbians who have worked together over the long haul and how they’ve unpacked their own sexism and other assumptions to make it work and build deep connections. Feel free to come with your colleagues with whom you want to build just such a relationship in the future! Please note that while the focus of this session is gay men and lesbians, the panel and the room are expected to also include trans lesbians, bisexual gay men, and all of our various queer community members.

Presenters: Jack Harrison-Quintana, Grindr for Equality; Jaime Grant, Global Trans Research & Advocacy Project

**Asian / South Asian / Southeast Asian / Pac. Is. Caucus**

*People of Color · All Audiences*

Join other LGBT Asian Americans, South Asians, Southeast Asians and Pacific Islanders (AAPIs) to tell colleagues about your organizations and to share strategies on how to build a Queer Asian movement.

Presenters: Almas Haider, National Queer Asian and Pacific Islander Alliance; Stan Fong, National Queer Asian and Pacific Islander Alliance

**Queer People of Color Elders Caucus**

*People of Color · All Audiences*

For the first time in U.S. history, there is a critical mass of out, activist queer people of color who are approaching retirement age. Our generation is the open-faced-sandwich generation, caring for elder parents, but not necessarily having children to care for us. Let’s start sharing our questions and struggles, and start planning together. This caucus is a venue for us to address questions such as: How will we ensure that service providers are culturally competent? How will we ensure that we have adequate resources for our needs? Who will make decisions about our care, death, and funeral? In our QPOC social movements, how do we create intergenerational spaces and pass on institutional knowledge? What legacy do we want to leave?

Presenters: Vega Subramaniam, Vega Mala Consulting; Ben de Guzman, Diverse Elders Coalition; Maria Glover-Wallace
Intergenerational LGBTSQ Black Caucus: Black Lives Matter and Queer Identity
Racial/Economic Justice · All Audiences
This interactive caucus will provide an opportunity for attendees of all ages from across the world to engage in a communal dialogue focused on the experiences of Black identified lesbian, gay, bisexual, transgender, same gender loving, queer and questioning (LGBTSQ) folks. This participant-driven caucus will encourage attendees to bring in their lived personal and professional experiences to engage in dialogue about the complexity and power of imagining and developing models of truly inclusive, intersectional, intergenerational and multi-issue collectives that allows us to celebrate and uplift all aspects of our identities where power and space is shared.

**Presenters:** Zaneta Rago-Craft, Rutgers University; Monroe France, New York University; Romeo Jackson, Northern Illinois University

Becoming Sexual Liberators
Sexual Freedom · All Audiences
Ever wonder what sexual liberation or sex positivity is all about? It might not be as scary as you think! Come hang out with members of the Sexual Liberators Collective and together we will talk about what it means for each of us to choose to be sexual liberators of our own bodies, spirits, and relationships and how that translates into our communities and work in the world! Come with an open heart and leave with a better sense of your next steps toward sexual healing and becoming a sexual liberator.

**Presenters:** Alba Onofrio, Sexual Liberators Collective; Roan Coughtry, Sexual Liberators Collective

ONYX: Twenty Years of Building Within and Beyond the Leather Community
Sexual Freedom · All Audiences
From its inception in 1995, Onyx has established itself as the premier national organization formed and operated by Men of Color who identify with and are active in the Leather Community. In the theme of “creating,” this workshop will explore the ways that Onyx has built families for LGBT individuals; formed spaces for erotic and sexual exploration, education and empowerment for Gay and Bisexual Men of Color; helped men of color connect to and make an impact on the larger leather community; and promote discussions on the visibility, challenges and other issues People of Color in the Leather community face. Hear a discussion on what lessons these moments have taught the Men of Onyx about themselves, the community and brotherhood.

**Presenters:** Mufasa Ali

Poly/Nonmonogamy for Beginners Caucus
Sexual Freedom · Fundamentals
The Polyamory/Nonmonogamy for Beginners Caucus provides an important affinity group and learning opportunity for those who are just beginning or interested in in exploring and learning more about alternative relationship structures. The session will be facilitated by an experienced poly/NM practitioner and provides a safe, non-judgmental space for folks to meet, network with others, ask questions, and share ideas.

**Presenters:** Naria Lei Jordan

Sexy Survivors Reunion Caucus
Sexual Freedom · Advanced
Did you attend the Sexy Survivors Leadership Academy at the Houston or Denver Creating Change Conference? Did you go away from it wishing you’d had more time to talk with others? Wishing you’d stayed in touch with some of the participants? Are you wishing you could share how the class affected you, even a year later? Here’s your chance to gather with previous Academy class attendees to catch up and develop bonds which can buoy you on your continued journey to well-being. Come share in this experience and strategize ways we can continue to support each other while changing the conversation around what it means to be a survivor as an LGBTQIA person. Open to all who attended the Sexy Survivor sessions at the Houston or Denver Creating Change Conference.

**Presenters:** Yosenio Lewis, TASHRA

#CCFemme16: Showing Up & Standing Out
Surviving and Thriving · All Audiences
Calling all femmes! This caucus welcomes femmes of all sexual orientations and gender identities. After a group of 117 femmes gathered last year to celebrate our power, we’re building on this...
momentum by creating space to discuss femme solidarity. How are femmes showing up for femmes in our daily lives, in our work toward justice, and in our communities? How can we build an intersectional movement that centers trans femmes, gender nonconforming femmes, femmes of color, working class femmes, fat femmes, and femmes with disabilities or chronic illnesses? This caucus is open to anyone who self-identifies as “femme.” Bring your creativity and your brilliance to this space, and don’t forget to connect with other females throughout the conference using #CCFemme16!

**Presenters:** Alison Amyx, Believe Out Loud; Tunde Azubuike

### Creating Integrated Wraparound Services for the Trans Community

**Presentation Name:** Creating Integrated Wraparound Services for the Trans Community | **Track:** Transgender Community and Issues | **Audience:** All Audiences

This caucus will help attendees become familiar with successful models of integrated support services for the trans community, as well as identify unmet needs and gaps in services. Participants will collaborate with facilitators and one another to address these issues and create a working model to address needs going forward. Attendees will leave with practical advice from service providers working within an integrated model and with tools for taking this discussion back to their own communities and organizations.

**Presenters:** Kate Harrington-Rosen, Chicago House and Social Service Agency; Maria Pahl, Chicago House and Social Service Agency; Adolfo Luna, Chicago House an Social Service Agency; Reyna Ortiz, Chicago House and Social Service Agency

### Gender Non-Conforming & Non-Binary People of Color

**Presentation Name:** Gender Non-Conforming & Non-Binary People of Color | **Track:** Transgender Community and Issues | **Audience:** All Audiences

People of color are more likely to identify as gender non-conforming, and yet what is becoming increasingly evident is that we are marginalized in both racial justice and trans justice spaces. Our issues go beyond gender neutral language and lip service. At the intersections of multiple systems of oppression we face the brunt of racist, economic, and gender based violence. This is an intentional space for non-binary and gender non-conforming people of color to come together, share our issues, and collectively brainstorm how to organize on behalf of our communities.

**Presenters:** Alok Vaid-Menon, DarkMatter; Joshua Allen, FIERCE

### Increasing Access to Gender Neutral Bathrooms: Policy and Institutional Change

**Presentation Name:** Increasing Access to Gender Neutral Bathrooms: Policy and Institutional Change | **Track:** Transgender Community and Issues | **Audience:** All Audiences

Equal access to public restrooms is an important social justice issue for trans*, non-binary, and other gender non-conforming individuals. The purpose of this workshop is to: 1) increase awareness of gender-neutral restrooms as a social justice issue; 2) describe legislative changes requiring all current single-stall restrooms to be changed to gender neutral and/or the inclusion of gender-neutral restrooms in all new or renovated buildings; 3) discuss the relevance of city and state gender and sexual orientation protections for introducing gender neutral restrooms policies at various types of institutions; 4) describe a student-led initiative to successfully convert all single stall restrooms to gender-neutral at a large university; and finally 5) discuss a newly founded LGBT policy action group aimed at facilitating grassroots policy changes.

**Presenters:** Phoenix Matthews, University of Illinois at Chicago; Mickey Mahoney, School of the Art Institute of Chicago; Mona Nonega, Chicago Commission on Human Relations; Megan Camey, University of Illinois at Chicago

### Trans Advocates & Organizers Caucus

**Presentation Name:** Trans Advocates & Organizers Caucus | **Track:** Transgender Community and Issues | **Audience:** All Audiences

Transgender and gender non-conforming people face huge obstacles to living safe, healthy lives free of violence, and yet, our communities are strong, creative, and resilient. Advocates and organizers for transgender rights are active all over the country, but work with few resources and without strong connections to each other. This isolation results in duplicated efforts, reinventing the wheel, and a heavy emotional burden in times of crisis. This caucus presents an opportunity for trans-led advocacy groups to come together to share resources, best practices, and organizing strategies. Facilitated by staff from Transgender Law Center and the National Center for Transgender Equality,
this session provides a structured conversation and an opportunity for groups to connect with others working in their geographic location and on similar issues.

**Presenters:** Anand Kalra, Transgender Law Center; Arli Christian, National Center for Transgender Equality

**Trans Health: from Data to Action**  
Transgender Community and Issues · All Audiences

The health disparities faced by trans individuals in the US, especially trans feminine people of color are undeniable, with data increasingly presenting evidence in several health domains, including access to and competence of providers, rates of suicidality and suicidal attempts, substance use, mental health and HIV. The purpose of this caucus is to bring together people who are interested in transgender health, in order to network, organize and start to identify priorities in our communities. Please note that the session will center the experiences, knowledge and wisdom of self-identified trans folks, especially trans folks of color. Allies are welcome to attend, and contribute while maintaining the awareness of this focus. We invite you to bring your experiences, data, knowledge, wisdom and desire for change.

**Presenters:** Alex Iantaffi, Minnesota Transgender Health Coalition; Roxanne Anderson, Outfront MN; Jay Irwin, University of Nebraska; Shor Salkas, WI Transgender Health Coalition; Andrea Jenkins
WORKSHOP SESSION 9
9:30 am – 11:00 am

Practicing Diversity
College Campus Issues and Organizing for LGBT Administrators · All Audiences
What does it mean to “practice diversity” on a college campus? How can we foster inclusion in classrooms and curricula? What information and tools for action are available to make campus communities stronger and safer for all learners? Practicing Diversity is a collaborative effort by students, faculty, and staff to create critical dialogues about inclusion (with an emphasis on gender identity and sexual orientation) at Columbia College Chicago. Participants will experience a model Practicing Diversity session and come away with strategies to bring similar conversations to their home institution or community space. While the focus is higher education, the activities and tools we will model can be used in any community space.

Presenters: Lance Cox, Columbia College Chicago; Rai McKinley; Ramona Gupta, Columbia College Chicago; Bobby Biedrzycki

Support for Trans and Non-Binary College Students: An Expanded Social Transition Model
College Campus Issues and Organizing for LGBT Administrators · Intermediate
This session will explore the benefits and challenges of a model of support for trans, non-binary, and gender nonconforming college students in which medical primary care, mental health services, and student services collaborate to raise the capacity of the institution to serve trans students. Participants will explore environmental factors for success, including institutional policy, and inclusive interpersonal interventions, including provider trainings.

Presenters: Katherine Charek Briggs, University of Wisconsin-Madison, UW-Madison LGBT Campus Center; Gabe Javier, University of Wisconsin-Madison, UW-Madison LGBT Campus Center

Transforming Corrections Culture: PREA and the LGBT Community
Criminal Justice · All Audiences
This workshop will help attendees become familiar with national standards in correctional institutions regarding the management of LGBT inmates. Participants will practice engaging the law enforcement community and will learn strategies for having what are sometimes very difficult conversations. Attendees will leave with an understanding of the relevant laws, an appreciation of the opportunities that come from working with law enforcement, and a better understanding of how they can use this information to improve relations in their communities.

Presenters: Keenan Crow, One Iowa Education Fund; Donna Red Wing, One Iowa Education Fund

Don’t Leave Us at the Intersections: Bring Disability Into the LGBTQ Movements
Disability and Accessibility · All Audiences
Ability status is something that often gets overlooked within social justice movements, but lives in the intersections of many people in our LGBTQ communities. Disability can be a permanent or transient and thus holds the potential to affect all of us. This workshop will allow participants to think critically about what it means to identify with having a disability within the LGBTQ community, and how to build a more inclusive movement. It is a call to an open dialogue about: civil rights that are included in the Americans with Disability Act; the difference between access and accommodation and how this impacts our communities and disabled individuals’ ability to participate in LGBT movements; and allyship tools.

Presenters: Michelle Wallace, Suffolk University; Dylan Santos, Suffolk University

Harnessing the LGBTQ Vote in the 2016 Election
Elections/Campaigns · All Audiences
With the 2016 election fast approaching and marriage equality the law of the land, this session will discuss the best ways to keep LGBTQ issues at
the forefront of electoral process and candidates’ platforms. From the top to the bottom of the ballot, LGBTQ people’s rights and our continued progress as a community are at stake in the upcoming election. This discussion will allow attendees who are organizing at the national, state, and local level to discuss their experiences and best practices in advocating for LGBTQ issues in our political process.

**Presenters:** Sarah McBride, Center for American Progress; Sean Meloy, Democratic National Committee; Carlos Guillermo Smith, Equality Florida; Allison Jaslow, Human Rights Campaign

**Keeping It Cute: Radical Approaches to Health Care**

*Health · Intermediate*

In what ways can we build a world in which queer/trans and homeless youth can access health care that is affirming, trauma-informed, holistic, culturally relevant, and recognizes them as experts of their own bodies? The Broadway Youth Center is working to create counter strategies within the medical industrial complex. Our workshop’s goals: 1) Sharing how we do our work; 2) Practical steps participants can take to better serve queer/trans youth experiencing homelessness; 3) An exchange of strategies, experiences, and challenges.

**Presenters:** Latonya Maley, Howard Brown Health Center; Edwin Ervin, Broadway Youth Center; Cassie Warren, Broadway Youth Center; Liz Franco, Broadway Youth Center

**Challenge Anti-Immigrant Rhetoric in the Gayborhood: From Xenophobia to Welcoming Communities**

*Immigration · Intermediate*

Anti-immigrant animus is at an all-time high, making it all the more difficult for the 1 million LGBT immigrants in the US today. Many people do not know how to challenge anti-immigrant arguments. We cannot stay silent. Become equipped with the tools you need to challenge xenophobia and learn how you can make your community safer for LGBT immigrants. We will strategize ways to make LGBT immigrant concerns more visible within the immigrant rights and LGBT movements. And how to engage other LGBT community members in this struggle and address anti-immigrant rhetoric. We

cannot wait until Congress takes action to stand up for immigrants, especially LGBT immigrants in our communities.

**Presenters:** Francisco Dueñas, Lambda Legal

**¿Qué Diijeron? / What Did They Say? - Queer Liberation Will Not Be in English**

*Movement Building · All Audiences*

In what language do you dream in? Think in? Sing Karaoke in? In what language do you express your feelings of love, anger, or passion? Creating multilingual spaces where folks can express themselves in their own language and be understood is critical when doing social justice work. Our LGBTQ community, along with the rest of the U.S., is quickly changing and becoming more diverse. More people are coming out of the closet and we don’t all share the same cultures, experiences or languages. This workshop will focus on the politics and principles of language justice and multilingual organizing by sharing our experiences and best practices as interpreters, organizers, and LGBTQ leaders working for Queer Liberation in our lifetime.

**Presenters:** Salem Acuña, Southerners On New Ground (SONG); Roberto Tijerina, SONG

**Showing Up for Chosen Families: Working Across Movements to Expand Family Recognition**

*Movement Building · All Audiences*

Our laws and public policies tend to define family narrowly, oftentimes excluding chosen family. We are in a critical moment to continue advancing policies and coalition-building strategies that support LGBTQ families and workers in their full diversity at all levels. As momentum to bolster non-discrimination and anti-religious refusal (or anti-RFRA) coalitions continues to grow nationally, it is crucial to center policy and organizing work around LGBTQ families and workers that are most impacted by inequitable workplace and family policies. We will explore evolving efforts to recognize chosen family in workplace leave laws, collective bargaining agreements, and within cross-movement organizing. These campaigns present opportunities to advance the rights of LGBTQ families and workers, address
racial and economic justice, and build organizing power.

Presenters: Preston Van Vliet, A Better Balance & Family Values @ Work; Javier Ríos, Strong Families New Mexico; Kristina Pace, Pride @ Work

Shutting Them Down: Direct Action & You
Movement Building · All Audiences
This workshop seeks to demystify and train activists on the role of Nonviolent Direct Action, giving participants the skills and knowledge to begin thinking about direct action and its role in the issue based campaigns they are running. Other topics to be covered: the connection between Collective Liberation and Direct Action; how to blockade a building; and the historical use of NVDA in the LGBTQ movement.

Presenters: Robby Diesu, DC Action Lab; Amelie Zurn, National LGBTQ Task Force Volunteer

Not Your Respectable Queer: Respectability Politics in Queer Communities
Racial/Economic Justice · All Audiences
“But we’re just like you...” “Love is love!” These and other attempts to prove our humanity to cisgender, straight, and/or monogamous folks are commonplace in the queer community. Is it problematic to believe or promote that we will be free from violence if we are polite, apolitical, well-educated, gender-conforming, and otherwise live up to the standards and definitions of a dominant group? How do we as queer folks thrive without watering down our identities for the approval of others? This interactive workshop will challenge narratives that restrict how we show up within and outside of queer communities. Join us as we develop a personal understanding of what it means to be seen, heard, and validated as unique and badass queer individuals in the world!

Presenters: Kris Smith; Ariel Eure

Queer Our Taxes: 1040 is a Social Justice Tool
Racial/Economic Justice · All Audiences
Working to reduce income inequality? Fighting to for economic justice? If you don’t know about how the tax system figures into these conversations, you’re missing a big part of the picture. Tax credits like the EITC and Child Tax Credit lift millions out of poverty every year. LGBTQ people can take advantage of deductions and credits for out-of-pocket expenses for HIV-related and transition-related care, including surgery, some adoption expenses, and education and child care expenses. Yet many of these benefits remain out of reach for our families. Come learn about these issues, and get materials that will help you navigate the system for yourself.

Presenters: Meghan Maury, National LGBTQ Task Force; Robin Maril, Human Rights Campaign; Laura Durso, The Center for American Progress; Naomi Goldberg, Movement Advancement Project

Queering Reproductive Justice: Now and Next Steps
Reproductive Justice · Intermediate
This workshop will help attendees become familiar with and improve their existing advocacy around the intersection of LGBTQ and reproductive justice issues. After a general overview of RJ values within the LGBTQ community, participants will discuss the benefits and challenges of “queering” RJ advocacy efforts, based on their personal and communal identities. Participants will then discuss the top three conversations already taking place about RJ within their own advocacy and barriers that arise in those conversations. Our goal is that participants will use this opportunity to collaborate on solutions and build community in support of their work.

Prerequisites: Basic understanding of reproductive justice concepts and values.

Presenters: Madeline Gomez, National Latina Institute for Reproductive Health; Zsea Beaumonis, National LGBTQ Task Force
Using Participatory Action Research to Deepen Advocacy Work: Immigration Project Case Study

Research and Policy Analysis · Fundamentals

This workshop will help attendees become familiar with community initiated participatory action research techniques as another tool for advocacy. Participants will learn about Affinity’s Building Bridges (BB) initiative, a multi-pronged approach to increase the organization’s knowledge about immigration issues and to add to existing black and brown coalition building efforts in Chicago. Building Bridges, a case study for the workshop, includes a recently completed participatory action research project to gauge attitudes and beliefs that Black Americans and immigrants have towards each other. Participants will leave the workshop with knowledge about participatory action research processes and techniques, experience developing research questions and project outlines, and a real life example of how the results of the research can be used.

Presenters: Kim Hunt, Pride Action Tank; Jason Carson Wilson, Chicago LGBT Asylum Support Program

Is PrEP the End of Sex Positivity?

Sexual Freedom · All Audiences

PrEP is changing how we’re talking about sex. One of the more fascinating side effects of PrEP is that it has helped usher in more open and honest conversations about sex, desire and preference. The stigma of being “out” when it comes to enjoying or preferring condom-less may be losing its grip, or is it? Through this highly interactive workshop we will explore how our communities’ un-addressed trauma from the onset of HIV in the 1980s and what PrEP says about the state of sexual liberation. This interactive workshop is about mapping our collective narrative on sexual health and raising the bar on Sex Positivity. We invite front line sexual health staff and non-public health professionals to join us.

Presenters: Maurice Ka-Mashiru, CHIP Youth Project; Matt Fischer, Denver Colorado AIDS Project

Making Cisness Visible: Naming the Hidden Cis Ideals that Shape Trans Lives

Transgender Community and Issues · All Audiences

Society is largely built around the needs of cis (non-transgender) people and rarely takes into account the existence or needs of trans people. If we are not aware of the structures, attitudes and beliefs that are operating around us, we run the risk of unconsciously adopting them in our own lives and activism. Making these systems visible can provide a sense of relief and understanding for transgender people. Exploring concrete examples of cis idealism is the first step in recognizing our own participation—cis and trans—in these systems. You will leave this interactive workshop with the ability to name cis supremacy when you see it and to recognize ways in which you might be contributing to it so that you can become more trans-positive.

Presenters: Noah Lewis, Transcend Legal

Media Interview Tips for Trans People

Transgender Community and Issues · All Audiences

Trans people face a range of potential challenges when communicating with journalists. Deciding how you will handle problematic questions and setting personal boundaries around what you will and will not discuss are a few of many things that trans people need to think about before an interview. We will address the essentials of preparing to tell your story in the media as a trans person, and illustrate how those essentials can serve you in real-life interview scenarios. Individual attendees will have the opportunity to hear from trans media professionals about their own experiences, while also helping to guide the conversation and ask questions relevant to their own future interviews.

Presenters: Nick Adams, GLAAD; Dani Heffernan, GLAAD
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The National LGBTQ Task Force builds the power of the lesbian, gay, bisexual and transgender community from the ground up. The Task Force is the country’s premier social justice organization fighting to improve the lives of LGBT people, and working to create positive, lasting change and opportunity for all. Founded 1973.
We extend a heartfelt thanks to our Leadership Council members for their continued support of the Task Force Foundation and the Task Force Action Fund. Leadership Council members make an annual gift of $1,500 or more and give the Task Force the flexibility to build grassroots lesbian, gay, bisexual and transgender political power across the nation. If we have inadvertently omitted or incorrectly listed your name, please contact Saurabh Bajaj, Director of Individual giving, at 415.378.2971. Current Leadership Council Donors as of November 1, 2015.

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NATIONAL LGBTQ TASK FORCE • CREATING CHANGE 2016
IN MEMORIAM

Niki Quasney
Battled Indiana’s ban on same-sex marriage while she battled cancer. Married her wife in 2013 in Massachusetts, prior to the nationwide recognition of the right of same-sex couples to marry.

Lesley Gore
Lesbian singer-songwriter, recorded “It’s My Party” and “You Don’t Own Me,” which was memorably re-mixed to mobilize women voters to support reproductive justice.

Catherine Han Montoya

Sidney Abbott

Barbara “Robbie” Smith
Longtime Affinity Community Services board member, managing the organization’s finances for 12 years. Supported the Lesbian Community Care Project, Crossroads Fund and the Chicago Foundation for Women.

Nikki Rashan Jenkins
Lesbian author of four novels: Double Pleasure Double Pain, You Make Me Wanna, Cyber Case and The EXchange.

Mario Cooper
Black gay activist whose political work included managing day-to-day operations of the 1992 Democratic National Convention at Madison Square Garden. Driven to bring the AIDS crisis out of the closet in black communities, he launched a national campaign in 1996, Leading to Life, to increase awareness of the disease and organized a national conference that drew more than 100 African-American leaders in politics, higher education, business, entertainment, the news media, medicine and religion.

Ronnie Gilbert
Lesbian stage actor, psychologist, and most prominently, singer and musician. Member of the Weavers, the seminal quartet that helped propel folk music to wide popularity and establish its power as an agent of social change.

Marcy Westerling
Founder of the Rural Organizing Project in Oregon to resist the anti-LGBTQ organizing of the Oregon Citizens Alliance and worked closely with staff of the National LGBTQ Task Force. Board member of Political Research Associates. Leader in the U.S. domestic violence movement. Her papers are archived at the University of Oregon.

Leonard P. “Len” Hirsch
Founder, in 1988, of the organization representing LGBT employees of the federal government known as Federal GLOBE. Senior policy adviser at the Smithsonian Institution in Washington. Creating Change attendee for many years.

Marcia Deihl

Rev. Malcolm Boyd
Gay Episcopal priest who challenged racism, war and religious complacency and was one of the first prominent clergymen in America to acknowledge his homosexuality. Author of Gay Priest: An Inner Journey (1986), and Take Off the Masks (1978 in which he called for LGBTQ people in the church to come out.

Jean V. Hardisty

Scott Weston
Magician and drag performer better known as Cashetta. Performer in New York City,
Provincetown, Rehoboth, and South Florida, and on numerous television shows.

**Sam Ciccone**
Co-founder of Gay Officers Action League in 1982, the first organization to address the needs and concerns of gay and lesbian law enforcement personnel.

**William B. Kelley**
Chicago gay activist, attorney, historian/journalist and organizer whose affiliations include Mattachine Midwest, the Chicago Gay Alliance, Homosexuals Organized for Political Education, the Gay and Lesbian Pride Week Planning Committee, Illinois Gays for Legislative Action, the Illinois Gay and Lesbian Task Force, the Gay and Lesbian Coalition of Metropolitan Chicago, and the North American Conference of Homophile Organizations, among many others. Participant in the historic 1977 first-ever meeting where LGBTQ activists met with White House staff; organized by the National Gay (now LGBTQ) Task Force. Inducted into the first class of the Chicago Gay and Lesbian Hall of Fame in 1991.

**Julian Bond**
An organizer of the Student Nonviolent Coordinating Committee. Served for 20 years in the Georgia General Assembly. Co-founder and President of the Southern Poverty Law Center and Chairman of the NAACP. An LGBTQ advocate, he was one of the first civil rights leaders to endorse marriage equality and, along with Coretta Scott King, to place the movement for LGBTQ equality alongside other campaigns for human rights. Julian Bond delivered the keynote address at the 2008 Creating Change Conference.

**John J. McNeill**
A seminal figure in the history of Dignity, the 46-year-old organization of LGBT Catholics and allies. Convened, in 1972, the meeting that led to the founding of Dignity’s New York City chapter. Authored the groundbreaking, bestselling 1976 book, *The Church and the Homosexual*. Expelled from the Jesuits in 1987 for refusing to be silenced by the Vatican on LGBTQ issues and the Catholic Church.

**Marla Krolikowski**
Veteran teacher fired from her job at a Roman Catholic high school in Queens for “insubordination” after acknowledging in 2011 that she was transgender.Filed a lawsuit that ended in a confidential settlement. The outcome, as well as a state judge’s decision to let the suit proceed in the first place, was seen as a victory.

**Honey Lee Cottrell**
A visionary photographer and filmmaker who pioneered lesbian erotica in the 1980s through her contributions to the women’s erotica magazine *On Our Backs* and other venues. Revolutionized the female nude, validated women’s right to pleasure, and opened possibilities for women to see themselves and their desires in new ways through feminist, artistic, and sex education projects.

**Mirka Negroni**
For 20 years, an advocate for LGBTQ communities, reproductive justice, and ending discrimination based HIV status. Held positions at the American Red Cross in Puerto Rico; as Latin America specialist for OutRight Action International from 1996-99 (then the International Gay and Lesbian Human Rights Commission); at Hispanics in Philanthropy; as a country manager in Mexico for a USAID health initiative and as executive director of La Raza Information Center. Most recently, as Honduras Director for UNAIDS.

**Grace Lee Boggs**
Legendary Detroit organizer, author, and human rights activist for seven decades. Featured in *American Revolutionary: The Evolution of Grace Lee Boggs*, a 2014 film by Grace Lee (no relation). Author of numerous books and articles, she famously wrote in *The Next American Revolution: Sustainable Activism for the Twenty-First Century* (2011, with Scott Kurashige), “We are not subversives. We are struggling to change this country because we love it.”
In Loving Memory, We Say Their Names
Trans and Gender Nonconforming People Killed by Violence in 2015

Papi Edwards, 20
Louisville KY, January 9

Keysha Blige, 33
Aurora IL, March 7

Shade Schuler, 22
Dallas TX, July 29

Lamia Beard, 30
Norfolk VA, January 17

Mya Shawatza Hall, 27
Fort Meade MD, March 31

Amber Monroe, 20
Detroit MI, August 8

Ty Underwood, 24
Tyler TX, January 26

London Chanel, 21
Philadelphia PA, May 18

Kandis Capri, 35
Phoenix AZ, August 11

Yazmin Vash Payne, 33
Los Angeles CA, January 31

Mercedes Williamson, 17
Rocky Creek AL, May 30

Elisha Walker, 20
Smithfield NC, August 13

Taja Gabrielle deJesus, 36
San Francisco CA, February 1

Jasmine Collins, 32
Kansas City MO, June 23

Tamara Dominguez, 36
Kansas City MO, August 15

Penny Proud, 21
New Orleans LA, February 10

Ashton O’Hara, 25
Detroit MI, July 14

Keshia Jenkins, 22
Philadelphia PA, October 6

B. Golec, 22
Akron, OH, February 13

India Clarke, 25
Tampa FL, July 21

Zella Ziona, 21
Montgomery County MD, October 15

Kristina Grant Infiniti, 46
Miami FL, February 18

K.C. Haggard, 66
Fresno CA, July 23

List compiled 11/20/15
No matter what flag you wave you need to get covered.

Changing laws changed their lives

The recent Supreme Court ruling on the Defense of Marriage Act led Jane and Diane to take a serious look at their investment planning needs. The rapidly changing legal landscape meant it was crucial that they worked with someone who was knowledgeable, so they turned to Wells Fargo Advisors. Our Financial Advisors who have the Accredited Domestic Partnership Advisor® (ADPA®) designation are well-versed on the current set of challenges, so Jane and Diane walked away with a solid plan and confidence in the future.

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