

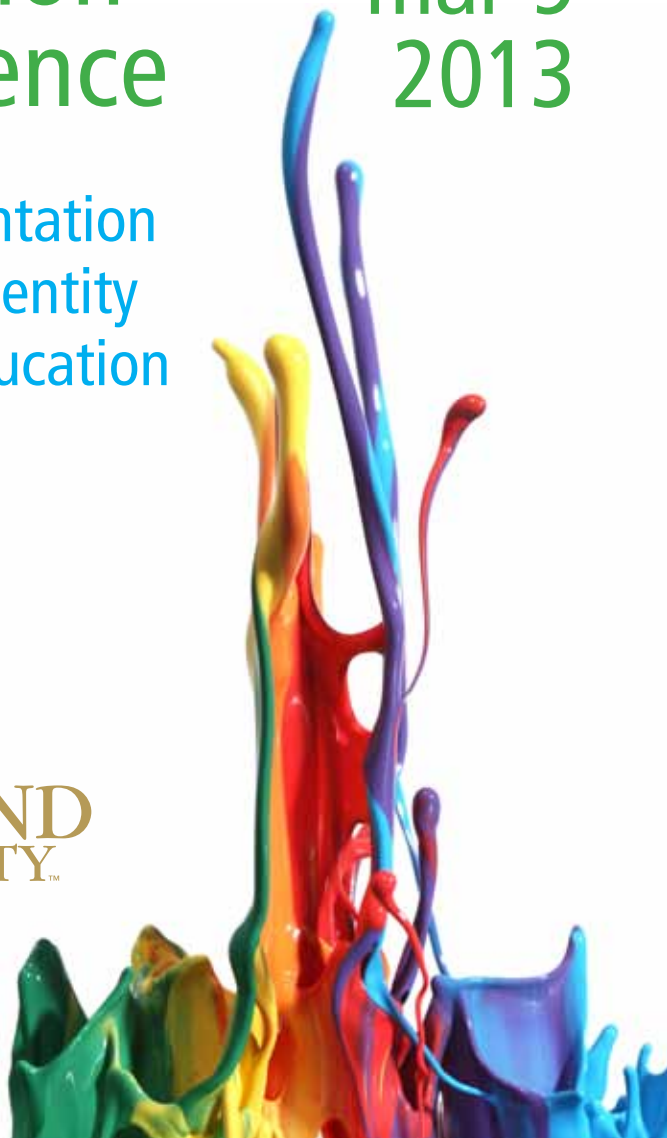
michigan SOGI

education
conference

mar 9
2013

Sexual Orientation
& Gender Identity
Issues in Education

OAKLAND
UNIVERSITY™



Welcome!

Welcome to the second 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 more inclusive, to learn more about how to make our communities more just.

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 members who care for all who come into our schools, regardless of their 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 and Human Services
Associate dean & associate professor
Director, SOGI Initiative

SOGI Committee

Barb Begin-Campbell, Shelly Garretson, Timothy Larrabee, Susan Martino,
Robert Maxfield, Erica Ruegg, David Secord, Patti Steele-Kefgen, Avni D. Thomas,
Rose Wedemeyer, Robert Wiggins

Conference Volunteers

Jennifer Bellini, Renae Hieber, Chelsey Kubacki, Grace Lee, Elizabeth Lordon,
Nichole Moninger, Jordan Penz, Annie Stodola, Lorin Wright

Schedule

8 – 8:30 a.m.	Registration and continental breakfast	
8:30 – 9:30 a.m.	Welcome	David Garcia, emcee
	Remarks	Timothy Larrabee Detroit City Council President, the Honorable Charles Pugh
	Keynote	Debra Chasnoff
9:30 – 9:40 a.m.	Break	

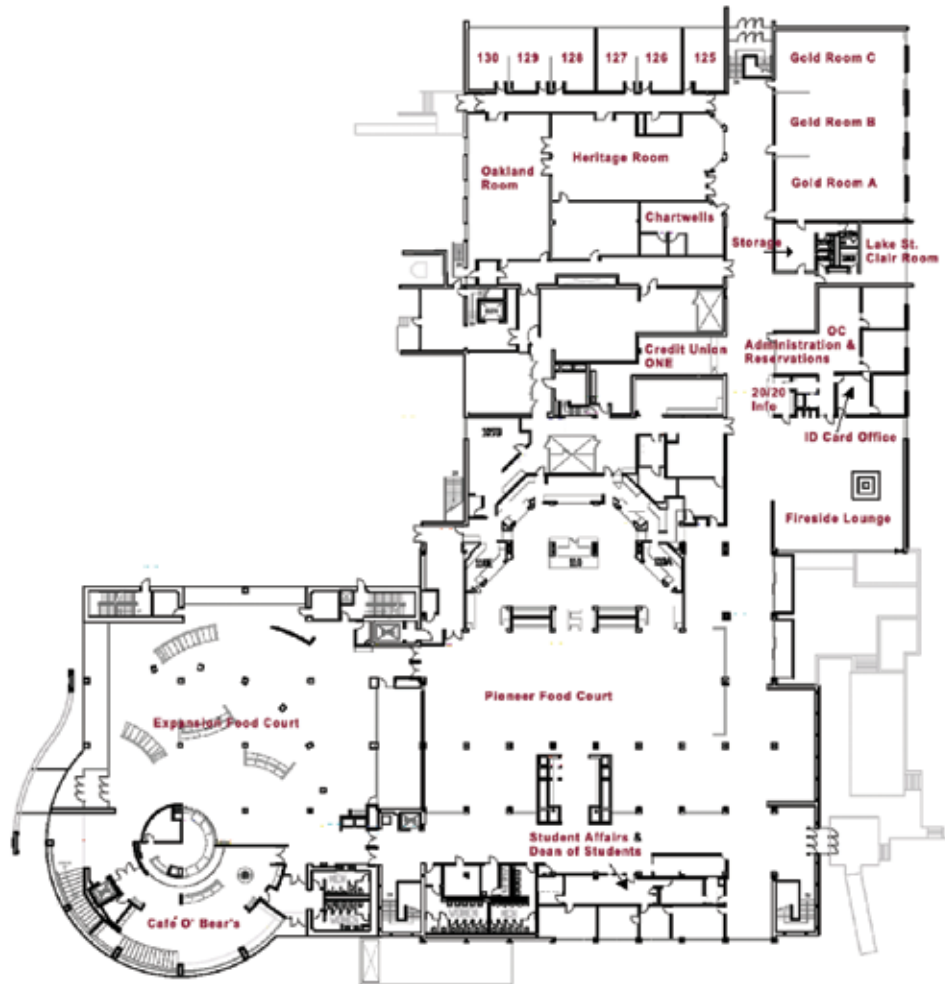
At 9:40 a.m., attendees have the option to attend one of the longer workshops or two of the shorter concurrent sessions. We will all reconvene for lunch.

9:40 – 11:50 a.m.	Workshops (choices, pages 5–6)
– or –	
9:40 – 10:40 a.m.	Concurrent sessions I (choices, pages 6–7)
10:40 – 10:50 a.m.	Break
10:50 – 11:50 a.m.	Concurrent sessions II (choices, pages 7–8)
11:50 – noon	Break

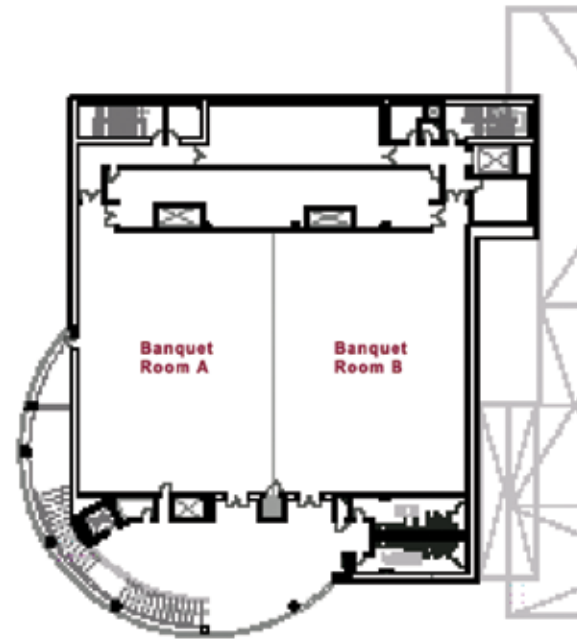
Lunch will be provided in the Banquet Rooms on the Upper Level.

Noon – 12:50 p.m.	Lunch Lesbian, Gay, Bisexual, Transgender, Queer, Intersex & Ally (LGBTQIA) Community Advocacy Scholarship presentation
12:50 – 1 p.m.	Break
1 – 2 p.m.	Round-table discussions
2 – 2:10 p.m.	Break
2:10 – 3:10 p.m.	Concurrent sessions III (choices, pages 9–11)
3:10 – 3:20 p.m.	Break
3:20 – 4:20 p.m.	General session Riot Youth – Ann Arbor Neutral Zone
4:20 – 4:30 p.m.	Break
4:30 – 5 p.m.	Reflections and closing remarks

Main Level



Upper Level



Keynote Address | Debra Chasnoff



Academy Award-winning documentary filmmaker Debra Chasnoff is a nationally recognized champion of using film as an organizing tool for social justice campaigns, and a pioneering leader in the international movement working to create safe and welcoming schools and communities.

Debra's highly acclaimed documentaries addressing youth and bias issues are widely hailed by educators and advocates as among the best tools available today to help open up dialogue and advocacy around many of the most challenging issues affecting young people's lives and school environments.

Emcee | David Garcia



Antonio David Garcia, known as Dave to friends and family, is a proud, single, gay father and has a degree in communications with a media focus from the University of Michigan-Flint. Dave first began his public fight for LGBT issues after being fired from his position as community services coordinator for his attempt to start a Gay-Straight Alliance in the public schools back in 2000. After walking 55 miles overnight from the doors of a high school to the state capitol, Garcia delivered what would be one of many heartfelt and inspiring speeches. For well over the past decade, Dave has continued his dedicated efforts to improve the lives and advance the cause of justice for all in the LGBT community, including his

service on the board of directors for the Jim Toy Center in Ann Arbor and his current role on the National Centerlink Board. Dave currently serves as executive director of Affirmations, following his role as executive director of the Kalamazoo Gay and Lesbian Resource Center.

9:40 – 11:50 a.m. | Workshops

Implementing and Supporting Gay–Straight Alliances

Jane Kelley, Ph.D.; Lia Fabbri, Julia Lebrell – Gay, Lesbian and Straight Education Network (GLSEN), Southeast Michigan

Room: Heritage, main level

Utilizing GLSEN's "Jump Start Guide for Gay-Straight Alliances," this presentation will guide participants through the process of establishing a GSA, identifying its goals and assessing school climate. It will conclude with a panel discussion by student members of the GLSEN Southeast Michigan Jump Start team discussing their experiences with GSAs.

Understanding and Creating a Safe Place for GLBT Students and Issues in Middle Level Classrooms

Norma J. Bailey, Ed.D. – Central Michigan University

Room: Oakland Room, main level

While GLBT issues are becoming more visible, there is still virtual silence regarding them in middle level schools. This session provides information about the needs of GLBT young adolescents, explains the stresses and impact on GLBT and heterosexual youth, and provides strategies and resources to help better meet their needs.

Film Screening and Discussion — *Straightlaced: How Gender's Got Us All Tied Up*

Debra Chasnoff, president and executive producer – GroundSpark

Room: 125, main level

Straightlaced unearths how popular pressures around gender and sexuality are confining American teens. With courage and humor, teens who self-identify as straight, lesbian, gay, bisexual or questioning and represent all points of the gender spectrum open up about their lives. From girls confronting media messages about culture and body image to boys who are sexually active just to prove they aren't gay, this fascinating array of students opens up with brave, intimate honesty about the toll that deeply held stereotypes and rigid gender policing have on all our lives. Debra will share strategies on how to use the film to make middle and high schools more welcoming and inclusive.

Integrating SOGI and Social Justice in Curricula: Lessons from a Training and Education Unit

Jan de la Torre, M.A.; Jenny Murphy, M.S.W.; Christina Bolden, M.S.W. – Michigan Department of Community Health

Room: 126, main level

This workshop will focus on strategies to integrate SOGI and social justice in a teaching/training curriculum. The presenters will share why they needed to integrate SOGI and social justice to their curriculum, how they did it, what resources and trainings they needed, and the results of their evaluation.

9:40 – 11:50 a.m. | Workshops *continued*

Preparing Yourself for Dealing with Gender Diversity in the Classroom

Stephen Rassi, Ph.D. – Eastern Michigan University School of Social Work; Sandra Samons – Homestead Counseling Center

Room: 128, main level

A basic review, followed by exploration of issues encountered working with students from across the entire gender spectrum, and concluding with resources to integrate transgender students into your classroom in a positive way and to make the presence of a transgender student into a learning experience for the entire class.

Beyond the Choir: Effectively Reaching Out to the Middle

Laurie Bechhofer, M.P.H. – Michigan Department of Education Coordinated School Health and Safety Programs Unit; Kim Phillips-Knope, M.S.W. – Roots of Change

Room: 129, main level

In this interactive workshop, we discuss strategies for getting all stakeholders engaged in creating safe spaces for LGBTQ youth. With lessons learned from the Michigan Department of Education Sexual Minority Youth workgroup, we analyze how we craft and frame messages, tailor influential communications, and create safe spaces for differing viewpoints.

9:40 – 10:40 a.m. | Concurrent sessions I

– Invited Session –

Sexual Orientation and Gender Identity 101

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

Room: Gold A, main level

This session focuses on providing foundational information and common language. From this baseline, participants will be able to more comfortably and effectively engage with more advanced topics and issues of sexuality and gender in the Sexuality and Gender Lab Workshop. Participants have an opportunity to reinforce prior knowledge, gain new knowledge, share their experiences and tackle some “bigger stuff” in the hilarious “flyswatter game.”

The Coming Out Process for the Millennial Generation

Dalton Connally, Ph.D. – Oakland University

Room: Gold B, main level

This session brings new understanding to the role of social workers and school personnel in the disclosure process for LGBTQ youth by considering how the disclosure process can impact individual student development. Implications for school and clinical social work practice and considerations for school administrators will also be discussed.

Using Research for Messaging and Moving Toward Justice

Emily Dievendorf, policy director – Equality Michigan

Room: Gold C, main level

Universities and polling firms release data that both help the average citizen understand the impact of discrimination and help LGBT advocates understand how equality efforts are perceived by the public. This session offers a crash course in how to engage the public and our elected leaders on social justice issues.

Trans* Inclusion: Beyond Bathrooms and Binaries

Erich Pitcher, M.S. – Michigan State University LGBT Resource Center

Room: 127, main level

This session explores trans* inclusion beyond bathrooms and binaries. We will explore strategies and practices for trans* inclusion in classrooms and schools/universities. This is a highly interactive workshop that asks participants to reflect on their best attempts at inclusive practice and identify areas of growth.

10:50 – 11:50 a.m. | Concurrent sessions II

– Invited Session –

Sexual Orientation and Gender Identity 101

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

Room: Gold A, main level

This session focuses on providing foundational information and common language. From this baseline, participants will be able to more comfortably and effectively engage with more advanced topics and issues of sexuality and gender in the Sexuality and Gender Lab Workshop. Participants have an opportunity to reinforce prior knowledge, gain new knowledge, share their experiences, and tackle some “bigger stuff” in the hilarious “flyswatter game.”

Supporting Students as They Advocate and Share Their Voice in the School Community

Megan Taylor, M.A.; Sheila Ebel, Destiny Douglas, Mickela Green-Dunbar – Novi Schools

Room: Gold B, main level

This session focuses on strategies to support students in developing advocacy skills and confidence on the topic of LGBTQ equality and awareness. Presenters will discuss how to introduce creating a “safe space” into the school community and how to begin and foster a thriving Gay-Straight Alliance.

10:50 – 11:50 a.m. | Concurrent sessions II *continued*

What Schools Need to Know: LGBT Issues and the Law

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

Room: Gold C, main level

This session provides an overview of legal issues affecting both LGBT students and staff including anti-discrimination protections and policies, First Amendment issues and anti-bullying policies. We describe implications surrounding failure to appropriately address incidents of LGBT bullying and about the right of teachers to speak out in support of equality.

Increasing Gender Identity Sensitivity

Rachel Crandall, M.S.W. – Transgender Michigan

Room: 127, main level

This presentation will focus on increasing gender identity sensitivity. There is a severe lack of sensitivity for gender identity issues. It is having a negative effect upon the education system and all students. This workshop will show various techniques to increase gender identity sensitivity.

Noon to 12:50 p.m. | Lunch

Room: Banquet Rooms, upper level

Oakland University 2012-13 Lesbian, Gay, Bisexual, Transgender, Queer, Intersex & Ally (LGBTQIA) Community Advocacy Scholarship presentation

Recipient – Lindsey Hampton

Presented by Dr. Dalton Connally, president – Oakland University LGBTQIA Employee Resource Group

1 – 2 p.m. | Roundtable discussions

Join workshop and session facilitators for an informal round-table discussion. 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 – 3:10 p.m. | Concurrent sessions III

Sexuality and Gender Lab

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

Room: Gold A, main level

The session allows for those who already have foundational knowledge about sexual orientation and gender identity to apply their knowledge in our “laboratory.” You will be given some skills and concepts to use while working with your lab partners to defuse some potentially volatile situations.

What Do We Know about the Health of LGBTQ Youth?

Patricia Wren, Ph.D. – Oakland University School of Health Sciences

Room: Gold B, main level

In this presentation, we will examine key indicators of the health status of LGBTQ youth (e.g., bullying; homelessness; sexual behavior; alcohol, tobacco, drug use). We will also explore the challenges of collecting health data from vulnerable and invisible populations. Best practices for fostering safe school environments will be discussed.

Social Justice Issues: Helping All Students Reach Their Potential

Larry Thomas, M.A. – Oakland Schools; R.J. Webber – Novi Schools

Room: Gold C, main level

This session describes how one county is collaborating to help ALL students reach their potential. At the request of students, districts are sending teams of educators to professional learning experiences on social justice issues as students have identified this as a need for the adults in their lives.

Creating Safe Space Ally Trainings

Grace Wojcik, M.P.A. – Oakland University Gender & Sexuality Center

Room: Heritage, main level

Join us as we discuss how to create effective Safe Space Ally training sessions for instructors, staff members and even students. Having designated “safe spaces” where students feel comfortable discussing SOGI issues is vital to creating a welcoming and inclusive environment where all can thrive.

2:10 – 3:10 p.m. | Concurrent sessions III *continued*

LGBTQ Students: What We Are Learning about Risk, Resiliency and Effective Support Strategies for Educators

Melissa Grey, Ph.D. – Michigan Project for Informed Public Policy; Ellen Keyt, Ph.D. – Oakland University

Room: Oakland, main level

Research demonstrates detrimental effects of anti-LGBTQ bullying and victimization in educational settings. This session emphasizes youth resilience in the face of these hazards to their well-being and strategies educators can use to reduce risk and build resilience. Participants are encouraged to discuss practical applications of the research.

Film Screening and Discussion – *It's STILL Elementary*

Debra Chasnoff, president and executive producer – GroundSpark

Room: 125, main level

Ten years after she directed the pioneering safe schools documentary, *It's Elementary — Talking About Gay Issues in School*, Debra directed this sequel. The producers tracked down some of the students in the original film to find out what difference it made to have K-8 teachers who took on homophobia in their classrooms. And *It's STILL Elementary* tells the inspiring story of how everyone connected with *It's Elementary* faced down relentless conservative opposition to keep working toward the goal of having schools that are free from anti-gay stigma. If you need a shot in the arm to keep working to make schools safer, this is the film for you!

Strategies to Enhance Conditions for Learning for LGBT Students

Jeffrey Poirier, M.A. – American Institutes for Research; Dustin Miller – Dublin City Schools

Room: 126, main level

We will discuss: (1) strategies and 10 standards of practice from a recently published book, *Improving Emotional and Behavioral Outcomes for LGBT Youth: A Guide for Professionals*, and review conditions for learning as a framework of action; and (2) tools and resources, including an assessment checklist, to use in schools.

Students with Transgender Identities

Antonia Caretto, Ph.D. – Antonia Caretto, Ph.D., P.L.L.C.

Room: 127, main level

The incidence and awareness of school-aged children with transgender identities is rising exponentially. In addition to basic knowledge, educators need a paradigm for understanding gender that compels them to proactively embrace diversity and thereby enrich the learning environment for all students, faculty and staff.

Sex, Gender and Orientation: Fluid Drag in a Culture of Marginalization

Miroslav Manovski, Ph.D. – independent scholar

Room: 128, main level

This session shares some of the process and findings of an arts-based, autoethnographic dissertation study (Manovski, 2012) providing the audience a window into the larger work. This collage showcases experiences of bullying in education enabling participants to consider the implications for the fields of education, music education and beyond.

Using Research for Messaging and Moving Toward Justice

Emily Dievendorf, policy director – Equality Michigan

Room: 129, main level

Universities and polling firms release data that both help the average citizen understand the impact of discrimination and help LGBT advocates understand how equality efforts are perceived by the public. This session offers a crash course in how to engage the public and our elected leaders on social justice issues.

3:20 – 4:20 p.m. | General session

Gayrilla Theatre

Riot Youth – Ann Arbor Neutral Zone

Riot Youth designed and implemented a climate survey in area schools to address attitudes regarding sexual orientation, gender identity and gender expression. Approximately 1,200 students completed the survey across four high schools in Ann Arbor. To effectively share the findings with the broader community, Riot Youth developed Gayrilla Theater as a tool to share the research findings and to capture the attention of the audience to reflect on issues of anti-LGBT bullying and harassment.

4:30 – 5 p.m. | Reflections and closing remarks



Do not follow where the path may lead.
Go, instead, where there is no path
and leave a trail.

– *Ralph Waldo Emerson*

Never doubt that a small group of thoughtful,
committed citizens can change the world.
Indeed, it is the only thing that ever has.

– *Margaret Mead*

Thoughts & Reflections

Thoughts & Reflections



Cowardice asks the question — is it safe?
Expediency asks the question — is it politic?
Vanity asks the question — is it popular?
But conscience asks the question — is it right?
And there comes a time when one must take a position
that is neither safe, nor politic, nor popular;
but one must take it because it is right.
– *Dr. Martin Luther King Jr.*

Wherever there are beginners and experts,
old and young,
there is some kind of learning going on,
some kind of teaching.
We are all pupils and we are all teachers.
– *Gilbert Highet*

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Women and Gender Studies Program
29th Annual Film Festival presents ...

"BULLY"

Saturday – March 16, 2013

Noon – 4:30 p.m.

Oakland Center, Gold Rooms

A critically acclaimed documentary film that explores the violence experienced by young people. The film tells the stories of several of these children and explores how we as a society should deal with bullying. Besides the viewing, the audience will also be able to participate in an active discussion with a panel of experts from the educational, legislation and medical fields who will focus on the gender and sexuality dimensions of bullying.

More info: osterber@oakland.edu or (248) 370-2154.

This is a **FREE** event but your donation would be greatly appreciated and accepted at the door.



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Thank you for participating!

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