

PRELIMINARY PROGRAM
Welcoming Frederick 2017
Saturday, April 29, 2017
Frederick Community College

7:30 am **Registration**

8:30 am **General Session Welcoming Remarks**

8:45 am **LGBTQ Youth: The Data Speak**

Reviewing the most current Youth Risk Behavior Statistics (YRBS) and allied data reveal the current state for LGBTQ youth and the challenges our community must face in addressing this.

Speaker: Jabari Lyles, GLSEN

Goals: 1. Introduce the YRBS document, process, publication frequency and allied background information and why it is an important, objective yardstick to measure LGBTQ youth wellness; 2. Summarize 2014 YRBS data, contrasting straight and LGBTQ outcomes; 3. Introduce the discussion on the institutions that need to be involved in addressing these outcomes, possibly including high-level actions required by these institutions.

Outcomes: For attendees to know: 1. What the YRBS is and its value as an objective yardstick of LGBTQ youth wellness; 2. What the data are telling us about LGBTQ wellness; 3. A high-level grasp of what institutions and efforts are needed to help address these wellness disparities.

Handout: Printed copy or USB with a copy of the YRBS on it.

9:30 am

Parallel Workshops

LGBTQ 101: Definitions, Vocabulary, Pronouns, and Navigating Life as an LGBTQ person

Proposed Speaker: Peter Brehm, The Frederick Center

Goals: 1. Review LGBTQ identifiers, vocabulary, and pronouns, including distinctions between sexuality and gender identity; 2. Cover community statistics on the scope of the LGBTQ community plus allied statistics on health, etc.; 3. Building on these prior segments plus YRBS data, discuss stressors associated with navigating life as an LGBTQ person, including what culturally / institutionally is different / remains unchanged from 10 or 20 years ago; 4. Provide an affirming safe space for well-intentioned attendee questions and interaction.

Outcomes: For attendees to: 1. Understand LGBTQ terminology, vocabulary, and pronouns and the significance of being competent with this communication; 2. Better understand the LGBTQ community from a macro perspective; 3. Explore and better understand the role of the individual and the institutions that the individual works for in supporting LGBTQ people / mitigating cultural stress; 4. Have a safe space to ask questions about LGBTQ terminology, sexuality and gender, the LGBTQ community, and related topics.

Handout: TK

LGBTQ 201: On Becoming an Affirming Ally

Proposed Speaker: Jabari Lyles, GLSEN

Goals: 1. Discuss/reflect on the difference between acceptance and affirmation; 2. Understanding, owning, and addressing personal discomfort with LGBTQ people as a way of becoming more affirming; 3. Discuss privilege and the use of privilege as an ally; 4. Provide an affirming safe space for well-intentioned attendee questions and interaction.

Outcomes: 1. Understand what being affirming means; 2. Have a strategy in place to address internal discomfort in order to become more affirming; 3. Understand privilege and how it can be used as an ally; 4. Have a safe space to discuss real or perceived barriers to becoming an affirming ally.

Handout: TK

Refreshment break along the way

12:00 noon **Lunch and Panel Presentation**

12:40 pm **Youth Perspectives 2017 (18 and younger)**

Proposed Moderator: Kate MacShane

Goals: 1. Drawing on a set of pre-determined topics, to hear LGBTQ youth perspectives directly; 2. To understand common and shared issues LGBTQ youth have; 3. Drawing on the morning's workshops, to have a forum to ask more informed questions in order to clarify the information that was shared.

Outcomes: 1. To understand real-world LGBTQ youth perspectives; 2. To contextualize these perspectives within YRBS and allied information presented earlier in the day; 3. To link these perspectives to possible program / process changes at the institutions for which attendees work.

Handout: None

1:30 pm

Parallel Workshops

Legal Rights and Protections for LGBTQ People and Their Families (including name and gender change, prisons and police, family law, and more)

Proposed Speaker: Laura DePalma, FreeState Justice

Goals: 1. Geared for laypeople, to provide the most comprehensive outline of protections that LGBTQ people have; 2. To understand which, if any, of these can be changed by the State or Maryland and/or the Federal government due to the recent election; 3. To provide guidance on legal resources that workshop attendees can contact if any of the protections are not provided / are ignored.

Outcomes: 1. To understand LGBTQ legal rights and protections for especially youth (23 and younger); 2. To understand the threat that some or all of these rights and protections may be under in today's political climate; 3. To understand legal resources that community members can tap when confronted with any abuse of these rights and protections.

Handout: None

On Creating Affirming Medical Spaces

Proposed speaker: Kate Bishop, Chase Brexton

Goals: 1. To review briefly LGBTQ medical statistics describing community health as well as data on the LGBTQ relationship with the medical community; 2. To outline specific, tangible, and actionable steps that medical providers should take to make medical practices more affirming 3. To provide a safe space for medical practitioners to discuss questions about interacting with / treating LGBTQ patients, emphasizing LGBTQ youth support and transgender patient support because of the additional layer of sensitivity required.

Outcomes: 1. To understand LGBTQ community health challenges and how these are exacerbated by LGBTQ fear and suspicion of medical providers; 2. To best practices that medical providers should follow to make a medical practices affirming; 3. To nuanced specific needs that especially LGBTQ youth and the transgender community have.

Handout: None

On Being an Affirming Counsellor

Proposed speaker: Kate MacShane

Goals: 1. To review briefly LGBTQ community mental health statistics (including references to YRBS data); 2. To outline specific, tangible, and actionable steps that counsellors should take to make their practices more affirming; 3. To provide a safe space for counsellors to discuss questions about interacting with / treating LGBTQ children/wards/grandchildren/nieces/nephews.

Outcomes: 1. To understand LGBTQ youth health challenges and how these are exacerbated by LGBTQ fear and suspicion of social institutions and sometimes family members; 2. To understand best practices that counsellors should follow to be affirming; 3. To address nuanced specific needs that especially LGBTQ youth and their counsellors may have.

Handout: None

Affirming LGBTQ Kids Attending FCPS

Proposed Speakers: FreeState Justice

Goals: 1. Referencing YRBS data, to overview current explicit and implicit FCPS policies plus curricula, events, responses, and leadership as it pertains to providing an affirming school environment for LGBTQ youth; 2. To outline Federal and Maryland laws and best practices as it pertains to addressing LGBTQ student needs/issues; 3. To explore existing gaps between the current state and future state and reflect on action plans to address these gaps; 4. To provide a non-hostile, safe space for educators to discuss questions about interacting with / treating LGBTQ patients, possibly emphasizing transgender students because of the additional layer of sensitivity required.

Outcomes: 1. To understand LGBTQ student challenges and how these are exacerbated by a non-affirming school environment; 2. To understand best practices that FCPS should

follow to make schools affirming; 3. To address nuanced specific needs that especially transgender students may have.

Handouts: GLSEN Model Policies for Schools; MSDE Guidance on Supporting Transgender and Gender Non-Confirming Students in Schools; GLSEN Schools in Transition

Kris will invite selected FCPS leaders plus Nissa, Nicola, and Jabari to be present to offer comments and perspectives on the presentation if they desire; there will not be a formal response panel.

3:00 pm

Refreshment break

3:30 pm

Young Adult Perspectives 2017 (19 to 24)

Proposed Moderator: Em Perper

Goals: 1. Drawing on a set of pre-determined topics, to hear LGBTQ young adult perspectives directly; 2. To understand common and shared issues LGBTQ young adults have; 3. Drawing on the day's workshops, to have a forum to ask more informed questions in order to clarify the information that was shared.

Outcomes: 1. To understand real-world LGBTQ young adult perspectives; 2. To contextualize these perspectives within YRBS and allied information presented earlier in the day; 3. To link these perspectives to possible program / process changes at the institutions for which attendees work.

Handout: None

4:15 pm

General Session Close: Lessons Learned, Actions Plans, Topics We Need to Learn More About

5:00 pm

Adjourn