

# michigan SOGI

education  
conference

feb 7  
2014

Sexual Orientation  
& Gender Identity  
Issues in Education





## Welcome!

Welcome to the third annual Michigan SOGI Education Conference: Sexual Orientation & Gender Identity Issues in Education. I am so pleased you are joining us for this important day. Today we gather to learn more about our communities, to learn more about how to make our communities increasingly inclusive, to learn more about how to make our communities more socially and educationally just for all their constituents.

What you learn here today will change the way you think, but more importantly, it will change the way you act. With new knowledge, with new resources, with new ally networks, you will be empowered to take your next steps to secure equitable opportunities for those lesbian, gay, bisexual, transgender, intersex and queer youth who are disadvantaged by the exclusions of our laws, policies and practices.

The acronym in the title of this conference, SOGI (**soh**-jee), was chosen specifically because it is an all-inclusive term. All people have a sexual orientation towards others, as well as a sense of self that rests somewhere along a continuum of feminine to masculine, even if either – or both – may shift under different circumstances or at different times in life. If we are to enact positive change in our classrooms, schools, businesses and communities, we must understand that this conference is not about them – the ones who identify by an ever-expanding alphabet of labels. This conference is about us – the students, educators and community leaders who care for all who come into our schools, businesses and neighborhoods regardless of their, or our, actual or perceived sexual orientation and gender identity. SOGI issues are not *theirs*; SOGI issues are *ours*.

We have much to learn today. We have much more to do tomorrow. Let's get started.

Timothy G. Larrabee, Ph.D.  
School of Education & Human Services  
Director, SOGI Initiative

### **SOGI Initiative Committee**

Barb Begin-Campbell, Timothy Larrabee, Jonathan Larson, Susan Martino, Erica Ruegg, David Secord, Amelia Tompkins, Robert Wiggins

### **Conference Volunteers**

Julie Chapie, Serry Gardner, Holly Smith, Avni Thomas, Rose Wedemeyer



## Schedule

8:00-8:30am	<b>Registration &amp; Continental Breakfast</b>	
8:30-9:30am	<b>Welcome</b>	Emcee Jerry Peterson, Ruth Ellis Center
	<b>Remarks</b>	Timothy Larrabee, Director, SOGI Initiative Robert Maxfield, Interim Dean, SEHS
	<b>Keynote</b>	Kisha Webster, Human Rights Campaign

9:30-9:40am                      Break

*At 9:40, attendees have the option to attend one of the longer workshops or two of the shorter concurrent sessions.*

9:40-11:50am	Workshops I (Choices, pages 6-7)
-or-	
9:40-10:40am	Concurrent Sessions I (Choices, page 7)
10:40-10:50am	Break
10:50-11:50am	Concurrent Sessions II (Choices, page 8)
11:50-12:00pm	Break

*Lunch will be provided in Salon C.*

12:00-12:50pm	Lunch
12:50-1:00pm	Break
1:00-2:00pm	Roundtable Discussions
2:00-2:10pm	Break

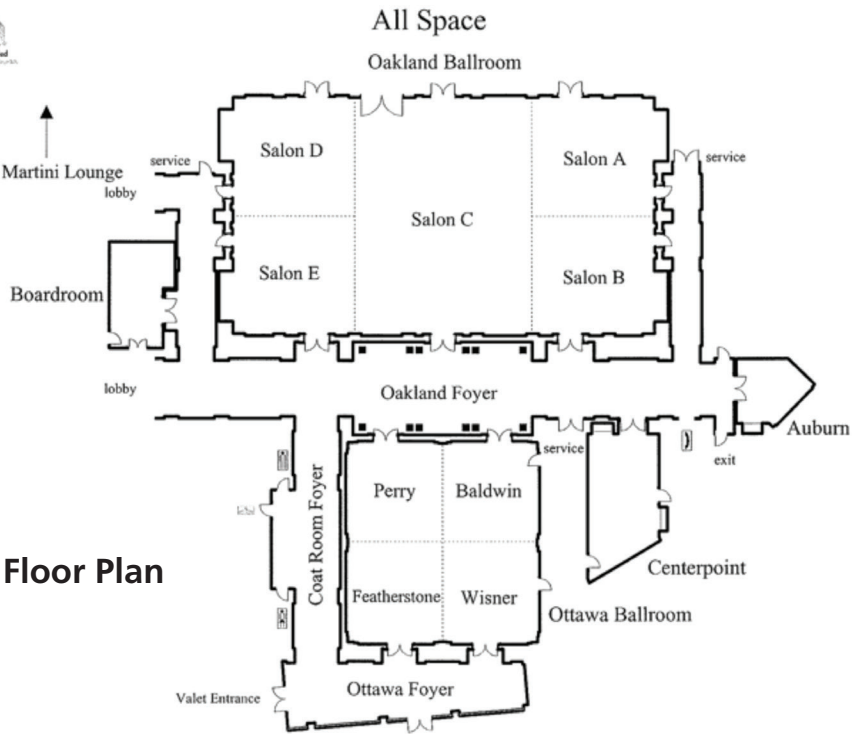
*At 2:10, attendees have the option to attend one of the longer workshops or two of the shorter concurrent sessions.*

2:10-4:20pm	Workshops II (Choices, pages 9-10)
-or-	
2:10-3:10pm	Concurrent Sessions III (Choices, page 10)
3:10-3:20pm	Break
3:20-4:20pm	Concurrent Sessions IV (Choices, page 11)
4:20-4:30pm	Break

4:30-5:00pm	Presentation of the Oakland University LGBTQIA Employee Resource Group Community Advocacy Scholarship Reflections & Closing Remarks
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# Wireless Network Log-On Instructions

In order to access wireless internet during the conference, use the WIFI code: **SOGI2014**



## Keynote Address | Kisha Webster

Human Rights Campaign, Director of Education & Community Engagement for Welcoming Schools



Kisha Webster provides consultation, training, and technical assistance to professional educators and other key personnel charged with utilizing *Welcoming Schools* within their school communities. She is also responsible for developing *Welcoming Schools* materials and training tools. Webster is a committed educator who advocates for children and families.

Prior to joining the *Welcoming Schools* team, Webster spent twenty years as an educator and seven years as a school administrator in Baltimore City and Anne Arundel County. As a school administrator, she always focused on the needs of students to make decisions on instruction and school climate. Webster has facilitated trainings and workshops on closing the achievement gap, safe schools and instructional equity at numerous national conferences and is a member of ASCD and the National Association of School Principals.

## Emcee | Jerry Peterson

Ruth Ellis Center, Executive Director



Jerry Peterson joined the Ruth Ellis Center in June, 2013, bringing more than 30 years of leadership experience in the non-profit sector, including several years dedicated to working with lesbian, gay, bi-attractional, transgender, and questioning (LGBTQ) youth.

Peterson most recently served as facilitator for the LGBTQ Youth Advocacy Collaborative in Concord, California. He managed an innovative collaboration with six non-profits in Contra Costa County to reduce rejecting behaviors and increase accepting behaviors toward LGBTQ young people in families, schools, service providers, and faith groups. He also spent 14 years with the United Way of Allen County in Fort Wayne, Indiana, where he served as its president and CEO for four years. In this position, Jerry led the \$6 million, 30-person organization, nurtured community partnerships and launched a 10-year initiative to improve reading levels of children.



**9:40 – 11:50 | Workshops I**

### **Setting the Tone - Embracing All in a School Community**

Michael Behrmann, M.A., Ed.S.; Rachel Guinn, M.A. – Rochester Community Schools

Room: Salon A

Participants will explore through their own beliefs and attitudes the level of ownership each member of a school community has in setting the tone, regarding issues surrounding gender identity and sexual orientation of students, staff, and parents.

### **“That’s so gay!”: How to Handle LGBTQ-related Bullying in K-12 Schools**

Katie Lamb, Josh Lee – Gay, Lesbian, & Straight Education Network (GLSEN), Southeast Michigan

Room: Salon B

This workshop aims to highlight the reality of bullying related to gender identity and sexual orientation in K-12 schools. The workshop will include a number of activities to help educators learn how to identify this bullying and how to intervene when it occurs.

### **Leveraging Privilege: Creating Safe and Affirming Spaces**

Yvonne Siferd, Esq. – Equality Michigan; Kole Wyckhuys - HAVEN

Room: Salon D

Creating safe and affirming spaces for LGBTQI people is as complex as the intersection of marginalized identities. Take a step toward inclusion by examining privilege, learning how privilege fits within the framework of oppression, and how to leverage your privilege to create safe and affirming spaces for LGBTQI people.



## **Being There: Supportive Communication Skills for Non- Counselors**

Deanna Hurlbert, M.A., M.P.A. – Michigan State University LGBT Resource Center

Room: Salon E

What does it mean to “Be There” for someone? This workshop is for people with no formal training who want to be supportive for people who are struggling emotionally. Learn elementary ‘tips and tricks’ to apply in all aspects of your life when you want to ‘be there’ for someone.

### **9:40 – 10:40 | Concurrent Sessions I**

## **Navigating Our Intersections, Accepting Our Differences**

Jamiil Gaston, Rhiannon Chester – KICK – The Agency for Lesbian, Gay, Bi and Transgender African Americans

Room: Centerpoint

A key part of understanding who we are is understanding our intersections. We will focus on the different spaces we navigate and how society’s perception of us affects our safety. Participants will have the opportunity to explore more about themselves, privileges, obstacles, and how to embrace each other’s differences.

## **Lesbian, Gay and Bisexual Identity Management in the Workplace**

Paul Battle, Ph.D. – Oakland University

Room: Martini Lounge

LGB individuals develop identity management strategies, which range from hiding to fully disclosing their sexual orientation. Researchers have outlined classifying structures; each strategy has its own impact on the individuals. Using recent data, participants demonstrate identity management in the workplace continues to exist. Bisexual individuals found challenges with current measures.



## 10:50 – 11:50 | Concurrent Sessions II

### **Transcending Anatomy**

Nikk Selik – Transcending Anatomy

Room: Centerpoint

*Transcending Anatomy* is an introduction to transgender identity, and the realities, concepts, and terminology involved. Nikk shares his journey as a transgender man. This presentation consists of a keynote slide show, followed by an open Q & A session. Nikk's approach is informative and thought provoking, yet personal and light-hearted.

### **Preparation for Gender Diversity in the Classroom**

De'Andrea Wiggins, D.R.E. – Wayne State University School of Medicine, Office of Diversity & Inclusion

Room: Martini Lounge

Preparation for gender diversity in the classroom begins with an in-depth look at creating an atmosphere of acceptance, safety, and trust so that learning can take place. This includes examining both the visible and invisible characteristics of diversity while exploring internal feelings and external communication.

## 12:00 – 12:50 | Lunch

Room: Salon C

## 1:00 – 2:00 | Roundtable Discussions

Room: Salon C

Join workshop and session facilitators for informal roundtable discussions. Roundtable discussions are small group discussion sessions that provide attendees the opportunity to network and share information. See handout in conference folder for table assignments.





2:10 – 4:20 | Workshops II

### **Cultivating Conversations About Differences**

Kisha Webster, M.A. – Human Rights Campaign

Room: Salon A

The Director of HRC's *Welcoming Schools* will preview their program and view the short film, "What Do You Know? Six to twelve year olds talk about gays and lesbians." Participants will practice responding to students' and adults' questions and comments about differences based on gender, sexual orientation, race and religion.

### **Infusing LGBTQ Students into Efforts to Develop Safe and Supportive Learning Environments: Strategies and Resources**

Jeffrey Poirier, Ph.D.; Thomas Workman, Ph.D. – American Institutes for Research

Room: Salon B

**Workshop Cancelled.**

This workshop focuses on strategic planning to infuse LGBTQ students into efforts to develop safe, supportive learning environments. Participants will use a tool to develop plans organized around 10 standards. They will also examine ways to coordinate with larger school/campus efforts to address issues such as health, safety, and wellbeing.

### **Reducing the Stigma around HIV/AIDS**

B. Skip McClatchey, M.S.W.; Valentina Djelaj, M.S.W. – Wayne State University School of Medicine

Room: Salon D

Stigma around HIV/AIDS is largely based on old or wrong information about the virus/disease. This presentation will challenge and correct the misinformation and provide the audience with the tools to destigmatize this diagnosis. We hope this will increase everybody's knowledge around this epidemic.



## **Working with Transgender and Gender Non-Conforming Students: Educational, Clinical and Therapeutic Implications**

Kristine Diaz, Psy.D. – Oakland University William Beaumont School of Medicine; Dalton Connally, Ph.D. – Oakland University

Room: Salon E

Transgender and gender nonconforming students are legally entitled to protection from harassment in public schools. However, students continue to encounter discriminatory practices and harassment in spite of educational policies and state laws prohibiting discrimination. This workshop will provide education about gender variant students and strategies to create an inclusive climate.

### **2:10 – 3:10 | Concurrent Sessions III**

#### **Can We Talk? (About LGBT)**

Jay Kaplan, J.D. – American Civil Liberties Union of Michigan

Room: Centerpoint

We will focus on the rights of students and staff to be “out” as LGBT in their schools, and the First Amendment right to discuss LGBT-related issues in school curricula. We will discuss efforts to silence discussions in schools, including legal challenges to anti-bullying policies and LGBT-related non-curricular clubs.

#### **Transformative Blackness: Overcoming Obstacles to Achieve College Access for Lesbian, Gay, Bisexual and Transgender Youth of Color**

Tiffany Wilkins, M.A. – Duquesne University

Room: Martini Lounge

This session will present and discuss a larger project on the improvement of services and support to LGBTQ students in predominately Black secondary schools, and historically Black Colleges and Universities. This project fosters the expansion of these students’ preparation and access to higher education.



### 3:20 – 4:20 | Concurrent Sessions IV

#### **Working Together to Stop Bullying**

Gwendolyn Thompson McMillon, Ph.D. – Oakland University; Monica Nuckolls, J.D. – Thomas M. Cooley Law School; M.T. Thompson, Jr., J.D. – County of Saginaw, 70th District Court

Room: Centerpoint

This session will discuss the legal duties and responsibilities of schools according to Michigan's Matt's Safe School Law, and share a scientifically proven program that schools can use to meet the state-mandated requirements for bullying.

#### **Promoting Equality through Knowledge: A Panel Discussion on New Equality Research**

Mark Giesler – Saginaw Valley State University

John Palladino; Michael Tew – Eastern Michigan University

Jon Wargo – Michigan State University

Room: Martini Lounge

This session focuses on a discussion of new research from EMU on equality in education. Panelists include Jon Wargo: The Social Fault Lines of (In) Equality in Educative Spaces, and John Palladino and Mark Giesler: Professional Support Needs of LGBT Preservice Social Workers and Teachers.

#### **What Schools Should Know: The Rights of Transgender Students and Staff in Schools**

Jay Kaplan, J.D. – American Civil Liberties Union of Michigan

Room: Boardroom

As more transgender students and staff are coming "out" and transitioning at school, it is important to understand the legal rights of transgender individuals and have policies and practices that treat them with fairness and dignity. We will review current state law and model policies and practices for school districts.

**4:30 – 5:00**

**Presentation of the OU LGBTQIA Employee  
Resource Group Community Advocacy  
Scholarship  
Reflections & Closing Remarks**

Room: Salon C



Be faithful to that which exists within  
yourself.

Andre Gide

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Do not weep; do not wax indignant  
Understand.

Baruch Spinoza



There are two primary choices in life:  
to accept conditions as they exist, or  
accept the responsibility for changing  
them.

Denis Waitley

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The most effective way to do it, is  
to do it.

Amelia Earhart

Department of Human Development and Child Studies

## Graduate Education Programs

Autism ~ ABA ~ Early Childhood Education  
EI ~ LD ~ Early Education and Intervention

### OUCARES

Center for Autism Research Education and Support

### Lowry Center

for Early Childhood Education

*[oakland.edu/sehs/hdcs](http://oakland.edu/sehs/hdcs)*

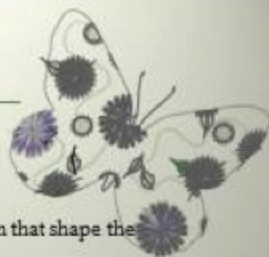
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- emphasizes critical thinking, which can applied to a multitude of careers including law, medicine, social work, teaching, counseling, government service and non-profit agencies.



Visit our website:

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Contact: Jo Reger, Director

Women and Gender Studies Program

(248) 370-2575 or [ouwgs@oakland.edu](mailto:ouwgs@oakland.edu)



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*Connecting Research to Community Action  
for LGBT Equality*



# welcoming schools



A PROJECT OF THE HUMAN RIGHTS CAMPAIGN FOUNDATION



A comprehensive guide for elementary schools with tools, lessons and resources to:

- embrace family diversity
- avoid gender stereotyping
- end bullying & name-calling

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Participate virtually or on location in an engaging, collaborative, and supportive dialogue. Scholars from every field welcome.

**Save the Date!**  
**October 18, 2014**

Also coming soon: The Clearinghouse of  
LGBTQ Research in Higher Education at  
[www.lgbtqsuccess.net](http://www.lgbtqsuccess.net)

NATIONAL STUDY OF LGBTQ  
  
STUDENT SUCCESS

**MICHIGAN STATE**  
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# SAVE THE DATE

## THE ULTIMATE **LGBT** WEDDING & ANNIVERSARY **EXPO**

MICHIGAN'S LGBT NEWS SOURCE CELEBRATING 20 YEARS



**Southfield Civic Center**  
**12-6 p.m. Saturday April 12, 2014**  
**[WWW.MILGBTWeddingExpo.com](http://WWW.MILGBTWeddingExpo.com)**

The Ultimate LGBT Wedding & Anniversary Expo April 12, 2014 will be **bigger and better than ever!** Come plan your special day and meet LGBT-friendly businesses and organizations at this exciting event, now at the expansive Southfield Civic Pavilion!

*A Project of Between The Lines*

# Thank You to Our Sponsor: University of Michigan - Dearborn

## Special Thanks to . . .

**Dr. Betty J. Youngblood** | Interim President, Oakland University

**Dr. James P. Lentini** | Provost and Senior Vice President for Academic Affairs, Oakland University

**Dr. C. Robert Maxfield** | Interim Dean, SEHS, Oakland University

## Thank You for Participating!

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American Civil Liberties Union of Michigan

American Institutes for Research

Thomas M. Cooley Law School

Duquesne University

Eastern Michigan University Center for the Study of Equality & Human Rights

Equality Michigan

Gender-identity Network Alliance (GNA)

GLSEN SE MI

HAVEN

Human Rights Campaign Foundation

KICK - The Agency for LGBT African Americans

Learning Achievement Coalition - Oakland

Michigan Department of Education

Michigan Organization on Adolescent Sexual Health (MOASH)

Michigan State University LGBT Resource Center

National Study of LGBTQ Student Success

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- Department of Human Development & Child Studies
- Department of Sociology, Anthropology, Social Work & Criminal Justice
- LGBTQIA Employee Resource Group
- School of Education and Human Services
- Women and Gender Studies Program

Oakland University William Beaumont School of Medicine

Pride Source Media Group: Between the Lines

Rochester Community Schools

Ruth Ellis Center

Saginaw Valley State University

Spaulding for Children/iCARE 365

Transcending Anatomy

Joanna VanRaaphorst, Candidate for State Representative

Wayne State University College of Education

Wayne State University School of Medicine

- Office of Diversity & Inclusion
- The Horizons Project for Adolescent HIV/AIDS
- Adult HIV/AIDS Program

