About the SOGI Initiative

The School of Education and Human Services’ Sexual Orientation & Gender Identity (SOGI) Initiative was launched in 2010. The goals of the SOGI Initiative are to provide a safe and welcoming environment; to create a more supportive and inclusive campus climate that encourages the success of all students, staff, faculty and administrators regardless of sex, gender identity, or sexual orientation; to increase awareness of the realities that face gay, lesbian, bisexual, transgender, queer, questioning, intersex (GLBTQQI) people, and to advocate for the larger GLBTQQI community.

The purpose of this initiative is to provide supportive, educational outreach and community events, as well as other networking opportunities for students, staff, faculty, administrators, and visitors to the School of Education and Human Services who identify as GLBTQQI, as well as their allies.

The acronym in the title of this initiative and annual 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 toward equality and social justice for GLBTQQI people, we must understand that SOGI issues are not about them – the ones who identify by an ever-expanding alphabet of labels. SOGI issues are about us – the students, educators and community leaders who care for all who come into our schools, businesses and communities, regardless of their sexual orientation, gender identity and gender expression. SOGI issues are not theirs alone; SOGI issues are ours.

This year, for our fourth annual conference, we are REACHING UP to the leadership in schools, school districts, colleges, universities, local communities, and government, and we are REACHING OUT across the breadth of LGBTQQI and allied community to explore our connections, intersections, and divergences. Today we will learn more about our issues and find new ways to think and act that will bring about a more equitable and just community for all of us.

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

SOGI Initiative Committee
Barb Begin-Campbell, Scott Crabill, Timothy Larrabee, Jonathan Larson, Susan Martino, Erica Ruegg, Davide Secord, Robert Wiggins

Conference Support Staff
Julie Chapie, Lori Crose, Carrie Sliwinski, Holly Smith
Schedule

7:30-8:30 a.m. Registration & Full Breakfast Buffet

8:30-9:25 a.m. Welcome Remarks
   Emcee Steve Spreitzer, Michigan Roundtable
   Timothy Larrabee, Director, SOGI Initiative
   Patricia Dolly, Senior Adviser to the President, Diversity, Equity & Inclusion
   Keynote Kris Hermanns, Pride Foundation

9:25-9:35 a.m. Break

9:35-10:30 a.m. Concurrent Sessions I

10:30-10:40 a.m. Break

10:40-11:35 a.m. Concurrent Sessions II

11:35-11:45 a.m. Break

11:45-12:40 p.m. Roundtable Session

12:40-12:50 p.m. Break

12:50-1:45 p.m. Lunch

1:45-1:55 p.m. Break

1:55-2:50 p.m. Concurrent Session III

2:50-3 p.m. Break

3-3:55 p.m. Concurrent Session IV

3:55-4:05 p.m. Break

4:05-4:55 p.m. Facilitated Panel Discussion

4:55-5 p.m. Closing Remarks
Wireless Network Log-On Instructions

In order to access wireless internet during the conference, use the WIFI code: **SOGI2015**

**Floor Plan**
Keynote Address | **Kris Hermanns**  
Pride Foundation, Executive Director

Kris Hermanns is the executive director of Pride Foundation, a regional community foundation committed to inspiring giving to expand opportunities and advance full equality for lesbian, gay, bisexual, and transgender people and their families across the Northwest.

Kris has twenty years of experience and expertise as a strategist, fundraiser, and nonprofit executive. Before joining Pride Foundation, Kris was the deputy director at the National Center for Lesbian Rights. Prior to that, she served as a program officer with The Rhode Island Foundation. Kris also worked as associate director for Brown University’s Howard R. Swearer Center for Public Service. In addition to her professional work, Kris served on the board of directors of Funders for LGBTQ Issues and is a Green Bay Packers shareholder.

Kris earned a Masters of Education in Administration, Planning, and Social Policy from Harvard University and a B.A. in political science from the University of Wisconsin-Madison.

Emcee | **Steve Spreitzer**  
Michigan Roundtable, President & CEO

Steve Spreitzer is the President and CEO of the Michigan Roundtable. Steve served as Interim President and CEO from August 2013 until July 2014, Director of Programs from 2008 to 2013, managed the Roundtable’s Interfaith efforts from 1996 to 2008 and Walk2gether Michigan from 2004 to 2008. Steve received his Masters in Social Work at Michigan State University, where he studied the role of the faith community in advancing social justice.

Steve has worked in community mental health, criminal justice ministry and legislative advocacy. He has received recognition from the World Sabbath for Religious Reconciliation, the Council of Islamic Organizations of Michigan, the Catholic Youth Organization and the Hindu American Foundation.
9:35 – 10:30 a.m. | Concurrent Session I

**The “How-To” of Starting and Running a Gay-Straight Alliance**

Lia Fabbri, Katie Lamb – Gay, Lesbian & Straight Education Network (GLSEN), Southeast Michigan (SEMI)

Room: Salon A

*With the help of the GLSEN chapter in Southeast MI and local K-12 educators, this session will provide information about how to start and run a Gay-Straight Alliance. We will discuss the successes and obstacles experienced in these environments with time for Q&A at the end.*

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**Creating Space for LGBTQ Students of Color**

Roland Stringfellow - Center for Lesbian and Gay Studies in Religion and Ministry at The Pacific School of Religion

Room: Salon B

*The Center for Lesbian and Gay Studies in Religion and Ministry at Pacific School of Religion has developed in-depth curricula and film resources for Asian-American, African-American and Latino/a people which facilitates safe, non-threatening dialogue about the diversity of human sexuality and the tension that sometimes exists related to religious convictions.*

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**Safety, Bias and LGBTQ Issues: An Educator Training from the NEA**

Frank Burger – National Education Association

Room: Salon D

*A comprehensive examination of NEA's five-part training series addresses LGBTQ issues, their importance, how to most effectively integrate them into the classroom, and how they impact the whole child. Participants will engage in sample activities from the training modules and learn how to access the trainings.*

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**Becoming Gender Rule-Benders**

Emilio Rodriguez – 64 Crayon Box Arts

Room: Salon E

*This session will empower the group to address, challenge, and explore the gender norms which we develop or enable to continue in the classroom and our culture. Collectively, we will leave with strategies, experiences, and activities to make our classrooms and communities safe and inclusive environments for all.*
Affirming Gender Diverse Children & Adolescents

Jenn Burelton – TransActive Gender Center

Room: Centerpoint

This presentation will address cultural over-emphasis on teen sexual orientation while substantially ignoring the importance of providing affirming educational environments for K-8 students who are diverse in their gender identity and gender expression. We will also discuss the unique challenges facing transgender children in elementary and middle school.

10:40 – 11:35 a.m. | Concurrent Session II

How a Gay-Straight Alliance Can Dramatically Change a School and Community

Lawrence Carter, Michelle Jett – Illinois Safe Schools Alliance

Room: Salon A

This session will discuss the impact of GSAs on school climate, rights of GSAs, ways adults can support GSAs, steps youth leaders can take to create GSAs, ongoing training and development to keep GSAs active, and how to move into the broader community for LGBTQ awareness and support.

Conservative Christian Beliefs and Sexual Orientation in Social Work: Privilege, Oppression, and the Pursuit of Human Rights

Adrienne Dessel – University of Michigan

Room: Salon B

This presentation discusses a recent co-edited book on conservative Christian beliefs and sexual orientation, with specific content on intergroup dialogue as a pedagogy designed and empirically documented to reduce intergroup prejudice, build relationships, and promote social justice that can be used in higher education, public schools, and community settings.
Just Not Those Kids: A Critical Analysis of Michigan’s Anti-Bullying Legislation, Its Limitations Regarding Queer Youth, and the Potential of Transformative Leadership Theory to Complete the Job

Thomas Zook – Wayne State University

Room: Salon D

Michigan’s anti-bullying law falls far short of protecting queer youth from unwelcoming and hostile school environments. Transformative Leadership Theory offers educators a framework for creating genuinely safe, supportive, and inclusive learning communities. In partnership with local, state, and federal agencies, educational leaders can accomplish what legislators failed to do.

Rights of Trans Students

Owen Daniel-McCarter, Anthony Papini – Illinois Safe Schools Alliance

Room: Salon E

This workshop will cover what rights trans and gender expansive students have in their schools, best practices by school and administration regarding these rights, and how to advocate for change in your school regarding policies and practices that support youth of all gender identities and expressions.

Title IX Compliance & Doing The Right Thing

Jenn Burelton – TransActive Gender Center

Room: Centerpoint

Federal Title IX protections against sex discrimination have been extended to students who express their gender identity in ways that do not conform to gender norms or their sex assigned at birth. This workshop helps educators understand how to exceed Title IX requirements to the benefit of all students.

11:45 a.m. – 12:40 p.m. | Roundtable Discussions

Room: Salon C

Join session facilitators for informal roundtable discussions. Roundtable discussions are small group sessions that provide attendees the opportunity to network and share in a more intimate setting. Participants are welcome to visit several tables to connect with presenters outside of their formal sessions. Attendees may want to touch base with presenters they may have to miss due to a scheduling conflict, or follow-up with presenters after attending their session.
12:50 – 1:45 p.m. | Lunch

Room: Salon C

1:55-2:50 p.m. | Concurrent Session III

Reaching Out and Leaving Tracks

Catherine Boileau, John Dudek, Ian Dunbar-Gaynor, Megan Taylor – Novi High School

Room: Salon A

Novi GSA will talk about fostering relationships with staff and school to spread LGBTQ awareness, and help combat bullying and discrimination faced by LGBT people. Interventions, Safe Space stickers, and education on LGBTQ topics are addressed. Building community connections with churches, colleges and youth centers will also be shared.

The Privilege of Safety

Melissa Monier, Mariam Mustafa – University of Michigan-Dearborn

Room: Salon B

Our presentation includes an overview lecture on the concepts of both privilege and safety. Following this overview, the audience will be able to engage in understanding how their privileges affect what safety means to them, and we will conclude with a discussion of how to create truly safe spaces.

Reform Laws or Reform Schools

Rudy Serra

Room: Salon D

This session highlights the need to repeal or amend statutes that criminalize LGBT sex, and make students defendants in cases of sexting, harassment, and assault. The session weighs whether it is more effective to educate students about unfair laws, or grown-ups about the need to repeal and change such laws.
Trading Places: When Our Son Became a Daughter

Jane Baker

Room: Salon E

Author and mother Jane Baker tells her story of supporting her adult child through gender transition while struggling to overcome deep personal anguish about it. She answers questions sometimes asked by people new to trans issues, addresses reactions by friends and family, explains terminology, and discusses prevalence of transgender people.

Alcohol & LGBT Identified Youth

Paula Kirsch, Mark McMillan – Center for Relationship & Sexual Health

Room: Centerpoint

This presentation will give an overview of the intersections of alcohol use and LGBT identified youth. Participants will learn about current terms and definitions for the LGBT community; myths & facts about underage drinking, especially affecting LGBT youth; basic statistics & youth drinking trends, brief screenings, and resources for educators.

3:00-3:55 p.m. | Concurrent Session IV

“There Was Me, Standing There, Appalled”: Developing Teacher Candidates’ Agentive Approaches to Supporting LGBTQ Youth

Heather McEntarfer – University of New York at Fredonia

Room: Salon A

This session focuses on a qualitative study of how one teacher candidate constructed the narratives of her student teaching experience in a deeply homophobic school. Her narratives de-emphasized her own agency—though she did act with agency. I will lead activities/discussions focused on constructing narratives that reveal our own agency.

How School Push Out Disproportionately Impacts LGBTQQI Youth of Color

Michelle Jett, Jordee Yanez – Illinois Safe Schools Alliance

Room: Salon B

Learn how school push out policies disproportionately affect LGBTQ youth of color. Discuss institutionalized policies and procedures designed to target LGBTQ youth of color and remove them from the education system. Present strategies on how to effectively challenge and change these policies through youth organizing, advocacy and restorative justice methods.
Building a Movement for Michigan Gay-Straight Alliances – Working Through Situational Assessment Challenges and Barriers

Craig Laurie – Michigan Organization on Adolescent Sexual Health (MOASH)

Room: Salon D

Michigan Organization on Adolescent Sexual Health (MOASH) is implementing a new program, Building a Movement for Michigan Gay-Straight Alliances (BAMM GSAs), to increase the number and capacity of GSAs statewide. The session will facilitate discussion about challenges that have arisen with development, implementation, and facilitation of the GSA situational assessment.

Implications for Higher Education: Extending Trans* Inclusion to the Faculty

Erich Pitcher – Michigan State University

Room: Salon E

Participants will consider ways that their college or university could become more trans* inclusive at the faculty level. Using the inclusion framework of participating, accessing, and shaping, participants will identify ways that their institutions must change in an effort to create an environment that is supportive of gender diverse faculty.

4:05-4:55 p.m. | Facilitated Panel Discussion

SOGI Issues: Embedded in Education

Tony Sharpe – Student, Farmington High School, Farmington Public Schools
Erika Rust – Teacher, North Farmington High School, Farmington Public Schools
Rachel Guinn – Principal, Seaholm High School, Birmingham Public Schools
Naomi Kahlil – Director, Instructional Equity, Farmington Public Schools
Larry Thomas – Director, School Quality, Oakland Schools
Laurie Bechhofer – Michigan Department of Education
Steve Spreitzer – Moderator, Michigan Roundtable

Room: Salon C

This interactive dialogue brings together educators from across the spectrum of education. Each panelist is actively engaged in addressing SOGI issues in their role as leaders. This unique gathering of experts allow us to see how these key stakeholders’ efforts move our educational system toward an inclusive and just institution.
Education is the most powerful weapon which you can use to change the world.

Nelson Mandela

No one in America should ever be afraid to walk down the street holding the hand of the person they love.

Barack Obama
Remember, the change you want to see in the world, and in your school, begins with you.

Joseph Clementi

Labels are for filing. Labels are for clothing. Labels are not for people.

Martina Navratilova
MIDWEST SOGI EDUCATION CONFERENCE

Midwest SOGI Education Conference: Doing Social Justice Between the Coasts

October 17-18, 2015

Detroit Marriott
200 W. Big Beaver Rd.
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http://www.marriott.com/hotels/hotel-photos/dtttt-detroit-marriott-troy/

About the Conference
As the nation rolls toward equality for LGBTQ families, with few exceptions the Midwest states remain resistant. What does educating for social justice for LGBTQ people look like here in the middle – caught between the progressive coasts? Come together with your fellow Midwesterners who are all too often working independently, or with a few local partners, to advance the tide of social justice for LGBTQ students and educators. There is hope in community. There is strength in numbers. There is knowledge in sharing. Come join us.

The Midwest SOGI Education Conference creates space for those who are working at the intersections of LGBTQ communities and schools & colleges to come together and learn from each other about doing this critical work here on the Third Coast. This conference will bring together those working on the front lines: P-20 Educators, Faith Leaders, LGBTQ Parents and Families, and Community advocates.

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Keynote Address | Kevin Nadal
Saturday, October 17, 2015

Dr. Kevin Leo Yabut Nadal is an award-winning professor, psychologist, performer, activist, and author, who received his doctorate in counseling psychology from Columbia University in New York City. Currently, he is the Executive Director of the CLAGS: The Center for LGBTQ Studies at the Graduate Center (GC) at the City University of New York (CUNY), as well as an Associate Professor of psychology at both John Jay College of Criminal Justice and GC-CUNY. He is one of the leading researchers in understanding the impacts of microaggressions, or subtle forms of discrimination, on the mental and physical health of people of color, lesbian, gay, bisexual, and transgender (LGBT) people, and other marginalized groups. He has published over 50 works on multicultural issues in the fields of psychology and education. He is the author of That’s So Gay: Microaggressions and the Lesbian, Gay, Bisexual, and Transgender Community (2013, APA Books).

Keynote Address | Robert Kim
Sunday, October 18, 2015

Mr. Robert Kim is Deputy Assistant Secretary for Strategic Operations and Outreach in the Office for Civil Rights, U.S. Department of Education. As a senior political appointee in the Obama Administration, Robert has expertise in civil rights and education policy and significant experience in civil rights law and litigation, federal education policy, nonprofits, educational training/consulting, and labor unions. Mr. Kim oversees nearly 600 Office for Civil Rights staff nationwide; advises on Department-wide education policy and on issues related to enforcement of federal anti-discrimination civil rights laws as applied to K-12 and postsecondary schools; advises on press/media relations and communications, content of major speeches, and interaction with external stakeholders; and staffed the Equity and Excellence Commission (through 2013).

Mr. Kim is co-author, “Education and the Law, 4th ed.” (West Academic Publishing, forthcoming 2016). His professional interests include public administration, law, graduate level teaching, and nonprofit management.
E-Equality Research Center

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Conservative Christian Beliefs and Sexual Orientation in Social Work
Privilege, Oppression, and the Pursuit of Human Rights
Adrienne B. Dessel and Rebecca M. Bolen, Editors

This important new work addresses the tensions and divisions in social work between conservative Christian religious beliefs and lesbian, gay, and bisexual (LGB) students, practitioners, faculty members, and clients. Authors representing a diverse range of sexual orientation and religious and professional identities explore the debate regarding freedom of religious expression and full sexual orientation affirmation. Their discussions provide a deeper understanding of the complexity of topics such as social identity, oppression, power and privilege, human rights and social justice, attitudes and prejudice, and ethics and the law. The book also discusses multiple ways of resolving some of the conflicts, including intergroup dialogue and sociodrama.

Models of Christian LGB affirmation and advocacy are presented, and recommendations for teaching, research, and practice are provided to move the field forward.

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Christian Doctrine Related to Sexual Orientation: Current Climate and Future Implications / Denise Levy

Christian Social Work Students' Attitudes Toward Lesbians and Gay Men: Religious Teachings, Religiosity, and Contact / Jill Chonody, Michael R. Woodford, Scott Smith, and Perry Silverschanz

Religion and Gay Rights Activism Among Social Work Students / Eric Swank and Brannan Fahn

Incongruence With Social Work Culture Among Evangelical Students: The Mediating Role of Group-Based Dominance / N. Eugene Walls and Kristie Seelman


The Family, Conservative Christianity, and Resiliency of Lesbian and Gay Youth: A Qualitative Study / Elliott N. DeVore and Warren J. Blumenfeld


Freedom of Religion: A Right to Discriminate? / Jay Kaplan

Ethical Issues and Challenges: Managing Moral Dilemmas / Frederic G. Reamer

Is Homophobia a Conservative Christian Value? / Tanya Smith Brice

Understanding the Tension: Christian Practitioner Perspectives on Working With LGBT Clients / Allison M. Tan


Bridging the Conservative Christianity and Sexual Orientation Divide: A Review of Intergroup Dialogue Pedagogy and Practice / Adrienne B. Dessel


Defending the Faith: Resistance and Struggle in Recognizing Christian Privilege / N. Eugene Walls and Julie Todd

Heterosexual Students’ Experiences in Sexual Orientation Intergroup Dialogue Courses / Adrienne B. Dessel, Michael R. Woodford, Robbie Routenberg, and Duane Breijak

Facilitating Dialogue Across Differences: Use of Sociodrama in the Classroom / Patti A. Aldredge

ISBN 978-0-87293-149-7
536 pp | $48.00

“The authors are to be commended for this first comprehensive attempt to address this topic in a way that moves beyond polarization toward mutual understanding and educational transformation of students and faculty members. The book will likely stir debate. If that debate can take place in the spirit of dialogue that this book promotes, then our profession will be better for it.”

EDWARD R. CANDA, PhD
Director, Spiritual Diversity and Social Work Initiative
Co-Editor, CSWE Clearinghouse on Religion and Spirituality
The University of Kansas School of Social Welfare

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