



LGBT+
COLLEGE
CONFERENCE

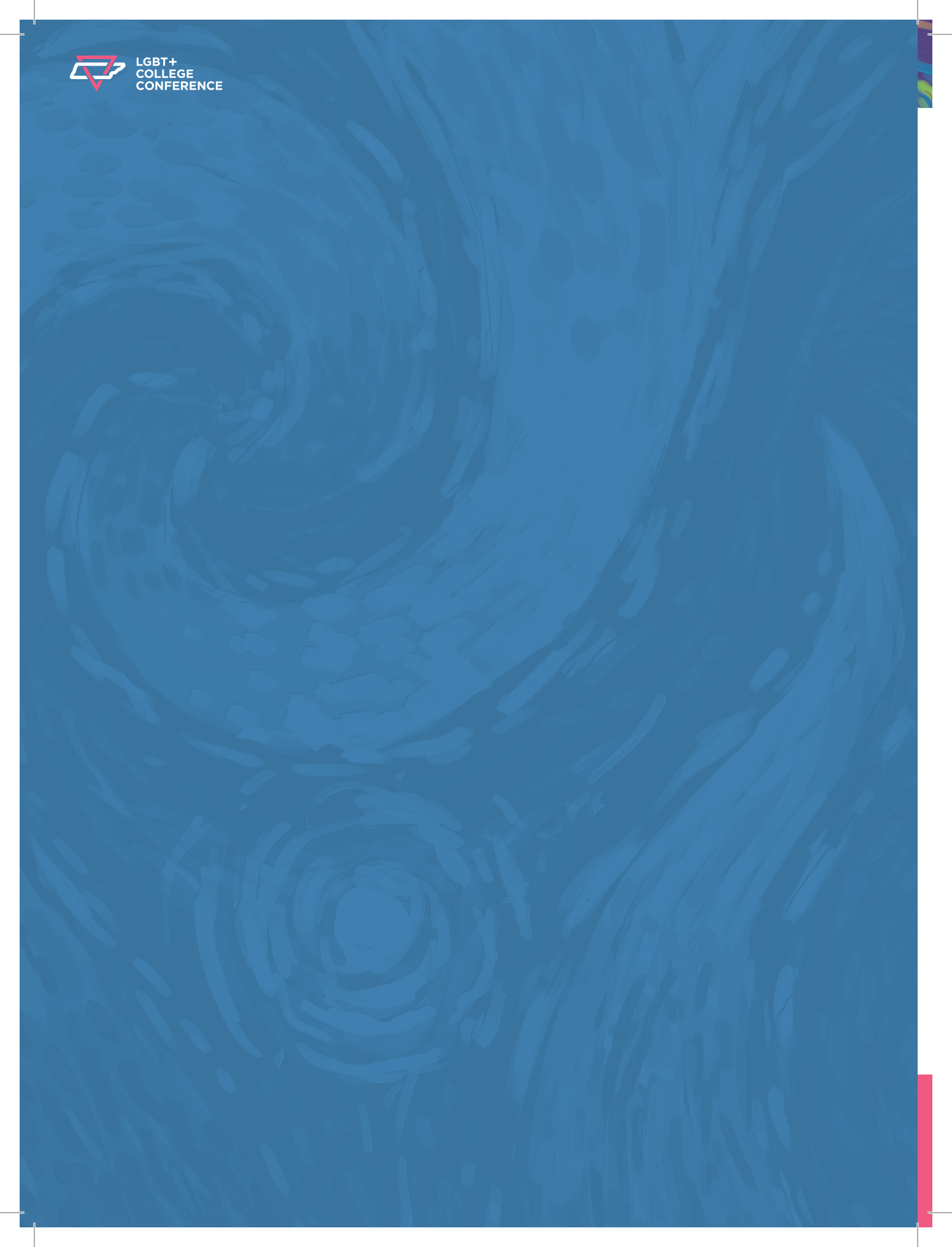
all
identities
2016

April 7-9 • Middle Tennessee State University

Conference Program



LGBT+
COLLEGE
CONFERENCE



Message from Conference Corporate Advisory Board

On behalf of the 2016 LGBT+ College Conference Corporate Advisory Board, we welcome and thank you for participating in this year's conference. We are honored to serve as co-chairs of this year's Board.

The Conference Corporate Advisory Board comprises a large cross-section of professionals who have volunteered their time to make this third edition of the conference the best yet. This year we kicked off the conference with an engaging community conversation in January around this year's theme, *All Identities*. Our diverse panelists and attendees set the stage for a dialogue that will continue throughout this weekend and beyond.

The Board's purpose is three-fold:

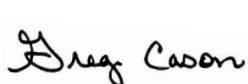
1. Share information with our colleagues and peers, encouraging their participation and attendance;
2. Offer advice and counsel to ensure relevant, timely programming and presentations; and
3. Secure financial and public support for the conference and its related events.

As the largest university in the state, Middle Tennessee State University is a valuable resource for employers and agencies, which is vital to all our communities' continued growth. We are both fortunate to work for employers who value diversity and allow us and our colleagues to bring our true selves to work every day. We wish the same for everybody and will continue to strive for this goal.

Even with significant gains in the LGBT+ community in recent years, we must now stand up and be counted more than ever. It's up to you to be the next generation of professionals and community leaders who create a world where all identities are valued and represented equally.

Thanks to the organizers: MT Lambda, academic advisor, Dr. William Langston, and Development Director, Bea Perdue. A special thank you to Dr. Terry Whiteside, Dean of the College of Behavioral and Health Sciences, for his pledge to the conference and the hard work of his staff. And, of course, thank you to our sponsors.

We thank you all for your participation, dedication, and commitment to diversity and inclusion for all identities. We commend you for your attendance and ask that you leave here sharing the knowledge, messages, and resources of the minds—including yours—that make this event possible.



Greg Cason



Ron Snitker

2016 Conference Corporate Advisory Board Co-chairs

identity

idanimò

identité

תּוֹהוּ

ИДЕНТИЧНОСТЬ

utambulisho

هوية

身分

identität

身元

identidad

ταυτότητα

2015 Reflections

The inaugural LGBT+ College Conference broke new ground in 2014, and the 2015 LGBT+ College Conference kept the momentum going. Conference attendees from over thirty colleges, universities, and organizations met for three days, April 9 – 11, to learn and to develop plans of action and next steps to take back to their campuses and workplaces.

The first day, April 9, was dedicated to research. Participants were introduced to the Tennovation research initiative—*cooperation, collaboration, success!*—and interacted with presenters who shared over twenty posters showcasing collaborative research. The Tennovation keynote highlighted the efforts of Dr. Mary Beth Asbury and Dr. Jessica Kratzer, faculty in the Middle Tennessee State University Department of Organizational Communication and Communication Studies, to help Nissan develop an inclusive policy manual. Attendees enjoyed a networking lunch to discuss the day's research presentations. The 2015 conference also saw the launch of the LGBT+ College Conference Film Festival, a new anchor event for the opening day of the conference.

The second day, April 10, was devoted to panel discussions related to the conference theme *Diversify Your World!* The opening panel, *Interfacing with Your Institution*, presented tips and tricks from academic administrators to help student groups to be as effective as possible within their institutions. The *Bringing Your Whole Self to Work* panel allowed leaders from some of the largest employers in the state to discuss how people can maintain their own identities as they join a larger organization. The final panel, *Veterans Transitioning*, shared information to help veterans (and other nontraditional students) to transition to higher education. Vernice "FlyGirl" Armour was the conference keynote, and she presented her inspirational lecture *Zero to Breakthrough*.

The third day, April 11, was devoted to working and strategy sessions to put the conference theme *Diversify Your World!* into action. Ilona Turner of the Transgender Law Center presented a keynote on inclusion. Dr. Marisa Richmond of Middle Tennessee State University followed up with a strategy session for the conference's corporate partners to put inclusion into practice in their workplaces. Conference attendees broke up into strategy sessions designed to teach them how to hold events on their own campuses—recurring programming, events at community colleges, large events, and events at private institutions.

The 2015 LGBT+ College Conference Awards Dinner featured keynote speaker Brigadier General Tammy S. Smith, and was an emotion-filled celebration of all of our award nominees and winners, as well as an opportunity to reflect on all that happened at the conference.



Next year, get ready for *SpringOut!* with
the 2017 LGBT+ College Conference!

Deloitte.

The right mix.

At Deloitte, we believe the diversity of our people makes us stronger and better able to serve our clients.

www.deloitte.com/careers



As used in this document, "Deloitte" means Deloitte LLP and its subsidiaries. Please see www.deloitte.com/us/about for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.

Copyright © 2016 Deloitte Development LLC. All rights reserved. Member of Deloitte Touche Tohmatsu Limited



*U.S. Department of
Homeland Security*
**United States
Secret Service**

We are seeking qualified individuals with diverse skills and backgrounds who are interested in a challenging career with our federal law enforcement agency.



Find out more at
www.secretservice.gov
or call us at **866-909-9785**

TTY: 202-406-5390 • Equal Opportunity Employer

Thank you to Our Generous Sponsors

Conference Sponsors

NISSAN

Deloitte.



**MIDDLE
TENNESSEE**
STATE UNIVERSITY

Office of Institutional Equity and Compliance

waller.



HUMAN RESOURCES



*U.S. Department of
Homeland Security
United States
Secret Service*

Conference Supporters

June Anderson Center for Women and Nontraditional Students
Middle Tennessee State University Distinguished Lecture Fund
Middle Tennessee State University Student Activity Fee Fund
Middle Tennessee State University Department of Psychology
Middle Tennessee State University Intercultural and Diversity Affairs
Middle Tennessee State University College of Behavioral and Health Sciences
National Women's History Month Committee
Rutherford County Convention and Visitors Bureau

DAY 1 Thursday, April 7

James Union Building - Tennessee Room

Registration Begins 10:00 a.m.

Want to stay connected to the conference here and beyond? Download the **Grupio App** on your app store and search for "2016 LGBT+ College Conference"



Welcoming Remarks | 10:30 – 11:00 a.m.

Dr. Jackie Eller, Dean of the Graduate College and Vice Provost for Research, Middle Tennessee State University

Poster Presentations | 11:00 a.m. – 12:00 p.m.

The Tennovation research symposium, hosted by the 2016 LGBT+ College Conference, will host poster presentations of collaborative research from all disciplines. The posters will showcase work consistent with the Tennovation mission statement: *Cooperation, Collaboration, Success!* Research focusing on the theme for this year's conference, *All Identities* will also be presented.

Tennovation Keynote | 12:15 – 1:15 p.m.

Stuart Bernstein, Ph.D. and Catherine Crooks, Ph.D., Middle Tennessee State University

Implementing a Service Learning Program to Address Critical Needs in the Community

This session focuses on what we have learned about identifying needs in the community, forming community partnerships, and implementing a research-based health literacy intervention. A unique aspect of this program is that it provides service-learning opportunities for undergraduate psychology, allied health, and premedical majors at MTSU. We will also discuss how to: broaden community engagement by responding to feedback from constituents; identify stakeholders in the community; identify funding agencies; and bridge the gap between our own ideas and expertise with what the community needs and wants.

Lunch and Networking | 1:30 – 2:45 p.m.

Data Blitz | 3:00 – 4:30 p.m.

The data blitz is an open mic opportunity for researchers to share proposed work, current efforts, some of their newest research findings, and identify critical research needs. Anyone (students, community members, conference partners) is welcome to present ideas or research needs.

LGBT+ COLLEGE CONFERENCE FILM FESTIVAL | 6:00 p.m.

Keathley University Center Theatre

The festival will feature one (or two)-minute films submitted by attendees and community members. Themes of the films include: coming out (to yourself, to your friends, to your family), love and relationships, hopes and dreams (getting married, starting a family), and being an Ally or member of the LGBT+ community.

Host: Allie Sultan, Middle Tennessee State University

Sponsored by: MTSU Intercultural and Diversity Affairs





Innovation
that excites

NISSAN SUPPORTS EQUALITY ON EVERY ROAD YOU TRAVEL

We are proud to help drive
Tennessee #ForwardTogether.

Introducing the New 2016 Titan XD



NissanUSA.com/TITAN
©2016 Nissan North America



BEST

PLACES TO WORK

2016 for LGBT Equality

100% CORPORATE EQUALITY INDEX



DAY 2 Friday, April 8

Student Union Building - Ballroom A/B - unless otherwise indicated

Registration Begins 8:30 a.m.

Download the **Grupio App** and search for "2016 LGBT+ College Conference"

Conference Opening Address | 9:00 – 9:20 a.m.

Ron Snitker, Conference Corporate Advisory Board Co-Chair, Waller Law Firm

Opening Plenary Discussion—*All Identities* | 9:30 a.m. – 10:45 a.m.

Examination of the conference theme *All Identities* is intended to provide insight into how to break down barriers that often exist between identity groups (race, gender, sexual orientation, gender identity or expression). The panel will examine broader civil rights issues facing society to include a reflection on how to measure when a group or community "has overcome."

Moderator: Terry Bird, Chief Counsel to the Director of Immigration for Alabama, Georgia, South Carolina, and North Carolina, Retired

Panelists: Beverly Watts, Tennessee Human Rights Commission; Lynn Cothren, Civil Rights Activist and Consultant; Marian Wilson, Middle Tennessee State University Compliance and Title IX Officer; Nancy VanReece, Nashville Metro Council Member; Lon Hurst, Human Rights Campaign (HRC) Nashville Steering Committee Co-Chair

YORUBA RICHEN KEYNOTE | 11:00 a.m. – 1:00 p.m.

Presentation of *The New Black* with the film's director Yoruba Richen. A moderated discussion with conference attendees will follow. *The New Black* is a documentary that tells the story of how the African-American community is grappling with the gay rights issue in light of the recent gay marriage movement and the fight over civil rights.

Discussion Moderator: Dr. Barbara Turnage,
Middle Tennessee State University

Sponsored by: MTSU Distinguished Lecture Fund,
National Women's History Month Committee, and
June Anderson Center for Women and Nontraditional Students



Plenary Panel Discussion—*Bringing Your Whole Self to Work* | 1:15 – 2:30 p.m.

This panel explores the "bottom line value" that organizations place on their capacity to create a culture in which differences are respected and inclusion is strategically leveraged as an organizational strength. Students will gain insights on how employers' policies and practices address various dimensions of diversity. D & I professionals and other leaders will benefit from open and honest dialog for the benefit of the work unit and organization.

Moderator: Dr. Patrick McCarthy, J.D., Middle Tennessee State University

Panelists: Anthony Dudley, Nashville Sports Council; Nicole Gibson, Dell; Diane Hatley, Nissan; Lynda R. Williams, United States Secret Service; Robert Weiss, Waller Law Firm

Sponsored by: MTSU Department of Psychology

CONCURRENT SESSIONS | 2:45 – 4:45 p.m.**An “Acronym-ous” Debate**

Student Union Building - Ballroom A/B

The MTSU Debate Team (Dr. Patrick Richey and Natonya Blackmun Listach, Middle Tennessee State University)

LGBT+, GSRM, and MOGII, oh my! Names matter. Each of the proposed acronyms has pros and cons. This will be a lively debate intended to make the case for each without denigrating anyone’s preferred identification.

Safe Zone Training

Student Union Building - Room 224

The MTSU Safe Zone Training Team

Learn how to create a network of community and campus staff, faculty, and students to support people of all sexual orientations, gender identities, and/or gender expressions. NOTE: Seating is limited, pre-registration is required. Check in at the registration table to see if there are still seats available.

Sorority Hookup Culture

Student Union Building - Room 220

Dr. Jessica Kratzer, Middle Tennessee State University

Dr. Kratzer will present her research on the sorority hookup culture. Student researchers will present their findings from a qualitative research project. Dr. Kratzer will make connections with this research to her past research on the fraternity hookup culture to show gender and communication issues involved in hooking up.

AN EVENING WITH SINGER-SONGWRITER**RYAN CASSATA**

6:00 p.m. | Keathley University Center Theatre

Check out Ryan’s music and learn more about him at RyanCassata.com.

Sponsored by: MTSU Student Activity Fee Fund



DAY 3 Saturday, April 9

Student Union Building - Ballroom A/B - unless otherwise indicated

Registration Begins 8:30 a.m.

Download the **Grupio App** and search for "2016 LGBT+ College Conference"

Welcoming Address | 9:00 – 9:20 a.m.

Bea Perdue, Development Director, College of Behavioral and Health Sciences,
Middle Tennessee State University

Plenary Discussion—All Identities | 9:30 – 10:30 a.m.

Individuals representing the identities in the LGBT+ community will discuss what their identity means to them.

Moderator: Dr. William Langston, Middle Tennessee State University

Panelists: Panelists will be selected from conference attendees who will volunteer to participate.

Employing your Privilege | 10:45 – 11:45 a.m.

Joshua Rigsby, OutCentral

Allies may have opportunities to employ their privilege to effect positive change for the community. How can those with more privilege employ their privilege to advance the cause of those with less privilege?

Lunch Break | 12:00 – 1:00 p.m.

Strategy Sessions (continued on page 12) | 1:15 – 2:15 p.m.

Strategy sessions are led by thought leaders with subject matter expertise. Participants will develop a plan of action and/or next action steps to take back to their campus/workplace.

Breaking Down the Barriers Within the LGBT+ Community

Student Union Building - Ballroom A/B

Led by: Justin Fox, Amanda Haynes, and Rebekah Dawson, MT Lambda and T. Etheridge, Pellissippi State Community College

Participants will identify tensions within the LGBT+ community that are affecting their campus and/or workplace, and will develop concrete strategies to alleviate those tensions and help community members to come together in effective, all-inclusive groups.

Bystander Intervention

Student Union Building - Room 220

Led by: Barbara Scales, Director, June Anderson Center for Women and Nontraditional Students, Middle Tennessee State University

The bystander training is an interactive training designed to equip participants with the necessary connection, knowledge, and skill to increase their proactive and reactive bystander behaviors

Being an Effective Ally

Student Union Building - Ballroom A/B

Led by: Matt Lively and Jane Horne, Cracker Barrel

Whether it is the workplace or the classroom, LGBT+ people need to feel safe and included. Allies play a significant role in helping LGBT+ people feel both. This workshop was designed and used by Cracker Barrel's LGBT Alliance to educate and support our membership.



Because how we treat others is a reflection of who we are.

Waller is proud to support the 2016 MTSU LGBT+ College Conference.

wallerlaw.com

A photograph of a man with short dark hair, wearing a grey shirt, looking down and resting his chin on his hand in a thoughtful pose. The background is a plain, light-colored wall.

Dell
Powering
the Possible

We take pride in our diversity.

Come join the team that values equality. Be exactly who you are: an innovator, a professional, a driving force in shaping the future of Dell.

Learn more at Dell.com/careers

The Dell logo, which is the word "DELL" in a white, uppercase, sans-serif font inside a white circle.

“You have to join every other movement for the freedom of people.”

– Bayard Rustin



DAY 3 Saturday, April 9 Continued

Student Union Building - Ballroom A/B - unless otherwise indicated

Strategy Sessions (continued from page 10)

Employing Your Privilege

Student Union Building - Room 224

Led by: Joshua Rigsby, OutCentral

Participants will explore ways in which they can leverage their privilege to achieve goals.

CONCURRENT SESSIONS | 2:30 – 4:30 p.m.

Stemming the Tide of LGBT+ Youth Homelessness

Student Union Building - Ballroom A/B

Dr. Justin Bucchio, Middle Tennessee State University and
Pamela Sheffer, Just Us at Oasis Center

One approach to stopping LGBT+ youth homelessness is to help parents to understand their children better. This session will share parent resources with people who are likely to encounter parents struggling to understand a child who is LGBT+.

Safe Zone Training

Student Union Building - Room 224

The MTSU Safe Zone Training Team

Learn how to create a network of community and campus staff, faculty, and students to support people of all sexual orientations, gender identities, and/or gender expressions. NOTE: Seating is limited, pre-registration is required. Check in at the registration table to see if there are still seats available.

Welcoming Churches and Religious Organizations Fair

Student Union Building - Room 220

Churches and religious organizations that welcome LGBT+ individuals will be available to share information and talk with participants about welcoming communities of faith in Middle Tennessee.

LGBT life in Middle Tennessee Before Stonewall

Student Union Building – Parliamentary Room

Michael McDaniel, The Community Foundation

See recorded and transcribed interviews with 28 subjects ranging in age from 63 to 85. The Brooks Fund History Project is a time machine that unlocks a secret chronicle of Nashville: a world of carefully constructed covers, of teens trying desperately to conform, of bygone bars and night spots passed along like secret handshakes. It documents a city where closeted businessmen brokered weddings to lesbians to deflect their bosses' suspicion, where devout LGBT citizens sought to reconcile faith and family.

Conference Closing and Action Plan Review | 4:30 – 5:00 p.m.

Led by: Joshua Rigsby, OutCentral



LGBT+ COLLEGE CONFERENCE

2016 Awards Dinner

April 9, 2016 | 7:00 p.m.

James Union Building - Tennessee Room

Join us in a celebration of the conference attendees and presenters, and help us recognize the remarkable achievements of our nominees and award winners.

Welcoming Diversity

At Cracker Barrel Old Country Store® we think a key to our success is welcoming diversity in our company, our country stores, our restaurants, and our communities.



Cracker Barrel Old Country Store® is proud to support the 2016 MTSU LGBT+ College Conference.





Speaker Biographical Sketches



Stuart Bernstein, Ph.D.

Dr. Bernstein received his Ph.D. from Michigan State University in 1996. His field is experimental psychology with expertise in reading and spelling skills, visual word recognition, and dyslexia. He is a member of the graduate faculty and faculty advisor for the MTSU Fencing Club.



Catherine Crooks, Ph.D.

Dr. Crooks received her Ph.D. from the University of Tennessee, Knoxville, in 1990. Her field is health psychology, with expertise in smoking cessation, meditation and health, and health and literacy. She received the MTSU Outstanding Honors Faculty award in 2007, 2008, and 2010, and a university Outstanding Teaching Award in 2003.

Terry Bird

Terry was born in East Tennessee and raised in Middle Tennessee. After graduating from Murfreesboro Central High School, he attended MTSU, receiving his B.S. in Mathematics in 1968. He attended law school at the University of Tennessee in Knoxville. In 1976 Terry started with I.N.S., U.S. Department of Justice in Atlanta, Georgia as a Nationality Attorney. For twenty-five years he was the chief counsel to the Director of Immigration for Alabama, Georgia, South Carolina, and North Carolina. Terry lives in Decatur, Georgia with Clark Lemons, his partner of 37 years. They are active in local church, civic affairs, and family.

Dr. Justin Bucchio

Justin Bucchio is an Assistant Professor of Social Work at Middle Tennessee State University with research interests in child welfare, LGBT Foster Youth in particular. Prior to joining the faculty at Middle Tennessee, Dr. Bucchio trained child welfare professionals in New York City, provided in-home behavior therapy to children with autism, was clinical manager at a residential treatment facility serving youth with developmental disabilities, and traveled the country presenting on sexual minority foster youth.

Speaker Biographical Sketches



Ryan Cassata

Ryan Cassata is an accomplished singer-songwriter and award winning LGBTQ activist based in San Francisco. The 21-year-old Long Island native has tallied over 500 performances touring across the United States and internationally, including dates on the Van's Warped Tour and at the world's biggest pride festivals. With features in *Billboard Magazine*, *The New York Times*, and *The Daily News*, Ryan has made the most of his young career, which started when he was just 13. In addition to *The Advocate* saying he's a "Transgender singing sensation", *LOGO* put him on the "9 Trans Musicians You Need To Get Into" list.

Lynn Cothren

Lynn Cothren is the principal of Cothren Consulting, a global strategic relationship consulting firm. Lynn consults on extensive growth strategies in the areas of inclusion, communications, organizational development, and corporate responsibility. Previously, Mr. Cothren served for 23-years as Special Assistant to the late Mrs. Coretta Scott King, founder of The Martin Luther King, Jr. Center for Nonviolent Social Change. An award-winning human rights activist, Cothren conceived and mobilized highly publicized national campaigns that eliminated discriminatory policies and practices, based on sexual orientation, at Cracker Barrel restaurants.

Rebekah Dawson

Rebekah Dawson received a BA in English from MTSU. She is currently a graduate student in MTSU's Sociology Masters program and Women's and Gender Studies certification program. Rebekah is looking forward to studying the similarities in different minority oppressions and solutions that can be found in this solidarity. She is the Treasurer of MT Lambda and the head of the Educational Committee within MT Lambda.

Anthony Dudley

Anthony Dudley is Director of Development at Nashville Sports Council Franklin American Mortgage Music City Bowl. He attended Florida State University and Middle Tennessee State University.

Dr. Jackie Eller

Dr. Eller is currently Interim Dean of the College of Graduate Studies and Vice Provost for Research at MTSU and a Professor of Sociology. Dr. Eller is a Co-PI on the ADVANCE grant at MTSU (study of women faculty in STEM), past-director and active member of Women's and Gender Studies, member of the Sexualities curriculum committee, past Chair of Sociology/Anthropology, past director of the Graduate Program in Sociology, and past director of the Undergraduate Program in Sociology. She has been the recipient of the Mid South Sociological Association Career Award in Sociology, Outstanding Teacher Award at MTSU, King-Hampton Award—Outstanding Leadership for Women, and the Ayne Cantrell Award for Outstanding Leadership in Women's Studies.



Speaker Biographical Sketches

Justin Fox

Justin Fox was born and raised in a small town in Tennessee. He was there until about high school where he had his first experience with the LGBT+ community. This is also the time where he discovered his own identity. Currently he is a student at MTSU, studying psychology and criminal justice.

Nicole Gibson

Nicole (Nikki) Gibson began her career journey at Dell in 1999 and has held positions in Facilities, Procurement, Legal, HR and Ethics organizations. In her current position as the Southeast HR lead, Nikki has an integral role as a member of the Site Leadership team for the Dell sites in Nashville, TN and Bowling Green, KY. Since 2006, Nikki has been an active lead for Dell's LGBT Employee Resource Group Pride, and is a current member of the LGBT Chamber of Commerce.

Diane Hatley

Diane graduated from Tennessee Technological University with a BS in Mechanical Engineering. She is currently employed at Nissan and has been with them since 2003. Diane transitioned at work on August 3rd, 2015. She is currently the president of Tennessee Transgender Political Coalition.

Amanda Haynes

Amanda Haynes is a bisexual, gender-fluid person. She prefers she/they pronouns. She is a manager at a fast food chain and a student at MTSU. She is studying production in the Mass Communication department. She has been out officially for a year and a half.

Jane Horne

Jane Horne joined the Cracker Barrel Old Country Store Corporate Communications team in June 2015 where she assists in departmental duties including administrative and media relations. She joined Cracker Barrel's LGBT Alliance employee resource group soon after starting, and is currently serving on the leadership team in various roles. Jane graduated from Middle Tennessee State University in 2013 where she enjoyed being involved with campus organizations as an arts and entertainment editor for *Sidelines* and president of PRSSA. She now lives back in Murfreesboro with her fiancé and their small zoo of a dog and three cats.

Lon Hurst

Lon Hurst is an Affiliate Broker at Village Real Estate Services. He attended the University of Illinois at Urbana-Champaign. In addition to providing excellent customer service for buyers and sellers in the Nashville area real estate market, Lon is also the Treasurer for OutCentral and is the Nashville Steering Committee Co-Chair for the Human Rights Campaign.

Dr. Jessica Kratzer

Dr. Kratzer received her Ph.D. from the University of Missouri, Columbia, in 2011. Her field is Communication Studies with expertise in interpersonal communication, sexual communication, and gender communication.

William Langston

Dr. William Langston (Ph.D. in experimental psychology, University of Wisconsin-Madison, 1994) is a professor at Middle Tennessee State University. Dr. Langston's research explores the psychology of belief. As part of his research program, Dr. Langston is a ghost investigator and has visited some of the most haunted places in the world. Dr. Langston is also the advisor to MT Lambda (MTSU's all-inclusive LGBT+ student organization) and serves on the Provost's Access and Diversity Advisory Board.

Speaker Biographical Sketches

Natonya Blackmun Listach

Natonya Blackmun Listach volunteers by helping the Blue Raider Debaters with Individual Events. After graduating from Franklin High School, Mrs. Listach went on to attend Belmont University and Western Kentucky University where she received a B.A. in Communication Studies and Political Sciences and an M.A. in Communication Studies. Mrs. Listach won awards in duo interpretive, prose, persuasion, and rhetorical criticism/communication analysis and was a co-captain of Belmont University's Speech and Debate team.

Matt Lively

Matt Lively joined Cracker Barrel Old Country Store 14 years ago as a field manager in the Nashville area. Four years ago, he left the field to join the Product Development Team where he soon became a member of the home office's employee resource group, the LGBT Alliance. He currently holds the position in the LGBT Alliance of Executive Director of Outreach and Community Involvement. Matt recently received the Ally Award from Out & Equal Workplace Equality Advocates. This is his third year participating in the LGBT+ College Conference with Cracker Barrel.

Dr. Patrick McCarthy, J.D.

Dr. McCarthy received his Ph.D. in Industrial/Organizational Psychology from George Mason University and his J.D. from the Nashville School of Law. He is a licensed attorney and a member of the American Bar Association's Labor and Employment Law Division. Dr. McCarthy has previously served as Director of MTSU's Center for Organizational and Human Resource Effectiveness (COHRE). Besides his consulting experience, Dr. McCarthy has also served on the Leadership Development Executive Board for the Tennessee State Collaborative on Reforming Education.

Michael McDaniel

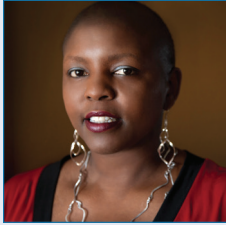
Michael joined the staff of the Community Foundation in March 2000. Currently serving as Nonprofit Liaison, he represents The Foundation in the 43 counties of Middle Tennessee it serves. He assists nonprofit organizations in their philanthropic and charitable goals as well as assists in their infrastructure and endowment building.

Bea Perdue

Bea Perdue is currently the Director of Development for the College of Behavioral and Health Sciences at Middle Tennessee State University. She is responsible for building financial and public support for the six academic disciplines that reside in the College. Her unique professional career with success in marketing, information technology, higher education, and nonprofit leadership enables her to develop, assess, and align strategic priorities for maximum return on organizational investment. She is also a certified diversity practitioner and has provided consultation and training for community development projects, corporate entities, and nonprofit organizations.



Speaker Biographical Sketches



Yoruba Richen

Yoruba Richen is a documentary filmmaker who has directed and produced films in the U.S., Africa, South America, and Southeast Asia. Her latest film, *The New Black*, premiered at the Los Angeles Film Festival and won Audience Awards at AFI Docs, Philly Q Fest, and Frameline LGBT Film Festival, as well as a special jury mention at Frameline.

Dr. Patrick Richey

Dr. Patrick (Pat) Richey earned his Ph.D. from the University of Southern Mississippi. He earned his M.A. from Stephen F. Austin State University and his B.A. from Louisiana College. Pat debated for Longview Community College before transferring and debating for Bennett Strange at Louisiana College. While in Iraq as a Civil Affairs Sgt. in 2002 to 2004, Pat participated in the email debate tournament. Pat is currently the Director of Forensics at Middle Tennessee State University.

Joshua Rigsby

Joshua Rigsby graduated MTSU in 2015 with a Bachelor of Science degree in Organizational Communication. While attending MTSU he served as the MTSU Lambda Association President from 2012 to 2014 and established the LGBT+ College Conference with the goal of creating a state-wide network of LGBT+ collegiate students. Currently Joshua serves on the Board of Directors for OutCentral, Greater Nashville's LGBT+ Community Center.

Barbara Scales

Barbara has 18 years of social welfare and adult learning experience; currently, Barbara is the Director of the June Anderson Center for Women & Nontraditional Students at Middle Tennessee State University. Barbara holds a Bachelor of Arts in Psychology/Sociology and a Master of Arts in Education and Counseling and is currently working on her Ed.D in Learning and Leadership at the University of Tennessee Chattanooga.

Pamela Sheffer

Pamela Sheffer (BS, Communications, Florida Southern College) is Program Director of Just Us at Oasis Center. Just Us is a youth enrichment and empowerment program for young people who identify as lesbian, gay, bisexual, and/or transgender. Young people are embraced for their authenticity and empowered to grow and thrive in their lives.

Ron Snitker

Ron Snitker, MBA, is Executive Director of Business Development at Waller law firm based in Nashville. With 20 years of experience in Financial Services Ron was most recently Director of Sales Marketing and Administration at UBS. He also co-chaired UBS' LGBT Employee Resource Group with over 700 members nationwide. Ron holds dual MBAs from the Haas School of Business (University of California-Berkeley) and Columbia Business School, as well as a Bachelor of Business Administration in Finance and a Bachelor of Arts in Music Performance from the University of Iowa. He is currently the Vice President of the Nashville LGBT Chamber of Commerce Board of Directors. Ron and his husband, Doug Alexander, reside in East Nashville.

Allie Sultan

Allie Sultan has her degree from San Francisco State University. She is a filmmaker and video/sound editor with over 12 years of experience in visual storytelling. She teaches filmmaking to people of all ages and believes in the power of creating over consuming. She has expertise in video editing, sound editing, cinematography, screenwriting, directing, and timelapse photography.

Speaker Biographical Sketches

Dr. Barbara Turnage

Dr. Turnage is employed by the Department of Social Work at Middle Tennessee State University as a professor of social work. She is also the coordinator of the Mid-Tennessee Collaborative-MSW Program. Dr. Turnage received her Bachelor of Science in Social Work (1982) and Master of Social Work (1987) degrees from the University of Nebraska at Omaha and her Doctor of Philosophy degree (1998) at Tulane University's School of Social Work where she was awarded a four-year Regent's Fellowship. She has worked in a variety of areas of social work.

Nancy VanReece

Nancy VanReece is a member of the Nashville Metro Council, representing District 8. She was elected in 2015. She attended Baylor University. She founded Carpe Diem Management specializing in marketing strategy and corporate branding with the goals Advocate-Enlighten-Empower.

Beverly Watts

Nashville native Beverly L. Watts was appointed the Executive Director of the Tennessee Human Rights Commission in July 2007. She has more than 30 years of experience in civil rights enforcement and education in the public and private sector. Beverly is the recipient of numerous awards including the 2014 NAACP Frances Dancy Hooks Award, 2014 ECHO Dreamers Award, 2014 YWCA Carrie Hull Award, the City of Louisville Martin Luther King award and induction into the Kentucky Civil Rights Hall of Fame. She is a graduate of Tennessee State University, Southern Illinois University, and has completed Executive leadership programs at Duke University and the Harvard University John F. Kennedy School of Government.

Robert Weiss

Robert Weiss directs the recruiting, hiring and integration of lateral attorneys for Waller Lansden Dortch & Davis, LLP, a full-service law firm comprising over 225 attorneys across four offices. Mr. Weiss works directly with the firm's leadership to align recruiting with Waller's overall strategic plan. Since joining Waller in 2012, he has successfully recruited high-profile lateral partners, associates, and senior administration professionals. Mr. Weiss is an active member of the firm's Diversity Committee, and he represents Waller at LGBT and other diversity programs throughout the business and legal communities.

Lynda R. Williams

A 28-year veteran of the United States Secret Service, Lynda R. Williams is Deputy Assistant Director of the United States Secret Service. In May 2015, Special Agent in Charge Williams was appointed to the ranks of the Senior Executive Service, as the Deputy Assistant Director, Office of Human Resources. In this capacity, Deputy Assistant Director Williams currently serves as Chief Security Officer (CSO) for the development, implementation, and management of the agency's security vision, strategy, and programs. She is responsible for the security of all personnel, information, and physical premises of the Secret Service.

Dr. Marian Wilson

Marian V. Wilson, Ph.D., is the Assistant to the President for Institutional Equity and Compliance at Middle Tennessee State University. Her primary role is providing oversight for the implementation of MTSU's affirmative action, equal opportunity and Title IX programs. Additionally, she provides leadership for university decision-making related to the recruitment and retention of underrepresented faculty and staff, institutional equity and fairness and works to influence the campus community for inclusive excellence. Dr. Wilson earned her Ph.D. from The Pennsylvania State University in Educational Administration Policy Studies. Her professional training is in communications with an emphasis on conflict resolution and mediation.



2016 Conference Corporate Advisory Board

Greg Cason

Co-Chair Conference Corporate Advisory Board
Nissan

Ron Snitker

Co-Chair Conference Corporate Advisory Board
Waller

Joey Amato

UNITE Magazine

Christin Baker

Tello Films

Ron Balcarras

Deloitte

Terry Bird

Chief Counsel to the Director
of Immigration for Alabama,
Georgia, South Carolina, and
North Carolina, Retired

Neyder Brito

UBS USA, LLC

Justin Bucchio

Middle Tennessee State University
Department of Social Work

Sue Cook

Open Arms Care

Michael Dodd

Cracker Barrel

Brandon Dykes

Street Works

Diane Easter

Deloitte

Diane Hatley

Nissan

Tonika Jordan

Middle Tennessee State
University Career Center

Will Langston

Middle Tennessee State
University Department of
Psychology

Novonda Lilly

Vanderbilt

Cathy Lively

Nissan

Matt Lively

Cracker Barrel

Justin Lofton

My House

David Long

Street Works

Jan Maddox

Deloitte

Bea Perdue

Middle Tennessee State
University College of
Behavioral and Health Sciences

Bobbie Porter

Tennessee Board of Regents

Joshua Rigsby

OutCentral

Steve Smotherman

Cracker Barrel

Elizabeth Villasana

MT Lambda

John Weaver

Delta Airlines, Retired; co-
founder of MT Lambda

Nicholas Weaver

Street Works

*“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
Title IX of the Education Amendments of 1972, and its implementing regulation at 34 C.F.R. Part 106 (Title IX)*



Office of Institutional Equity and Compliance

John G. Weaver, Co-Founder MT Lambda (1959 – 2016)

John Weaver attended MTSU from 1985 to 1989 and majored in International Relations and Foreign Languages. In 1988, John, along with Daniel R. Webster and Richie Smith, founded the Middle Tennessee State University Lambda Association. MT Lambda is the oldest LGBT+ Student Organization in Tennessee. Over the past twenty-seven years, MT Lambda has been at the forefront of equality and inclusion for everyone in the LGBT+ community at MTSU, and has fought for their rights as both students and individuals. As a result of MT Lambda's efforts, MTSU became the first state institution to adopt nondiscrimination policies for sexual orientation (2001) and gender identity/expression (2009). In 2003, MT Lambda established a weeklong pride festival known as SpringOut! The LGBT+ College Conference is now an integral part of the annual SpringOut! celebration.

In the end, MT Lambda's accomplishments have been made by numerous students, alumni, faculty, and staff working both behind the scenes and on the front lines to ensure that ALL students are respected and have the same access to resources as the rest of the student body. However, none of these achievements would have been possible without John Weaver, and ultimately, these accomplishments rest on his shoulders.

Thank you, John, for everything.



LGBT+
COLLEGE
CONFERENCE



LGBT+
COLLEGE
CONFERENCE

identities^{all}
2016

#allidentities2016