

The Frederick Center  
Embracing Our LGBTQ Community

FreeState JUSTICE

Hood College  
Studies on Women  
and Gender (SWAG)  
Program



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FREDERICK  
MEMORIAL HOSPITAL

# WELCOMING FREDERICK

Saturday  
May 5 ▼ 2018 8:30am-  
5:00pm

Hood College ▼ Whitaker Campus Commons Building  
401 Rosemont Avenue, Frederick MD 21701

**WELCOMING FREDERICK** is a one-day seminar for professionals in the fields of education, medicine, mental health, social services, law enforcement, human resources, and allied professions to learn about, discuss, and create action plans to be more affirming to LGBTQ students, patients, clients, and colleagues. Family members of LGBTQ children and relatives will also find Welcoming Frederick a safe space to gain important knowledge that can make a difference in the lives of LGBTQ family members.

For more information visit Welcoming Frederick at  
[www.thefrederickcenter.org/welcoming-frederick](http://www.thefrederickcenter.org/welcoming-frederick)

Register at: <https://welcomingfrederick2018.eventbrite.com>

#### ACCREDITATION STATEMENT

Sponsored by the Maryland Behavioral Health Administration's  
Office of Workforce Development and Training.

The Office of Workforce Development and Training is authorized by the Maryland Board of Professional Counselors and Therapists to sponsor continuing education programs for Category A CEU, the Maryland Board of Social Work Examiners to sponsor social work continuing education programs for Category I CEU, the State Board of Examiners of Psychologists and the Maryland Association of Prevention Professionals & Advocates to sponsor continuing education programs for CEU. Participants must attend all hours of the training and submit an evaluation to receive a certificate. The Office of Workforce Development and Training maintains full responsibility for this program.

#### ACCREDITATION STATEMENT

Welcoming Frederick is a continuing nursing education activity approved for 6.8 contact hours by the American Association of Critical-Care Nurses, an accredited approver by the American Nurses Credentialing Center's Commission of Accreditation.

Sign language interpreters available upon advance request. Requests should be made by April 27 to [kfair@thefrederickcenter.org](mailto:kfair@thefrederickcenter.org)





Hood College  
Studies on Women and  
Gender (SWAG) Program



**ACCREDITATION STATEMENT**

Welcoming Frederick qualifies for 1 MSDE credit. To receive this, teacher attendees must complete pre-event coursework, attend the conference, and complete post-event activities.

**ACCREDITATION STATEMENT**

Frederick Memorial Hospital is accredited by MedChi, the Maryland State Medical Society to provide continuing medical education for physicians.

**DESIGNATION STATEMENT**

Frederick Memorial Hospital designates this educational activity for a maximum of (pending ) AMA PRA Category I Credit(s)™. Physicians should claim only the credit commensurate with the extent of their participation in the activity

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**ACCREDITATION STATEMENT**

Welcoming Frederick is a continuing nursing education activity approved for 6.8 contact hours by the American Association of Critical-Care Nurses, an accredited approver by the American Nurses Credentialing Center’s Commission of Accreditation.

**Welcoming Frederick 2018 Sponsors**



### **FreeState Justice Free Legal Clinic**

Thirty minute consultations with an attorney or paralegal are available to receive information on legal matters arising out of LGBTQ status including the legal name change process & how to update your name & gender on identity documents. If you need assistance with obtaining a name change or identity documents, please bring any identity documents you currently have, such as a state ID, birth certificate, or passport, & information about any medical or social services providers you currently see.

7:30 am      **Registration**

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

*Kris Fair, The Frederick Center and Mark Procopio, FreeState Justice*

8:40 am      Parallel Workshops

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

*Em Perper and Kris Fair, The Frederick Center*

Geared for straight allies who want to be intentional and respectful in their interactions with LGBTQ people but who may not have any or much exposure to the LGBTQ community, in this session we cover LGBTQ identifiers, vocabulary, and pronouns, including distinctions between sexuality and gender identity and then review community statistics pertaining to the LGBTQ community. Building on these data plus YRBS data, we will then discuss stressors associated with navigating life as an LGBTQ person, including what culturally / institutionally is different / remains unchanged from 10 or 20 years ago. The session is geared to provide an affirming safe space for attendee questions and interaction.

**LGBTQ 201: On Becoming an Affirming Ally**

*Jabari Lyles, GLSEN Baltimore*

For people who have a good grounding on the topics covered in LGBTQ 101, in this segment we reflect on the difference between acceptance and affirmation, including understanding, owning, and addressing personal discomfort with LGBTQ people as a way of becoming more affirming. We then discuss privilege and the use of privilege as an ally. The session is geared to provide an affirming safe space for attendee questions and interaction.

**LGBTQ 301: Systematizing Affirmation of LGBTQ Youth and Young Adults**

*Jeff Poirier, Annie E. Casey Foundation*

For people who have a good grounding on the topics covered in LGBTQ 101 and 201, in this segment we gain reinforcement on key concepts related to LGBTQ identity and

experience before being introduced to a framework for assessing -- and through this -- improving policy and practice for LGBTQ youth and young adults. Attendees will learn at least three practices that foster safer, more supportive settings and experiences for LGBTQ youth and young adults.

10:15 am **Refreshment break**

10:30 am **Youth Perspectives 2018 (18 and younger)**

*Moderator: Kate MacShane*

We conclude the morning with a Youth Panel so that we can hear LGBTQ youth perspectives directly in order to better understand common and shared issues that these youth have. This segment concludes with a brief Q+A segment.

11:15 am **Young Adult Perspectives 2018 (19+)**

*Moderator: Em Perper*

The transition to being a healthy LGBTQ adult can also be a difficult time. In this segment we'll hear LGBTQ young adult perspectives directly to help our understanding of common and shared issues these LGBTQ young adults have. This panel will also conclude with a Q+A period.

12:00 noon Lunch

**Luncheon presentation: The Frederick Center Health Equality Index Preliminary Findings**

*Kate Ericksen, The Frederick Center Intern / Goucher College*

12:45 pm Parallel Workshops

**Mental and Physical LGBTQ Healthcare: Affirming LGB and Especially T Patients**

*Deb Dunn, Chase Brexton; Meredith McAdam, LCSW-C*

Health disparities between straight and LGBTQ people begin in childhood and continue into adult life. Addressing these requires affirming mental and medical providers. In this segment we briefly review briefly LGBTQ medical statistics describing community health -- including The Frederick Centers' Health Equality Index Survey results -- as well as data on the LGBTQ relationship with the medical community. Next, we outline specific, tangible, and actionable steps that medical providers should take to make medical practices more affirming.

**Identity Documents for Trans/GNC People**

*Lisa Marcus, Hood College, Laura DePalma, FreeState Justice*

Changing identity documents to reflect one's true gender identity is crucial to the mental and physical health of transgender people. Attendees will learn about identity documents, understand the critical importance of these documents for transgender people, and comprehend the barriers to getting legal documents aligned with gender identity.

**Community Organizing: Change Starts With Us**

*Mark Procopio, FreeState Justice*

This interactive session begins by outlining key elements of community organizing and then dives in to the details on how to implement these elements effectively. Included are reviews of case studies of successes and failures.

**Decreasing Social Isolation in LGBTQ Older Adults**

*Clare Madrigal, RN, Frederick Memorial Hospital*

The older LGBTQ adult is more likely to experience social isolation, which leads to health disparities. After decades of discrimination, hiding their identity, and lack of legal protections, a lifetime of stress negatively impacts physical and mental health. There is a decreased trust in the healthcare system, including home care and nursing homes. The LGBTQ older adult is more likely to live alone, single and without children, as compared to heterosexual older adults. It is important to create social, supportive spaces in which older LGBTQ adults can thrive.

This session will dive into the specific disparities that the older LGBTQ adult faces, discuss social isolation and ways to implement programs in your institutions and communities.

2:00 pm

**Mental and Physical LGBTQ Healthcare: Affirming LGB and Especially T Patients**  
(repeats)

**Identity Documents for Trans/GNC People** (repeats)

**Community Organizing: Change Starts With Us** (continues)

**Educators As Allies**

*Missy Dirks, FCTA, Nicola van Kuilenburg, MSEA*

This training is designed to give educators the tools they need to support their LGBT+ students. We will begin by looking at what it means to be a visible ally, and how educators should respond when your students come out to you. This training also focuses on preventing and stopping anti-LGBT behaviors and will also provide information about Gender Sexuality Alliances in schools.

3:15 pm

**Mental and Physical LGBTQ Healthcare: Affirming LGB and Especially T Patients**  
(repeats)

**Identity Documents for Trans/GNC People** (repeats)

**Educators As Allies** (repeats)

**Employee Diversity and Affirming Trans/Gender Nonconforming Employees and Coworkers**

*Em Perper, The Frederick Center, Jennifer Kent, FreeState Legal*

Organizations that want to attract and retain top performing employees need to affirm the diversity of its working place. With an emphasis on trans/GNC colleagues, in this segment we discuss why affirming trans employees is important, understand the current state of trans/GNC people in the workplace, and review strategies to affirm trans/GNC employees

4:30 pm **General Session Close: Lessons Learned, Actions Plans, and Topics We Need to Learn More About**

5:00 pm **Adjourn**

## **Welcoming Frederick Biographies**

### **Laura DePalma**

Laura DePalma is a Staff Attorney at FreeState Justice, a statewide direct legal services and policy advocacy organization serving low- income LGBTQ Marylanders. Laura represents clients in a wide-range of civil legal matters, including name change and gender identity petitions, family law cases, anti-discrimination matters, and actions regarding access to transition-related health care. Additionally, Laura manages FreeState Justice's Pro Bono Panel, recruiting, training, and mentoring attorneys on how to effectively represent members of the LGBTQ community. Laura also heads up FreeState's police reform efforts as Co-Chair of the Baltimore Police Commissioner's LGBT Advisory Council, and advocates for law enforcement accountability at the highest levels of the Baltimore Police Department.

### **Missy Dirks**

Missy Dirks is an elementary Visual Arts teacher and the President of the Frederick County Teachers Association. She is a veteran educator with 21 years of experience in Frederick County Public Schools. As President, she helps facilitate the work of the LGBT+ Subcommittee in supporting welcoming schools for all educators and their students.

### **Deborah Dunn, PAC, MBA**

Position: Trans Health Coordinator: LGBT Resource Center for Chase Brexton Health Service: provide leadership and coordination of care of transgendered – identified patients. Establish best practices for medical trans care, and to train other medical providers. Provide consultation to external organizations regarding trans- related education, including employee transition. Provide state advocacy as needed. Identify research and funding opportunities related to trans care.

Specialty: Family Practice, Gender Medicine

Services: General Family Medicine, LGBT Wellness, Children and Adolescent Health Care, Transgender Specialist (Adult and Children)

Location: Chase Brexton Health Services : Columbia, Maryland

Education: MBA - Johns Hopkins University, 2003; Physician Assistant - Howard University, Washington, D.C., 1983; BS Microbiology - University of Maryland, 1979

- Areas of Interest: Transgender, LGBT Medicine: Recently on an expert team of Transgender medical professionals from all over the Nation that re-wrote guidelines for how to treat transgender (adults and adolescents) and prescribe medications (hormones) to those that are transitioning. Guidelines that address other relevant trans- medical issues were also discussed. These guidelines will be published.
- On the team that wrote program Gender: Joy (Journey of Youth), a multi-disciplinary program written for trans/gender diverse youth, adolescents and families. Was launched on March 8, 2016.
- Family Practice Physician Assistant at Chase Brexton Health Services. Provide medical services for the LGBT community. Treat transgender adults and children.
- Speaker/Trainer/ Educator at many national conference in the following topics: LGBT diversity trainer; Transgender 101; Health Issues and how they impact the LGBT community; Health issues that impact the Black Lesbian community; Educator- train/teach medical and mental health care providers: Transgender medicine.
- Fundraiser/ Strategic Planning: Services for non-profit organizations.

- Volunteer for: Support Groups in the LGBT Community for adults and children.

### **Kris Fair**

A lifelong Frederick County resident, graduating from Linganore High School in 2002, Frederick Community College in 2008 and Hood College in 2012. He has worked on civil rights and community involvement challenges for the last seventeen years. Kris has assisted organizations including The Frederick Arts Council, The Frederick Center, Marylanders for Marriage Equality, The Greater Frederick Advertising Federation, Frederick County Democratic Party and Weinberg Center for the Arts. Kris was recently awarded the Community Foundation's Wertheimer award for excellence in volunteerism and was named the 2015 volunteer of the year by the Frederick County Democratic Party. Additionally, Kris recently completed a three year tenure as director of The Frederick Festival of the Arts and Frederick Pride.

### **Jennifer Kent**

Jennifer L. Kent is the Managing Attorney of FreeState Justice. As Managing Attorney, Jennifer supervises and conducts FreeState's in-house litigation program, bringing cases to vindicate LGBT Marylanders' hard-won civil rights and engaging in strategic advocacy to expand access to justice for the LGBT community. Jennifer brings a wide array of experience to FreeState Justice, including serving as one of its volunteer attorneys. Prior to joining FreeState, Jennifer spent seven years in private practice representing victims of terrorism and civil rights abuses. Since 2013 she has taught Maryland Civil Procedure at the University of Baltimore School of Law. After graduating Florida State University magna cum laude, she worked on human rights issues in Albania and England for the FSU Center for the Advancement of Human Rights. Jennifer graduated cum laude from the University of Florida Levin College of Law where she was a board member of the Florida Law Review. Jennifer is admitted to practice in all Maryland state courts, the United States District Court for the District of Maryland, and the United States District Court for the District of Columbia.

### **Jabari Lyles**

Jabari Lyles has over 10 years of experience working in various positions that emphasize his passion for education, community organizing and social justice activism. As executive director of GLSEN Maryland, he coordinates the chapter's programming in schools all across the State of Maryland. He is the former Acting Executive Director and Board President of GLCCB, Baltimore's LGBTQ community center, has worked with FreeState Justice as an Outreach Specialist and Program Coordinator, and has years of experience as a public school teacher and speaker in Baltimore City. Jabari has presented on LGBTQ issues locally, statewide and nationally. He is involved with a number of workgroups and coalitions in Maryland working towards positive outcomes for youth most at-risk. Jabari is a Maryland native and currently lives in the Reservoir Hill neighborhood of Baltimore City.

### **Kate MacShane**

Kate MacShane, M.Ed, MSW, LGSW, is a clinical social worker and former public school special educator. Kate has a private therapy practice in Frederick, MD, where she provides affirmative psychotherapy to gender-diverse children, teens, adults, and their families. She is also the facilitator of the Frederick

Center's TransFamily support group for caregivers of gender-diverse youth. Kate is a member of the World Professional Association of Transgender Health.

### **Clare Madrigal**

Clare Madrigal, RN has been an Emergency Room nurse for 11 years. Clare is the LGBTQ Resource Nurse and LGBTQ Committee Chair of Sibley Memorial Hospital- a member of Johns Hopkins Medicine. She also works at Frederick Memorial Hospital, in the Emergency Department. Previously living in Miami, Clare volunteered with several LGBTQ organizations including Equality Florida, SAVE and Aqua Foundation for LBT women. Clare currently lives in Frederick with her wife and dog.

### **Meredith McAdam**

Meredith McAdam, LCSW, is a licensed clinical social worker and the owner of Frederick Therapy, LLC. Meredith has been in private practice in downtown Frederick for over ten years. Meredith studied at Towson University where she received a bachelors in Psychology, and graduated from University of MD School of Social Work with her Masters degree. After graduating from U of MD Meredith started at U of MD Hospital OB and pediatric AIDS clinic helping parents access drug treatment. Meredith then moved to Carroll County Family and Children's Services (CCFCS) where she gained a solid foundation with individual and couples therapy. After CCFCS Meredith moved to private practice where she specializes in couples, grief and loss, recovery, narcissism and partners of narcissists. In addition to these specialties she has been treating and advocating for the LGBTQ, polyamorous, and non-traditional relationship communities.

### **Lisa Algazi Marcus**

Dr. Lisa Marcus has been a professor of French and Women's and Gender Studies at Hood College since 1994. Lisa became involved with the Frederick Center after her teenage son came out as transgender and serves as an advocate and a resource for trans youth and their parents both at Hood and in the Frederick area, as well as volunteering at Frederick Pride. She was named Ally of the Year for 2016 by the Frederick Center.

### **Em Perper**

Em Perper has been on the board of The Frederick Center since March 2016 and is now head of The Frederick Center's Outreach Committee, organizing LGBTQ 101 presentations, tabling at community events, and much more. Em also serves on TFC's Youth Services Committee. In 2012, Em graduated from Grove City College, ranked by Princeton Review as one of the most "LGBT-unfriendly" colleges in the United States. After graduation, Em facilitated interfaith dialogue at Chautauqua Institution as a leader of the Abrahamic Program for Young Adults (APYA), then moved to Baltimore to live in intentional community with ten other Millennials and work for Episcopal Service Corps (ESC). Em relocated to the Frederick area in 2013, honing their organization and communication skills as a contractor for the National Institutes of Health. Today, in addition to their work for The Frederick Center, Em is a freelance writer and editor, a company member with Maryland Ensemble Theatre, and a bookseller at Curious Iguana, downtown Frederick's independent bookstore. They are a contributing editor at Longreads, writing often about gender, sexuality, religion and identity. They live in downtown Frederick with their partner.

## **Jeffrey Poirier**

Jeffrey Poirier, PhD, is a Senior Research Associate in the Annie E. Casey Foundation's Research, Evaluation, Evidence and Data Unit. Dr. Poirier works closely with the Foundation's Child Welfare Strategy Group, Jim Casey Youth Opportunities Initiative, and Juvenile Justice Strategy Group. He serves as a thought partner, conceptualizing and managing research and evaluation investments. He also works on issues related to education and employment opportunities for opportunity youth and is co-leading Casey's role in the Adolescent Science Translation Funders Collaborative. Previously he was at the American Institutes for Research for more than 15 years where he conducted research and evaluation and synthesized research to develop products for the field. He also delivered training and technical assistance around the U.S. to improve systems, services, and outcomes for LGBTQ youth. His work has addressed issues related to adolescent development, behavioral health, child welfare, cultural and linguistic competence, education, homelessness, juvenile justice, and youth well-being. Dr. Poirier serves as an adjunct professorial lecturer in American University's Department of Public Administration and Policy. He is coeditor of an upcoming Child Welfare League of America journal special issue on LGBTQ youth. He is also coeditor of a 2012 book, *Improving Emotional and Behavioral Outcomes for LGBT Youth: A Guide for Professionals*. He completed his undergraduate studies at the University of Pennsylvania and his graduate studies at The George Washington University.

## **Mark Procopio**

Coming out as gay as a teenager in Central New York and as an educator in Baltimore City, Mark Procopio experienced and witnessed the impact of systemic inequality and structural bias. His experience as a middle school teacher in Baltimore City stoked his passion and commitment to working with communities to achieve equality, access, and opportunity for all people regardless of race, gender identity, or sexual orientation. His career has focused on building partnerships, marshaling resources, and improving sustainability with social justice oriented education non-profits. Prior to joining FreeState Justice, Procopio held several roles with KIPP Baltimore which serves 1,500 students in the Greater Park Heights neighborhood of Baltimore City. KIPP is a national network of college preparatory, public charter schools. Most recently, he served as Interim Director of Operations. Previously, he led the fundraising, community organizing, advocacy, marketing, and communications work for the organization. Before his time at KIPP, Procopio managed organizational fundraising and partnerships for the Teach For America - Baltimore region. Procopio holds a degree in International Economics and International Finance from The Catholic University of America and is an alumnus of Teach For America, an AmeriCorps program. He and his fiancé, Chris, live in Fells Point.

## **Nicola van Kuilenburg**

Nicola van Kuilenburg is an MSEA UniServ Director and the proud mother of a transgender high school student. She works with the Frederick County Teachers Association where she helps facilitate the LGBT+ sub-committee in addition to her other UniServ duties. In her free time Nicola is an activist for transgender rights and sits on the National Center for Transgender Equality's (NCTE) Parents for Transgender Equality Council.