

LGBT+
COLLEGE
CONFERENCE

all identities
**removing
obstacles
to
inclusion**

April 6-8, 2017
Middle Tennessee
State University

conference program



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Message from Conference Corporate Advisory Board

On behalf of the 2017 LGBT+ College Conference Corporate Advisory Board, I welcome and thank you for participating in this year's conference. I am honored to serve as chair 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 fourth edition of the conference the best yet. This March we kicked off the conference with an engaging "Cocktails & Conversation" event hosted by Waller Law discussing this year's theme, *all identities: removing obstacles to inclusion*. 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.

Even with significant gains in the LGBT+ community in recent years, now we must 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 you for attending. And, 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.

As a board, 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.



Johnathan Johnson

2017 Conference Corporate Advisory Board Chair



2016 Reflections

The inaugural LGBT+ College Conference broke new ground in 2014, and the 2016 LGBT+ College Conference kept the momentum going. Conference attendees from over thirty colleges, universities, and organizations met for three days, April 7–9, to learn and to develop plans of action and/or next action steps to take back to their campuses and workplaces.

The first day, April 7, was dedicated to research. Participants interacted with presenters who shared posters showcasing collaborative research. The Tennovation keynote highlighted the efforts of Dr. Stuart Bernstein and Dr. Catherine Crooks, faculty in the Middle Tennessee State University Department of Psychology, to improve health literacy in Middle Tennessee. Attendees enjoyed a networking lunch to discuss the day's research presentations, and ended the afternoon with a "Data Blitz" event where research ideas and findings were shared to spur the next round of projects aimed at understanding and improving the lives of people living in Tennessee. The LGBT+ College Conference Film Festival really took off in 2016 with over 400 submissions from around the globe.

April 8 was devoted to panel discussions related to the conference theme *all identities*. The opening panel examined the conference theme with representatives from industry, government, and higher education. Yoruba Richen presented her documentary *The New Black* followed by a discussion with the participants. The *Bringing Your Whole Self to Work* panel is a foundational

conference event, and the 2016 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. Concurrent sessions included a debate about the best LGBT+ acronym, Safe Zone training, and a presentation on sorority hookup culture. The day closed with an incredible performance from singer-songwriter Ryan Cassata.

The final day, April 9, was devoted to working and strategy sessions to continue to explore the conference theme. The opening panel included personal reflections on identity from conference participants. After a presentation on employing privilege, conference attendees engaged in strategy sessions designed to explore breaking down barriers within the community, bystander intervention, and how to be an effective ally. The day closed with concurrent sessions addressing LGBT+ youth homelessness, networking with welcoming churches and religious organizations, LGBT+ life before Stonewall, and another round of Safe Zone training.

The 2016 LGBT+ College Conference Awards Dinner featured keynote speaker Dr. Renee McLaughlin of Cigna Healthcare, 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.

**Get ready to continue the conversation
with the 2018 LGBT+ College Conference,
April 5 – 7, 2018!**

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to
inclusion**

DAY 1 Thursday, April 6

James Union Building - Tennessee Room **Registration Begins 10:00 a.m.**

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

Dr. David Butler, Vice Provost for Research and Dean of the College of Graduate Studies,
Middle Tennessee State University

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

The Tenovation research symposium, hosted by the 2017 LGBT+ College Conference, will host poster presentations of collaborative research from all disciplines. The posters will showcase work consistent with the Tenovation mission statement *Cooperation, Collaboration, Success!*

Sponsored by: Middle Tennessee State University Department of Social Work

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

Tara Prairie, Department of Health and Human Performance, Middle Tennessee State University

Stigma Towards the Sexual and Gender Minority Community in Health Care: Studying It, Addressing It, and Moving Forward in an Unsupportive Environment

Evidence shows that enacted stigma or discrimination by a physician can lead sexual and gender minority (SGM) patients to avoid care for mental, physical, or sexual health conditions. Preliminary studies found medical residents and physicians calling for educational opportunities that address SGM health in medical schools. Some medical residents and physicians reported feeling uncomfortable with treating SGM patients based on false assumptions regarding the SGM community. Separate interviews with SGM patients from rural areas found that even when patients report positive experiences when seeking health care, they recommend physicians increase their awareness of SGM health issues. The need for more education is in line with professional medical organizations recognizing the need to support SGM patients in their policy.

Sponsored by: Middle Tennessee State University Department of Health and Human Performance

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

Data Blitz | 2:45 – 3:30 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 pm | Keathley University Center Theatre

The festival will feature films submitted by attendees and community members from around the globe.

Host: Allie Sultan, Middle Tennessee State University



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DAY 2 Friday, April 7

**Student Union Building – Ballroom A/B – unless otherwise indicated
Registration Begins 8:30 a.m.**

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

Harold “Terry” Whiteside, Dean, College of Behavioral and Health Sciences,
Middle Tennessee State University

Opening Plenary Discussion - Removing Obstacles to Inclusion | 9:30 – 10:45 AM

Examination of the conference theme *All Identities–Removing Obstacles to Inclusion* is intended to provide insight into how to break down obstacles that might prevent members of various groups from full participation in the broader community. Students will benefit from considering the role of intersecting identities in creating obstacles for individuals. Student affairs staff, faculty, and members of the business community will learn strategies to identify and remove obstacles created by intersecting identities.

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

Panelists: **Kimberly Ensley** CHC, PMP, Director, Market Compliance Officer - TN, AR,
& MS, WellCare Health Plans, Inc.; **Dr. Bud Fischer**, Dean, College of Basic and Applied
Science, Middle Tennessee State University; **Dezerick Frazier**, Manager-Business Partner,
Human Resources Department, Nissan North America; **Ray Rico**, Owner of Ray Rico
Freelance, Publisher of Focus Midsouth Magazine; **Dr. Ken Wright** (Alumnus), Director
Sports Management, Graduate Program, University of Alabama, U.S. Anti-Doping Agency;
Holly Zuckerman, Access Coordinator: Exam Accommodations and Deaf Services, Disability
Resource Center, University of Tennessee at Chattanooga

Sponsored by: Nissan North America

Documentary Keynote Presentation and Panel Discussion | 11:00 AM – 1:00 PM

Michael McDaniel of the Community Foundation will present the documentary *LGBT Life in Middle Tennessee Before Stonewall*. 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.

Lunch will be served immediately prior to the beginning of the film.

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

Panelists: **Bob Duffey** (Alumnus), Law Enforcement, Retired; **Joey Gray**, Associate Professor,
Health and Human Performance, Middle Tennessee State University; **Richard N. Pitt**, Associate
Professor of Sociology/Director of Graduate Studies, Sociology, Vanderbilt University; **Joshua
Rigsby** (Alumnus), Independent LGBT+ Diversity and Inclusion Trainer

Plenary Panel Discussion—Bringing Your Whole Self to Work | 1:30 – 2:45 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.**, Professor, Industrial/Organizational Psychology, Middle Tennessee State University

Panelists: **Julia Dyer**, Nashville Fashion Alliance, Director of Details; **Renee McLaughlin, M.D.**, Senior Medical Executive, CIGNA; **Conita Neal**, Recruiting Consultant, Talent Acquisition/University Relations, Nationwide Insurance; **John Rainwater**, V.P. Credit Risk/Consumer Credit Policy Manager, First Tennessee Bank; **Troy Simpson** (Alumnus), Senior Director, Supply Chain Human Resources, Dollar General; **Jennifer Sturgeon** (Alumnus), Director of Consulting, HealthTrust

Sponsored by: Middle Tennessee State University Department of Psychology

CONCURRENT SESSIONS | 3:00 – 4:30 p.m.

Note: The Tracks are Student (S), Community/Corporate (C), Administrator/Staff (A), and Faculty (F)

First Tennessee on Campus (S) - Student Union Building – Ballroom A/B

Ben Altom, Customer Acquisition Manager, Vice President, First Tennessee Bank

An interactive session on financial wellness and the importance of credit (which can impact a person’s job search and placement).

Sponsored by: First Tennessee

LGBT+ and Communities of Color (CAF) - Student Union Building – Room 224

Dwayne Jenkins, Nashville Black Pride and **Bobbie R. Porter**, Director of Diversity and Equity Initiatives, Tennessee Board of Regents

Subtle (and not-so-subtle) racism is a part of the lived experience of LGBT+ people of color. Whereas it might not be possible to eliminate racism from the lives of LGBT+ people of color, it is possible for campuses and workplaces to develop support systems to help members of their community cope with the stress caused by the racism they encounter.

Safe Zone Training 3:00 – 5:00 p.m. (S) - Student Union Building – Room 210

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 preferred. Check in at the registration table to see if there are still seats available.



**lgbt+ college conference
open mic**

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

Local comedian Holly Amber will emcee an open mic for conference attendees to showcase their talents. All types of performance are welcome, including comedy, slam poetry, and musical performances.

Emcee: Holly Amber



DAY 3 Saturday, April 8 *(cont. on page 12)*

**College of Education Building – Room 160 – unless otherwise indicated
Registration Begins 8:30 a.m.**

Welcoming Address | 9:00 – 9:20 AM

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

Plenary Discussion - *Personal Reflections on Obstacles to Inclusion* | 9:30 – 10:30 AM

Panelists will discuss their experiences of obstacles to inclusion within the LGBT+ community based on aspects of their identity. Panelists will also suggest ways to remove obstacles and build a more cohesive and welcoming community.

Moderator: **William Langston**, Professor, Department of Psychology, Middle Tennessee State University

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

The “Plus” in LGBT+ Keynote - *Breaking Script: Intimacy and Consent in the Ace Community*

10:45 – 11:45 AM

David Jay, Founder, The Asexual Visibility and Education Network

The LGBT+ acronym includes a number of identities that are not named by the “big 4” letters. David Jay, founder of Asexuality.org, will discuss the history and politics of the asexual, grey-a, and demisexual community with an emphasis on challenging a view of emotional intimacy that is centered on sex. Participants in this workshop will be invited to examine their own experiences of emotional connection and consent through an ace lens.

Sponsored by: Middle Tennessee State University Distinguished Lectures Fund

Lunch Break and Religious and Community Organizations Fair | 12:00 – 1:30 p.m.

College of Education Building – Lobby

Lunch will be provided to allow conference attendees to network and interact with community organizations and groups participating the religious organizations fair.

STRATEGY SESSIONS | 1:45 – 2:45 p.m.

Note: The Tracks are Student (S), Community/Corporate (C), Administrator/Staff (A), and Faculty (F)

Not So Out (SCAF) - College of Education Building - Room 145

Led by: Rebekah Dawson, President, MT Lambda, Alex Hall, Treasurer, MT Lambda, and Elizabeth Burns, Member, MT Lambda

What can people do when they are not able to be out at home, in their major, on campus, or in the workplace? How can organizations contribute to an environment where it is safe for everyone to come out, and how can organizations support people who are not yet able to be fully out? This strategy session is designed to develop concrete ideas to address these questions.

(continued on page 12)

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DAY 3 Saturday, April 8 *(cont. from page 10)*

**College of Education Building – Room 160 – unless otherwise indicated
Registration Begins 8:30 a.m.**

STRATEGY SESSIONS | 1:45 – 2:45 p.m. *(continued from page 10)*

Note: The Tracks are Student (S), Community/Corporate (C), Administrator/Staff (A), and Faculty (F)

Allyship (CAF) - College of Education Building – Room 149

Led by: Jessica M. W. Kratzer, Ph.D., Communication Department, Northern Kentucky University

Allies play an important role in the LGBT+ community. This strategy session is designed to help allies develop the skills to be effective.

SpringOut! How to Bring a High Visibility Event to Campus (SCAF)

College of Education Building – Room 249

Led by: Joshua Rigsby (Alumnus), Independent LGBT+ Diversity and Inclusion Trainer

One important role played by LGBT+ student organizations is to increase visibility for all members of the community. High visibility events are a way to achieve this goal. This session is designed to help student organizations identify and overcome obstacles to plan, promote, and present high visibility events.

CONCURRENT SESSIONS | 3:00 – 4:00 p.m.

Note: The Tracks are Student (S), Community/Corporate (C), Administrator/Staff (A), and Faculty (F)

Helping Student Organizations Preserve Their History (S) - College of Education Building – Room 160

Donna Baker, University Archivist, Middle Tennessee State University

Student organizations can lose track of their history. This session will offer tips on how organizations can preserve their history.

Safe Zone Training 3:00 – 5:00 p.m. (CAF) - College of Education Building – Room 249

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 preferred. Check in at the registration table to see if there are still seats available.

Conference Closing and Action Plan Review | 4:45 – 5:00 p.m.

Joshua Rigsby (Alumnus), Independent LGBT+ Diversity and Inclusion Trainer



2017 awards dinner

April 8, 2017 | 7:00 PM
James Union Building - Tennessee Room

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Speaker Biographical Sketches

Ben Altom

The road throughout Ben's career has taken him in a variety of places. From touring the United States with various bands while promoting concerts and music festivals, to managing multiple offices in the Southeast in the mortgage industry, to now helping promote financial wellness and education as a household acquisition tool, Ben has traveled many roads into the career he has with First Tennessee Bank. Currently he is a vice president for First Tennessee Bank serving as the customer acquisition manager for the bank. He oversees all non-traditional acquisition programs for First Tennessee and is charged with the development and implementation of these programs. In addition, his passion for music has never left. Ben performs with various groups in the Nashville area playing trumpet. He has volunteered time with Music Makes Us helping to develop a leadership program for Metro Nashville Public Schools band programs.

Holly Amber

Coming from a theater and improv background, Holly started performing stand up ten years ago. She has appeared in numerous theater productions, commercials and independent films as well as voice over work. She has produced and hosted several middle Tennessee shows such as "Bohemian Circus," "Comedy at Mel's," "Outfront on Main Comedy," and "Ignite," as well as being one of the original members of Nashville based "Girl on Girl Comedy."

Donna Baker

Donna Baker serves as the university archivist at Middle Tennessee State University. She is the first person to serve in this position, and her job is to collect, preserve, maintain, and make accessible materials relating to the history of MTSU. She works with faculty, staff, and especially students to capture the life of the university. She received her MSLS from the University of North Carolina at Chapel Hill, and her MA in history from Eastern Illinois University.

Terry Bird


Terry Bird 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 thirty-seven years. They are active in local church, civic affairs, and family.

Elizabeth Burns

Elizabeth Burns is a biochemistry undergraduate at Middle Tennessee State University. While her interests span a variety of fields, she is focusing in on research in hopes to make it a more open and available career path for those in the LGBTQ community. Originally from Knoxville, TN, she has been all over the world, interacting with people in hopes of learning new methods for inclusion of the incredibly diverse cultures with whom she has worked.

David Butler

David Butler is the vice provost for research and dean of the College of Graduate Studies at Middle Tennessee State University. Prior to coming to Middle Tennessee State University, Dr. Butler was a full professor and served as chair of the Department of Political Science, International Development, and International Affairs and director of the International Development Doctoral program at The University of Southern Mississippi. Dr. Butler has a doctorate in geography from the University of Cincinnati, a Master of Science in geography from Texas A&M University, and a Bachelor of Arts from Texas A&M University. Dr. Butler has published over twenty articles and books, given over fifty presentations and has secured \$2.7 million of external funding on research projects during his career. Dr. Butler has also provided congressional testimony and expert testimony as well as being interviewed by national news outlets



such as CNN, National Public Radio, and Fox Business News. Dr. Butler is a native of Texas but has lived in Kentucky and Mississippi and traveled and conducted research internationally.

Rebekah Dawson

Rebekah Dawson received a BA in English from MTSU. She is currently a graduate student in MTSU's Sociology Master's Program and Women's and Gender Studies certification program. Rebekah is looking forward to studying the similarity in different minority oppressions and solutions that can be found in this solidarity. She is also president of MT Lambda.

Bob Duffey

Bob Duffey is a Middle Tennessee State University graduate. Bob is an author, poet, storyteller, and a long-time advocate/activist for LGBTQ rights/civil rights/equal rights. Bob is originally from Kansas City, Missouri, and is a former musician and entertainer. Bob is retired from a career in law enforcement.

Julia Dyer

Julia joined the Nashville Fashion Alliance (NFA) team in August of 2016. She wears many hats at the NFA, including working with the CEO to create and implement strategies for engaging and supporting members. She also heads up the NFA's Student Alliance, focusing on preparing students to find their place in the region's fashion industry. She is a graduate of the University of Kentucky and began her career in Washington, DC working with the global research firm CEB and POLITICO before moving to Nashville.

Kimberly Ensley

Kimberly K. Ensley CHC, PMP is currently the director and market compliance officer for the TAM market (TN, AR & MS) of WellCare Health Plans, Inc. with almost 15 years of health care compliance experience. Kimberly is certified in health care compliance (CHC) by the Health Care Compliance Association and is a certified project management professional (PMP) by The Project Management Institute. Kimberly was recently elected to the position of secretary and member of the board

of directors of the Tennessee Transgender Political Coalition (TTPC), and Kimberly also serves as a member of the Corporate Diversity and Inclusion Council at WellCare Health Plans, Inc. Kimberly is a thirteen-year veteran of the United States Air Force where Kimberly served in both active duty and reserves as both an enlisted member and commissioned officer. Kimberly is a graduate of the University of Tennessee, Knoxville with a B.S. in mathematics education.

Bud Fischer

Dr. Bud Fischer is the dean of the College of Basic and Applied Sciences at MTSU. Dr. Fischer's expertise is in aquatic ecology, fisheries biology, stream ecology and evolutionary biology. Dr. Fischer has made more than ninety professional presentations, published over forty peer-reviewed articles, obtained fifty-five grants totaling more than \$2 million and has mentored thirty-six graduate students to completion during his academic career.

Dezerick Frazier

With more than 20 years' professional experience in human resources, Dez Frazier is a manager of human resources business partner at Nissan North America. His team is responsible for developing functional & engagement strategy for Nissan's non-manufacturing workforces which are located in Tennessee, Michigan, California, and Mexico. Dez joined Nissan in 2003 and has held numerous roles with increasing responsibility, including the startup of Nissan's battery plant for its all-electric vehicle. Dez earned a bachelor's degree in political science from Tennessee State University.

Joey Gray

Dr. Joey Gray is an associate professor of leisure, sport, and tourism studies at Middle Tennessee State University. Dr. Gray's current research focuses on establishing safe zone programs for middle and high schools in Tennessee.



Speaker Biographical Sketches

Alex Hall

Alex is the treasurer of MT Lambda and identifies as a trans woman and as a lesbian. She is a senior, majoring in political science. She has been helping represent her identities on campus and in MT Lambda, something she hopes to do with her degree when she graduates. One of her goals has been to help spread “#IllGoWithYou” buttons around campus. She doesn’t like to brag, but she is the reason we brought Ryan Cassata to last year’s conference.

David Jay

David Jay is the founder of Asexuality.org, the world’s largest community of people identifying as asexual. He has been working for asexual visibility for the past fifteen years, leading successful campaigns to de-list asexuality as a mental disorder, integrate asexuality into national policy dialog, and integrate asexuality into sex education in New York City Public Schools. He has been featured in the *New York Times*, the *London Times*, on *20/20*, on CNN, and in the feature-length documentary *Asexual*.

Dwayne Jenkins

Dwayne Jenkins is a native New Yorker from the Bronx who has lived in Nashville since 1994. He has worked at Nashville CARES, Tennessee’s premier HIV/AIDS service organization for over twenty years and serves as the director of My House, a gay men’s health and wellness center and MSM prevention education & services. He is the executive director of the Brothers United Network, Inc., the state’s first African American gay-focused 501c3 organization, and is the founder and president of Nashville’s annual Black Gay Pride Celebration. He has been the community advisor to The Gay-Straight Alliance at Tennessee State University since its founding in 2003, and serves as the board chair of the Center for Black Equity which advocates for over thirty black pride organizations as well as focuses on equality and justice for black LGBT communities through expansive platforms on health, economic and social equity. Dwayne attended Buffalo State College for a BA in communications, and has been a proud & financial member of Phi Beta Sigma Fraternity for thirty-two years.

Jessica M. W. Kratzer, Ph.D.

Dr. Jessica Kratzer is an assistant professor of communication at Northern Kentucky University. Dr. Kratzer teaches courses on gender and sexuality, and her research focuses on sexual communication. Dr. Kratzer is the recipient of the 2016 LGBT+ College Conference Civic Advocacy Award.

William Langston

Dr. William Langston 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.

Dr. Patrick McCarthy, J.D.

Dr. Patrick McCarthy, J.D., 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 McDaniel joined the staff of the Community Foundation in March 2000. Currently serving as nonprofit liaison, he represents the Foundation in the forty-three 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.



Renee McLaughlin

Dr. Renee McLaughlin is a senior medical executive with Cigna Health and is responsible for building collaborative partnerships with health care delivery systems to improve health outcomes. She has extensive experience in the development, implementation, and operation of successful population health management partnerships and speaks regularly in both regional and national forums on value-based health care delivery. Dr. McLaughlin has a strong interest in LGBT health and workforce issues, and specifically those affecting gender-diverse people. Prior to joining Cigna in 2005, Dr. McLaughlin was a practicing general and vascular surgeon in a single-specialty practice. She earned a BS at Adrian College, MS at Wayne State University, and completed her graduate and post-graduate medical and surgical training at the University of Pittsburgh. She served in the United States Army during the first Gulf war.

Conita Neal

Conita Neal is a human resource professional with over ten years of combined experience. She began her career at Nationwide in 2005 recruiting for the newly structured finance organization after a large transformation. She then served as a career consultant for five years supporting Nationwide associates through a turbulent economy and job market. Conita transitioned back into recruiting supporting the Nationwide Financial Services sales group for three years. Conita currently serves as a university relations recruiter at Nationwide supporting the information technology organization.

Bea Perdue

Bea Perdue is the director of development for the College of Behavioral and Health Sciences at Middle Tennessee State University (MTSU). 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 non-profit leadership enables her to develop, assess, and align strategic priorities for maximum return on organizational investment.

Her areas of expertise include marketing, human capital, diversity and inclusion, community engagement, and specialized non-profit initiatives.

Richard N. Pitt

Dr. Pitt received his Ph.D. from the University of Arizona and has focused his research on religion, education, and social psychology. He is determined to answer the question, "what happens when an actor's performance of an identity does not match our expectations?" His research and writings look at identities that seem at odds with conventional understandings of those identities, identities that often have to be defended because they do not match the social norms associated with them.

Bobbie R. Porter

Bobbie R. Porter is director of diversity and equity initiatives, Tennessee Board of Regents, one of the largest higher education systems in the country. In her role at the board, she is responsible for developing and leading system-wide diversity and inclusion initiatives for the institutions within the system. Bobbie holds a Master of Public Administration from Tennessee State University and a BA in communications from the University of Memphis.

Tara Prairie

Tara Prairie is currently a Ph.D. student with a health concentration through the Health and Human Performance Department at Middle Tennessee State University. She obtained her master's in bioethics from the Medical College of Wisconsin. Her research interests involve justice issues related to health care which include reproductive rights, preventive medicine using holistic approaches, and health personnel enacted stigma when treating sexual and gender minority (SGM) patients.



Speaker Biographical Sketches

John Rainwater

John Rainwater has been an employee of First Tennessee Bank for over ten years, where he serves on the Consumer Credit Risk Management team as vice-president of consumer credit policy. His role includes collaborating on development of consumer policy as well as communication, interpretation, training and publishing consumer policy for the bank. John is a member of First Tennessee's Firstpower Council, which focuses on the company's corporate culture, seeks methods of communicating and reinforcing the culture, and provides valuable feedback to executive management from employees across the organization. John has a BFA and MA in theatre arts from Arkansas State University, and in May of this year, will be receiving an MBA from Christian Brothers University in Memphis, TN, where he has been a resident for almost twenty years.

Ray Rico

Prior to professionally freelancing and later opening his own marketing firm, owner, Ray Rico, worked for over fifteen years in print-publications. He is an expert in print production with a specialized background in prepress and digital media. Rico has owned and operated Ray Rico Freelance in Memphis, TN since 2007, growing the company into a full-service marketing agency.

Joshua Rigsby

Joshua Rigsby graduated MTSU in 2014 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 statewide network of LGBT+ collegiate students across the state of Tennessee. Since graduation, he has served as the alumni advisor for the MTSU Lambda Association from 2014-2017, and has served as a member of the LGBT+ College Conference Advisory Board from 2013-2017. Beginning in 2013, Joshua served three consecutive years as a member of the board of directors for OutCentral, Greater Nashville's LGBT+ Community Center. While a member of the board, he oversaw student engagement and

outreach, served as a member of the Executive Board as vice-president, and was responsible for volunteer outreach, recruitment, and training. Currently, Joshua is an independent LGBT+ diversity and inclusion trainer and consultant based in Nashville, TN.

Troy Simpson


Over the course of his career in human resources, Troy has held positions with exposure to strategy development and execution for talent management and employee engagement initiatives within the retail and healthcare industries. Roles held in training and organizational development, employee relations, and metrics analysis were a critical framework for development as a leader of human resources teams. As the senior director, supply chain human resources for Dollar General Corporation, Troy's current role is focused on the expansion of distribution center operations through development of a robust talent pipeline and support to human resources teams in distribution facilities located throughout the United States.

Jen Sturgeon

Jen Sturgeon, a director of consulting at HealthTrust, has more than twelve years of supply chain and healthcare experience. She is a practiced Lean Six Sigma Black Belt with documented savings and success across many areas of supply chain. Previously, Jen served as the director of supply chain innovation at Cardinal Health, working with hospital customers to optimize their supply chain activity. In addition to extensive medical and pharmaceutical supply chain experience, she also brings an organizational development background and has taught organizational psychology as an adjunct faculty member at Middle Tennessee State University. Jen holds a B.S. in psychology from Francis Marion University and an M.A. in industrial/organizational psychology from Middle Tennessee State University.

Allie Sultan

Allie Sultan has her degree from San Francisco State University. She is a filmmaker and video/sound editor with over twelve 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.

Harold “Terry” Whiteside

Recognized as a campus icon, Dean Harold “Terry” Whiteside has served MTSU for more than four decades in faculty, administrative, and athletics roles, giving him a connection to so many of our students and Alumni. In 2010 when Dr. McPhee reorganized MTSU’s academic units, he chose Dr. Whiteside to lead the College of Behavioral and Health Sciences, which would become the University’s newest and largest college. Dean Whiteside is known for his inclusive management style and commitment to student success, with a focus on preparing students to be successful in their future endeavors through classroom instruction, experiential learning, and professional development.

Ken Wright

Dr. Ken Wright is a professor in the Graduate Program in Sports Business Management at The University of Alabama. With over 42 years of professional experience in various sport industry settings (16 years in college athletics, 30+ years in academic, and 25 years in the Olympic Movement), Dr. Wright serves as director of the College of Human Environmental Sciences (CHES) Sports Business Management Graduate Program.

Holly Zuckerman

Holly graduated from the University of Tennessee at Chattanooga (UTC) in 2009 with her bachelor’s degree in secondary education-natural sciences with a concentration in biology. After graduating from UTC, she began working her way up the ranks at the Disability Resource Center and continues to strive to develop and improve delivery of services with regards to the deaf and hard of hearing, and also for exam accommodations working with students and faculty. Holly has also found a passion for providing educational opportunities about disability issues and disability services to the campus community and general public.

“My grandmother and my two aunts were an exhibition in resilience and resourcefulness and black womanhood. They rarely talked about the unfairness of the world with the words that I use now with my social justice friends, words like ‘intersectionality’ and ‘equality’, ‘oppression’, and ‘discrimination’. They didn’t discuss those things because they were too busy living it, navigating it, surviving it.”

—Janet Mock,
Redefining Realness: My Path to Womanhood,
Identity, Love & So Much More



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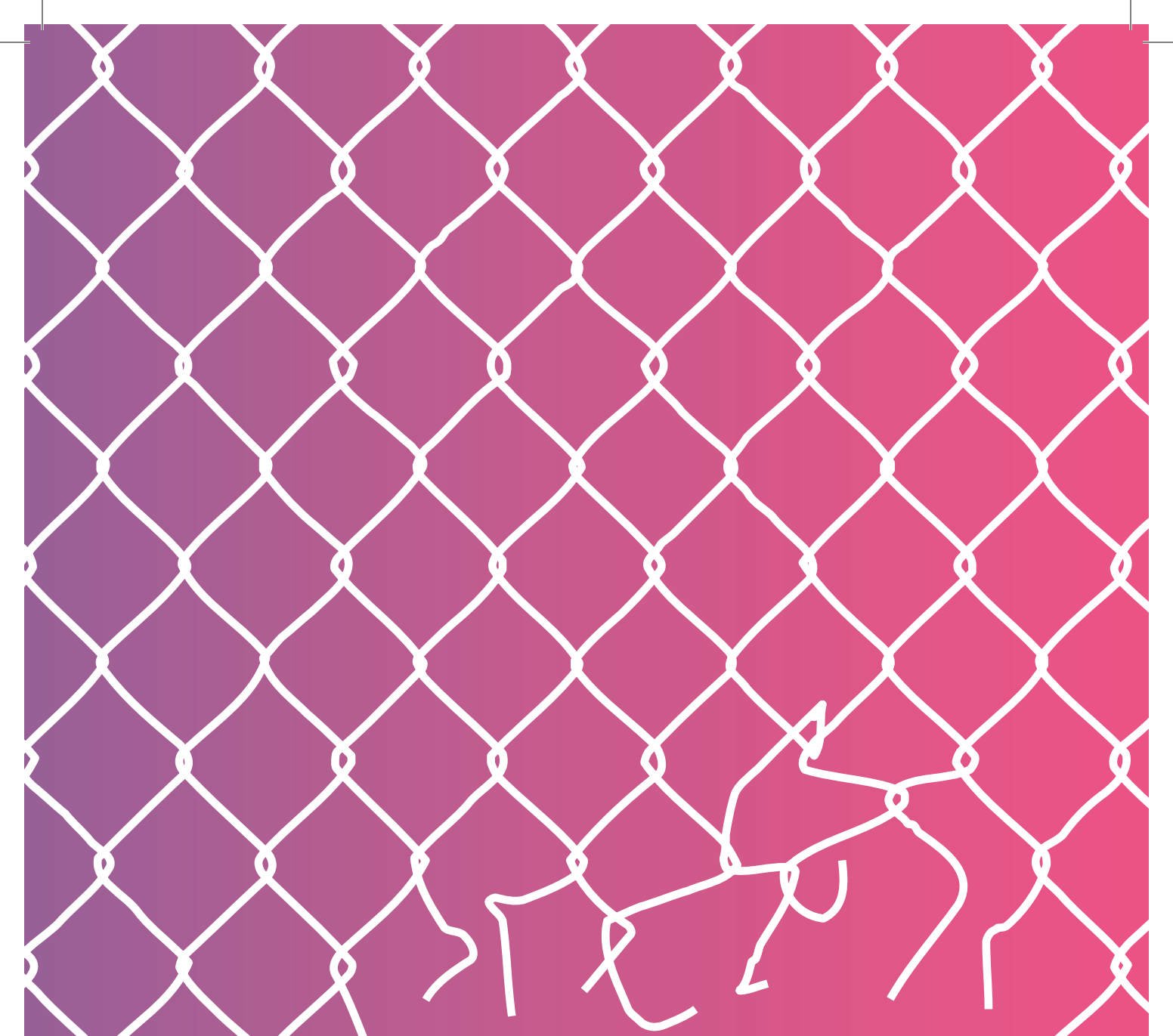
Health Trust

John G. Weaver (deceased)

Delta Airlines; co-founder
of MT Lambda

Leslie Yost

The Murfreesboro Pulse



The 2017 **LGBT+ College Conference** is a partnership between
MT Lambda (Tennessee's oldest LGBT+ student organization) and the
Middle Tennessee State University College of Behavioral and Health Sciences



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