



LGBT+
COLLEGE
CONFERENCE

BRIDGING THE DIVIDE

ALL IDENTITIES

APRIL 5-7 2018
MIDDLE TENNESSEE
STATE UNIVERSITY

CONFERENCE PROGRAM



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MESSAGE FROM THE CONFERENCE ADVISORY BOARD

On behalf of the 2018 LGBT+ College Conference 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 Advisory Board comprises a large cross-section of professionals who have volunteered their time to make this **fifth** 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: bridging the divide*. 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.

This year the board is particularly excited about the program expansion to include a workplace/ corporate track. One of the conference's goals is to prepare the next generation of professionals and community leaders to create a world where all identities are valued and represented equally. We think this new track will help in that effort.

Thanks to the organizers: MT Lambda, academic advisor Dr. William Langston, and Development Director Paul Wydra. A special thank you to Dr. Terry Whiteside, Dean of the College of Behavioral and Health Sciences, for his commitment to the conference. 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.



Jeffery L. Humble

2018 Conference Advisory Board Chair



2017 REFLECTIONS

The inaugural LGBT+ College Conference broke new ground in 2014, and the 2017 LGBT+ College Conference kept the momentum going. Conference attendees from over thirty colleges, universities, and organizations met for three days, April 6–8, 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 6, was dedicated to research. Participants interacted with presenters who shared posters showcasing collaborative research. The Tennovation keynote was presented by Tara Prairie from the Middle Tennessee State University Department of Health and Human Performance and reported her research investigating *Stigma Towards the Sexual and Gender Minority Community in Health Care*. 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. That evening, attendees of the 2017 LGBT+ College Conference Film Festival were moved and entertained by the best of the films submitted from around the globe.

The second day, April 7, was devoted to panel discussions. The opening panel examined the conference theme, *all identities: removing obstacles to inclusion*, with representatives from industry and higher education. Michael McDaniel, on behalf of the Community Foundation of Middle Tennessee, presented the documentary *LGBT Life in Middle Tennessee Before Stonewall* followed by a lively panel discussion. The *Bringing Your Whole Self to Work* panel is a foundational conference event, and the 2017 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 financial wellness seminar from First Tennessee, Safe Zone training, and a presentation on LGBT+ and Communities of color. The day closed with an incredible open mic that allowed conference participants to let off a little steam and entertain at the same time.

The final day, April 8, was devoted to working and strategy sessions to continue to explore the conference theme. The opening panel included personal reflections on removing obstacles to inclusion from conference participants. The Saturday keynote was presented by David Jay and addressed *Intimacy and Consent in the Ace Community*. The group then broke for lunch and the inaugural religious and community organizations fair. This was followed by strategy sessions on coming out, allyship, and holding large events on campus. The day closed with concurrent sessions on preserving groups' histories and a Safe Zone training.

The 2017 LGBT+ College Conference Awards Dinner featured keynote speaker Eric Watson, President and CEO of the Carolinas-Virginia Minority Supplier Development Council 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
2019 LGBT+ COLLEGE CONFERENCE,
all identities: building support, April 4-6, 2019!

ALL IDENTITIES BRIDGING THE DIVIDE

THANK YOU TO OUR GENEROUS SPONSORS

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Waller is proud to support the 2018 MTSU LGBT+ College Conference.

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DAY 1 Thursday, April 5

*James Union Building - Tennessee Room
Registration Begins 9:00 a.m.*

Welcoming Remarks | 9:30 a.m. – 9:50 a.m.

Jeffrey Porter, Director, Office of Research Services, Middle Tennessee State University

Presentations | 10:00 a.m. – 11:00 a.m.

Sponsored by: Middle Tennessee State University Department of Social Work

Tennovation Keynote - *Standing on Holy Ground: An Argument for Queer Spaces as Sacred*

11:15 a.m. – 12:15 p.m.

Keven Lewis, Department of Philosophy and Religious Studies, Middle Tennessee State University

I argue that while sacredness is created “through the telling of stories and the singing of songs,” queer spaces are also made sacred through acts of ostracism from the dominant heterosexual community. This argument follows, in part, the perception of San Francisco as a “homeland” and a site of pilgrimage, wherein it is noted that “because...queers have been persecuted in many times and places, ...territorializing a place, ...can offer a sanctuary from oppression.” If indeed San Francisco functions as a “queer homeland” then queer spaces outside of this “homeland” are places of sacredness in that they operate to provide an “escape from oppression ‘back home’” and are “comprises[ed of] many voices, built...through diverse practices over time.” This paper makes a case study of the Orlando nightclub, Pulse, wherein the club itself constitutes the creation of a sacred space which functions against and alongside everyday heteronormative operations.

Sponsored by: Middle Tennessee State University Department of Philosophy and Religious Studies

CONCURRENT SESSIONS | 12:30 p.m. – 4:00 p.m.

Note: The Tracks are Student (S), Student Affairs/Advisor/Faculty (A), and Corporate/Workplace (C)

Lunch and Nissan Tour (S) - Departs from the James Union Building – Tennessee Room

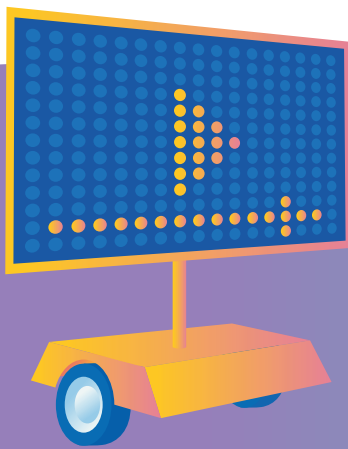
Take the bus to the Nissan factory for a tour and a presentation on interning at Nissan North America.

Safe Zone Training (SAC) - James Union Building – Hazelwood Dining Room

The Middle Tennessee State University 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 gender expressions. Training will include a “train-the-trainer” session to enable participants to provide training at their own institutions.

Sponsored by: SunTrust



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**, Assistant Professor, Department of Media Arts, Middle Tennessee State University

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DAY 2 Friday, April 6

James Union Building - Tennessee Room
Registration Begins 8:30 a.m.

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

Jeffery Humble, SunTrust, Conference Advisory Board Chair

Opening Plenary Discussion - Exploring Diversity and Inclusion in the Tech Industry: Bridging the Workforce Divide | 9:30 a.m. – 10:45 a.m.

The tech industry has a reputation for its lack of diversity, but some companies are trying to change that. This panel will explore what “diversity and inclusion” means in the tech workplace and provide an overview of the types of initiatives that tech companies are undertaking to increase diversity and inclusion in the workforce. Panelists will also provide insight on the questions to ask during the interview process to determine whether a company is committed to creating an inclusive culture.

Moderator: Candace Warner, Professor, Sociology, Columbia State Community College

Panelists: Sandi Hoff, Vice President of Education, Nashville Technology Council; Kimberly Tate, Senior Manager of Soluto Quality and Coaching, Asurion; Carnell Elliott, Site Lead for the Small Business organization for Nashville, Dell Nashville co-site director, Dell; Auralia Baggett, Research Analyst for Soluto Lab, Asurion

Sponsored by: Nissan North America

Documentary Keynote Presentation and Discussion - CODEBREAKER: The Life and Legacy of Alan Turing

11:00 a.m. – 1:00 p.m.

CODEBREAKER tells the remarkable true story of one of the 20th century's most important people. Alan Turing set in motion the computer age and his heroic codebreaking helped win the Second World War. Instead of receiving accolades, Turing faced terrible persecution. In 1952, the British Government forced him to undergo chemical castration as punishment for his homosexuality. In despair, Turing committed suicide. He was only 41 years old. Documentary elements seamlessly interconnect with drama scenes in CODEBREAKER to offer a three-dimensional picture of Turing, his accomplishments, his tragic end, and his lasting legacy. You can watch a two-minute trailer for CODEBREAKER at TuringFilm.com (Story Center Productions, LLC 2015).

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

Discussion Moderator: Patrick Sammon, President, Story Center Productions

Sponsored by: Middle Tennessee State University College of Basic and Applied Sciences, Dell

“No person is your friend who demands your silence, or denies your right to grow.”

-ALICE WALKER

ALL IDENTITIES BRIDGING THE DIVIDE

Plenary Panel Discussion - *Bringing Your Whole Self to Work* | 1:30 p.m. – 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: **Forrest Smith**, Chief Information Security Officer, Nissan; **Ron Balcarras**, Senior Manager, Information Technology Services, Deloitte; **Judge Rachel Bell**, General Sessions Court Judge, Nashville, TN, owner of Solutions Now, Inc. and The Ring the Bell Foundation; **Dr. Dorsha James**, Emergency Room Physician, Jennie Stuart, Hopkinsville, KY, co-founder of Campus Rx, owner of Solutions Now, Inc. and The Ring the Bell Foundation; **Tabitha Hawk**, Tabitha Hawk Photography

Sponsored by: Middle Tennessee State University Department of Psychology and Middle Tennessee State University Institutional Equity and Compliance

CONCURRENT SESSIONS | 3:00 p.m. – 5:00 p.m.

Note: The Tracks are Student (S), Student Affairs/Advisor/Faculty (A), and Corporate/Workplace (C)

Academic Success Showcase - *The University of Houston LGBTQ Resource Center (SA)* - James Union Building – Tennessee Room

The staff of the University of Houston LGBTQ Resource Center will present on their efforts to build an inclusive campus environment. The presentation will focus on the development of comprehensive campus resources to serve the LGBT+ community.

Lorraine Schroeder, M.A., L.P.C., Director, University of Houston LGBTQ Resource Center, **Jamie Gonzales**, Program Coordinator, University of Houston LGBTQ Resource Center, and **Kamah (Asha) Wilson**, Graduate Assistant, University of Houston LGBTQ Resource Center

Sponsored by: Middle Tennessee State University Vice President's Office for Student Affairs

Workplace Success Showcase - *Nissan (C)* - James Union Building – Faculty Senate Chambers

How can a company build an inclusive environment that reflects its values to employees and customers? Nissan staff will work with participants to develop concrete interventions to implement in your workplace

Cathy C. Lively, Senior Analyst Diversity and Inclusion, Nissan

Sponsored by: Deloitte

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

Sponsored by: Focus Middle Tennessee





DAY 3 Saturday, April 7 *(cont. on page 12)*

**College of Education Building
Room 160**
Registration Begins 8:30 a.m.

Welcoming Address | 9:00 a.m. – 9:20 a.m.

Dr. Debra Sells, Vice President Student Affairs, Middle Tennessee State University

Plenary Discussion - Personal Reflections on Bridging the Divide | 9:30 a.m. – 10:30 a.m.

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

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

Panelists: **Kayla Gore**, Mid-South Peace and Justice Center, OUTMemphis; additional panelists selected from conference attendee volunteers.

The “Plus” in LGBT+ Keynote - Ask Me Who I Am: Intersex in Contemporary America | 10:45 a.m. – 11:45 a.m.

Georgiann Davis, Assistant Professor, Sociology, University of Nevada-Las Vegas

Introduction by: **Sis St. Clair**

In 2006 the American Academy of Pediatrics officially introduced “disorder of sex development (DSD)” nomenclature as a way to describe intersex traits. DSD terminology has since come to replace intersex language in virtually all corners of the medical profession. However, at the same time, DSD terminology has been hotly contested by the intersex community, with some in support of it, others adamantly against it, and a few who are indifferent to the new nomenclature. Relying on 65 in-depth interviews with medical experts on intersex, intersex people, and their parents, I will explain the problem with DSD terminology and why it is necessary to respect people’s terminological preferences before imposing potentially offensive language onto their bodies and identities. At the conclusion of this presentation, participants will a) understand that there is new terminology in the intersex community, b) learn that the new DSD terminology is contested, and c) understand the importance of respecting people’s terminological preferences. Suggestions for how to be a good ally will be provided.

Sponsored by: Middle Tennessee State University Department of Sociology and Anthropology, Middle Tennessee State University Distinguished Lectures Fund, and Middle Tennessee State University College of Behavioral and Health Sciences

Lunch Break and Religious and Community Organizations Fair | 12:00 p.m. – 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 Session - Connecting Human Resources to Campus Diversity | 1:45 p.m. – 3:15 p.m.

The strategy session is designed to share perspectives on the divide between human resource professionals with goals to increase diversity and the students they aim to recruit. Discussion leaders from the three constituencies (university/academic, corporate, and student) will present on their challenges in bridging the divide, potential solutions will be proposed, and audience members will participate in a discussion of the issues raised.

Academic Discussion Leader: **Paula Mansfield**, Director of Corporate Engagement and Strategic Partnerships, Middle Tennessee State University

Corporate/Workplace Discussion Leader: **Bethany Mason**, Director, Diversity & Inclusion, Dollar General Corporation

Student Discussion Leader: **Elizabeth Burns**, President, MT Lambda; **Kimberly Edwards; Maxwell Pearson; Margo Hall**

Sponsored by: Dollar General Corporation

“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)*

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DAY 3 Saturday, April 7 *(cont. from page 10)*

ISSUES SUMMITS | 3:30 p.m. – 4:30 p.m.

Note: The Tracks are Student (S), Student Affairs/Advisor/Faculty (A), and Corporate/Workplace (C)

Student/Corporate/Workplace Issues Summit (SC) - College of Education Building – Room 149

The Importance of Interviewing Well

Dr. Janet K. McCormick, Associate Professor, Department of Communication Studies and Organizational Communication, Middle Tennessee State University

Building an All-Inclusive LGBT+ Student Organization or Employee Resource Group

Elizabeth Burns, President, MT Lambda, Middle Tennessee State University

Student Affairs/Advisor/Faculty Issues Summit (A) - College of Education Building – Room 160

Addressing the Problem of Student Hunger

Keith Barnes, Director of Nutrition Advocacy, Tennessee Justice Center

Helping Transgender Students Get Their Documents in Order

Dr. Marisa Richmond, Department of History, Middle Tennessee State University

Resources for Addressing Domestic Violence Affecting Students

Trish Davis, Special Projects Manager, Nashville-Davidson County's Office of Family Safety

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

Joshua Rigsby, Middle Tennessee State University LGBT+ Program Assistant

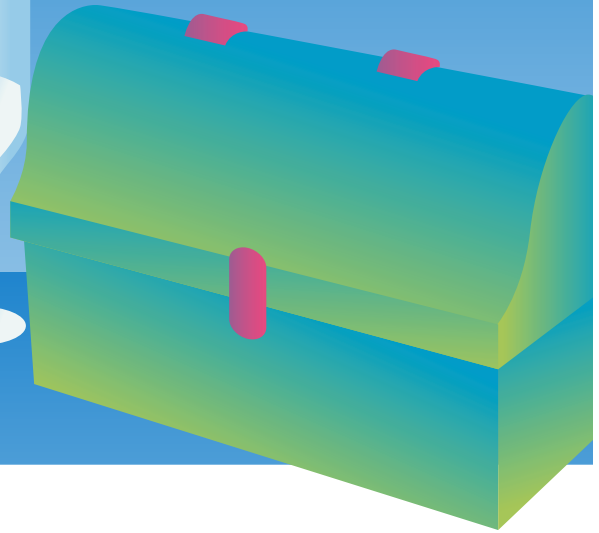
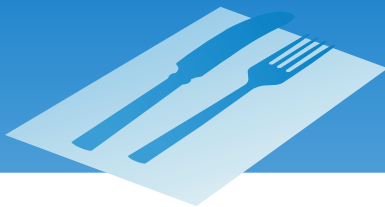
“The different people are not like other people, but being different is nothing to be ashamed of. Because other people are not such wonderful people. They’re one hundred times one thousand. You’re one times one! They walk all over the earth. You just stay here. They’re common as – weeds, but you – well, you’re Blue Roses!”

-TENNESSEE WILLIAMS

2018 AWARDS DINNER

APRIL 7, 2018 | 7:00 PM
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.



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SPEAKER BIOGRAPHICAL SKETCHES

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".

Auralia Baggett

Aura is a Research Analyst for Solutio Lab and has been with Asurion for over four years. Her role involves conducting research into the latest mobile and home automation technology and running special projects including graphic design, 3D modeling, and refining processes for Frontline Experts. She is also a member of the Asurion Pride Employee Resource Group. Previous to Asurion, Aura received her degree in Digital Media & Animation (BoAA). She worked previously as a Consumer Sales Representative for Dell, Inc. for 3 years and was a Black Hawk Mechanic in the United States Army.

Ron Balcarras

Ron is a Senior Manager in Deloitte's Information Technology Services (ITS). His duties include leading teams who are responsible for Deloitte's data management across numerous technology platforms. Ron is also a member of the ITS Inclusion Council, Hermitage Inclusion Council and sponsor of the Hermitage GLOBE & Allies (Gay, Lesbian, Bisexual & Transgender Employees and Allies). Ron holds a Bachelors of Mathematics from the University of Waterloo and a Bachelor of Education from the University of Ottawa. Ron moved from Toronto, Ontario, Canada to Nashville 22 years ago and has been with Deloitte for 14 years. Ron is the Fund Development and Marketing Chair for Nashville Cares and serves on the Vanderbilt HIV Vaccine Program Community Advisory Board.

Keith Barnes

Keith recently joined the Tennessee Justice Center (TJC) to educate the public about the hunger crisis in our state and to protect and improve federal nutrition

safety programs. He is an AmeriCorps VISTA alumnus and has seven years of experience in food security from the grassroots to government. Immediately, before joining TJC he directed the state's Older Adult Nutrition Program, a \$14 million program that funds meals on wheels.

Judge Rachel Bell

Judge Rachel Bell has been in the legal profession thirteen years, six of which she has served in the capacity of General Sessions Court judge in Nashville, TN. Judge Rachel is the founder of the Music City Community Court which focuses on prevention, rehabilitation and restoration. Married in 2017 to Dr. Dorsha James, they have founded the "i am . . . just human" movement and currently own Solutions Now, Inc. along with The Ring the Bell Foundation.

Elizabeth Burns

Elizabeth Burns is a senior majoring in Biochemistry at Middle Tennessee State University. Elizabeth is the current president of MT Lambda, MTSU's only all-inclusive LGBT+ student organization.

Georgiann Davis

Georgiann Davis is assistant professor of sociology at the University of Nevada, Las Vegas. Her research and teaching is at the intersection of sociology of diagnosis and feminist theories. She is the author of *Contesting Intersex: The Dubious Diagnosis* (NYU Press). She is also the board president of interACT: Advocates for Intersex Youth (2017- present) and the former president of the AIS-DSD Support Group (2014-2015).

Trish Davis

Trish Davis is the Special Projects Manager for the Nashville-Davidson County's Office of Family Safety where she is overseeing the Office of Family Safety's new initiatives focusing on increasing domestic violence and sexual assault victim's safety and offender accountability. Previously, Ms. Davis was the Director of Domestic Violence Services at YWCA Nashville & Middle Tennessee. Ms. Davis has 12 years of experience in management, both working in residential settings with domestic violence survivors and in for-profit corporations. Ms. Davis

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holds a Bachelor of Science in Psychology from Middle Tennessee State University. She currently serves as President-elect of the Nashville Coalition Against Domestic Violence and on the board of the Tennessee Respite Coalition, which provides relief to families and caregivers from the extraordinary and intensive demands of providing ongoing care.

Diane Easter

Diane Easter is a Senior Manager at Deloitte, and for the last four years has led strategic, talent focused programs for Deloitte's Information Technology Services (ITS). She is currently working on the launch of ITS' first Inclusion Council as well as a program to help professionals intentionally chart their professional development across key competency areas. During her career at Deloitte, Diane has led numerous other efforts, including Web Hosting, Application Operations, Service Management and Deloitte's National Operations Center, as well as multiple diversity and inclusion initiatives. Her involvement with diversity and inclusion at Deloitte began in 1994 when she started Deloitte's first group for LGBT employees. "I am proud of Deloitte's long-standing inclusion journey and our commitment at the national level and in our local communities." She and her wife have four children and live in Hendersonville, Tennessee. Diane holds a Bachelors of Business Administration from Middle Tennessee State University.

Kimberly Edwards

Kimberly Edwards is a 28-year-old, mixed race, gender queer woman in a relationship with a white bisexual man. Kimberly is also on the Autism spectrum. All of these factors contribute to the way Kimberly views the world and have motivated Kimberly to pursue a career in psychology at Middle Tennessee State University. Kimberly is a member of MT Lambda to help improve the lives of others using the experience Kimberly has gained in life so far.

Carnell Elliott

Carnell has been at Dell for nearly 11 years, starting his career as a University Recruit for the Consumer Sales Organization in June of 2007. Carnell has held multiple leadership roles within the organization and

has a passion for developing people. He currently serves as the Site Lead for the Small Business organization for Nashville as well as the Dell Nashville co-site director with Nikki Gibson. Carnell currently serves as an executive member on the Board of Directors for S.T.A.R.S. (Students Taking A Right Stand), a nonprofit that serves over 160 schools in the Middle TN area that specializes in student assistance programs dealing with literacy, bullying, abuse cases and anything else that prevents students from being able to have a focused education experience. Carnell graduated from MTSU in 2007 with a degree in political science, but more importantly this is when he outkicked his coverage and met his now wife of nearly 9 years, Tiffanie. They now have two children and live in Mount Juliet, Tennessee and are in the process of building a home.

Jamie Gonzales

Jamie joined the LGBTQ Resource Center as the first program coordinator in June 2016. She holds a B.A. in Government from The University of Texas at Austin and a M.Ed. in Higher Education Administration from The University of Houston. Jamie prides herself on being the first Graduate Assistant for UH's Center for Diversity and Inclusion which she claims to be a life altering experience. She looks forward to the opportunity to make a lasting impact on the UH community. Go Coogs!

Kayla Gore

Kayla's organizing work includes assisting in several campaigns with the Mid-South Peace and Justice Center, including fighting for housing equality for all people who are chronically homeless and advocating for the just treatment of transgender people by law enforcement. She works to connect transgender people to core OUTMemphis services, including HIV testing, HIV+ support services, sexual reproductive health needs, emergency services, and peer-led groups. She is excited about expanding transgender decriminalization programming at OUTMemphis and building legal support services to meet the needs of transgender people in the Mid-South.



SPEAKER BIOGRAPHICAL SKETCHES

Margo Hall

Margo Hall is an officer (Secretary) in MT Lambda, Middle Tennessee State University's only all-inclusive LGBT+ student organization, and her pronouns are she/her/hers. Margo is a senior majoring in International Relations.

Tabitha Hawk

Tabitha is the owner of a local computer repair business. This year marks working for herself as long as she has worked for other people. Self-employment has its own challenges with regards to LGBT issues. In her off time, Tabitha enjoys unique hobbies like ghost hunting, chasing bad weather, and travel photography.

Sandi Hoff

Sandi Hoff is the Nashville Technology Council's Vice President of Education and Talent Development. Before joining the Nashville Technology Council, Sandi directed the Research and Policy programs for the Tennessee Department of Transportation. Her work and studies prior to relocating to Tennessee included teaching public policy, nonprofit and public management, and nonprofit fundraising as an Assistant Professor at the University of North Texas.

Jeffery Humble

Jeffery Humble has established himself as an active and respected community volunteer in Middle Tennessee. His efforts, fueled by an entrepreneurial spirit and love of service, have allowed him to be honored by the Center for Nonprofit Management (CNM) and The Tennessean for a "30 in their 30s" Award, a finalist for Nashville's LGBT Chamber of Commerce Mark Lee Taylor Community Service Award, and the Tennessee Ambassador of Goodwill awarded by Governor Bill Haslam. Jeffery is representing the State of Tennessee for his exceptional talents and significant contributions for all communities, even beyond the LGBT community.

Dr. Dorsha James

Dr. Dorsha James has been practicing emergency medicine since 2005 and is an Emergency Room Physician at Jennie Stuart in Hopkinsville, KY. She is the co-Founder of Campus Rx, a telehealth company. Married in 2017 to Judge Rachel Bell, they have

founded the "i am . . . just human" movement and currently own Solutions Now, Inc. along with The Ring the Bell Foundation.

William Langston

Dr. William Langston is a psychology 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).

Keven Lewis

Keven is a masters student at Middle Tennessee State University. His studies are within the academic study of religion; specifically, American Christianity. Keven's current research examines the way that words as they are spoken, written, and sung serve as both a transformative medium by which believers are made, remade, and replicated and how these same words function as intermediaries between the mundane and the divine. Keven is also interested in the way that gender and sexuality are understood and problematized by religious communities more broadly.

Cathy C. Lively

Cathy Lively is a Senior Analyst in Diversity and Inclusion with Nissan Motor Corporation. Cathy is an experienced professional with a demonstrated history of working in the automotive industry. She is a strong research professional skilled in Business Planning, Diversity and Inclusion, Operations Management, Analytical Skills, and Event Management. Cathy was President of GSAN (Gay Straight Alliance at Nissan) from 2012 to 2014.

Paula Mansfield

Paula is MTSU's Director of Corporate Engagement and Strategic Partnerships. She works with companies in the Middle Tennessee region to inspire successful collaboration and act as a catalyst to create meaningful, valuable and sustainable partnerships. She connects great companies with bright minds sparking innovation and change through collaboration with results driven outcomes. Previously, she worked for First Tennessee for over

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21 years and in the financial services industry for over 30 years. She is originally from Nashville and earned her BBA from Middle Tennessee State University. She has lived in Murfreesboro since college and where she has raised her 3 children. Paula is involved in the community and serves on numerous non-profit boards. She is married to Mike Leslie.

Bethany Mason

Bethany Mason joined Dollar General as the Director of Diversity and Inclusion in 2016. In this role, Bethany leads all internal and external diversity initiatives and is focused on strengthening Dollar General's culture of inclusion and commitment to diversity. Bethany has also assumed responsibility over Dollar General's employment branding strategies. Bethany started her career holding operational positions with national and international organizations and prior to coming on board at Dollar General, Bethany worked for Macy's, Inc. as the Diversity and Inclusion Strategies Manager. Bethany grew up in Mexico City and earned her Bachelor's degree in Communications from Pine Manor College. Bethany enjoys traveling and spending quality time with family and friends. She and her husband recently relocated to the Nashville area from Cincinnati, OH.

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.

Dr. Janet K. McCormick

Dr. McCormick earned her Bachelor and Master degree's in Speech Communication from Eastern Illinois University ('87, '88) and her Ph. D. in Communication from Southern Illinois University at Carbondale ('93). She taught at Spalding University in Louisville, Kentucky before spending

7 years teaching abroad in London, Buenos Aires, and Singapore. She joined MTSU in 2002 as an Intercultural Communication Specialist and is the recipient of the "Outstanding Faculty Mentor Award," the "Outstanding Academic Advisor Award," the "Distinguished Educator in Distance Learning Award," and twice the "Outstanding EXL Faculty Award," and "Outstanding Teacher Award" for the rapidly growing Organizational Communication (ORCO) major/minor at MTSU. Dr. McCormick conducts seminars regionally on such subjects as Intercultural Communication, Gender and Communication, Listening and Leadership.

Maxwell Pearson

Maxwell Pearson is an undergraduate Biology major. Maxwell is vice-president of MTLambda, Middle Tennessee State University's all-inclusive LGBT+ student organization.

Jeffry Porter

Jeffry Porter joined MTSU as Director of the Office of Research Services in August 2014. With over 25 years of experience in public policy, public administration and research administration, Porter is dedicated to facilitating the higher education mission (create and disseminate knowledge, educate the public, and serve public need) by acting across the continuum from direct support to individuals, to ensuring effective institutional policy, procedures and infrastructure to enable a robust research enterprise.

Marisa Richmond

Dr. Marisa Richmond currently teaches history and women's and gender studies at Middle Tennessee State University. She is also a member of the Metro Human Relations Commission in Nashville, and the only openly transgender member of the Democratic National Committee. Previously, she served many years as the President and Lobbyist for the Tennessee Transgender Political Coalition. She is a prolific author and speaker on transgender rights, and has served on many boards at the Local, State, and National levels. She has been recognized for her work with many awards. She has three degrees, all in U.S. History. Her A.B. is from Harvard University, her M.A. from the University of California, Berkeley, and her Ph.D. from George Washington University.



SPEAKER BIOGRAPHICAL SKETCHES

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 2013-2018. 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 the Middle Tennessee State University LGBT+ Program Assistant.

Patrick Sammon

Patrick Sammon has a mix of political, journalism, and film production experience. He is President of Story Center Productions, a film production company in Washington, DC. He is the Creator and Executive Producer of *CODEBREAKER*. Previously, Sammon spent three years as the President of a leading LGBT political organization in the U.S. Sammon started his career as an award-winning television news reporter. He's a native of Seattle, Washington.

Lorraine Schroeder, M.A., L.P.C.

Lorraine was hired as the first director of the LGBTQ Resource Center in May 2010 when the Center opened. She holds a Bachelors Degree in Education and a Masters Degree in Clinical Psychology. She is a Licensed Professional Counselor (LPC).

Debra Sells

Dr. Debra Sells serves as MTSU's Vice President for Student Affairs and Vice Provost for Enrollment Services. She came to MTSU as the director of Housing and Residential Life twenty-one years

ago, after working previously at Arizona State University, California Polytechnic San Luis Obsipo, and Grinnell College. During her time at MTSU, she has also served as Associate Vice President of Academic Support Services, and was appointed as Vice President in 2009. Dr. Sells has authored or co-authored several chapters and articles, as well as co-authoring with colleague Dr. Robert Eaker the book *A New Way: Introducing Higher Education to Professional Learning Communities at Work*, published in 2015 by Solution Tree Press.

Forrest Smith

Forrest Smith is the Chief Information Security Officer at Nissan. For the last several years, he had led the Nissan organization in developing a world-class cybersecurity capability. He is an executive sponsor of Nissan's GSAN (Gay Straight Alliance at Nissan) Employee Resource Group. Forrest received a Bachelor's of Business Administration from the University of Colorado at Boulder. He currently splits his time between San Francisco, California and Melbourne, Florida.

Sis St. Clair

Sis St. Clair is a Middle Tennessee State University graduate. Sis is a member of Rainbow Rutherford, an author, poet, storyteller, and a long-time advocate/activist for LGBTQ rights/civil rights/equal rights. Sis is originally from Kansas City, Missouri, and is a former musician and entertainer.

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.

Kimberly Tate

Kimberly Stephan Tate has been passionately driving an inclusive work environment for years. She worked diligently to create an LGBTQ employee resource group framework at Asurion that would be the model for others to follow. She has been a driving

ALL IDENTITIES BRIDGING THE DIVIDE

force for all ERGs as a critical member of the ERG collaboration counsel and as a Diversity & Inclusion committee member. Through her work with Asurion's LGBT ERG – Pride – she made Pride Month a massive success for the company by leveraging “ally” tags, localized events, social media, and participation in the Nashville Pride walk and event. She has also been instrumental in pushing for policy changes to ensure LGBT language was included in Asurion's handbook, and ensuring LGBT team members could self-identify in the HR system to provide better data for shaping policy/programs in the future. Prior to Asurion, Kimberly led the middle Tennessee Pride ERG at Dell Technologies for many years.

Candace Warner

Dr. Candace Warner is a professor of sociology at Columbia State Community College and Department Coordinator for Sociology & Social Work. Her master's degree is in Sociology and Ph.D. in Public Administration. Dr. Warner's dissertation centered on understanding diversity and inclusion initiatives throughout Tennessee municipalities. Warner has taught sociology courses in South Africa and India, and currently serves as the Director for the India study abroad program through the Tennessee Consortium for International Studies. Warner is the Founder/CEO of people3, Inc. People3 is a benefit corporation that provides cultural competency-centered research, inclusion-centered consulting, and diversity training services to organizations to assist in the navigation of diversity and cultural differences among organization members and employees, as well as the customers or population groups they serve.

Kamah (Asha) Wilson

Asha joined the LGBTQ Resource Center as the Graduate Student in August of 2016. She holds a Bachelor of Social Work from Southeastern Louisiana University and is pursuing her Masters of Social Work here at UH. Asha is creative and passionate about human empowerment, social justice, and spirituality. She is eager to learn and always willing to listen. She loves to meet new people and try new things. Asha is excited to be involved in empowering the UH LGBTQ community

“I've been embraced by a new community. That's what happens when you're finally honest about who you are; you find others like you.”

-CHAZ BONO



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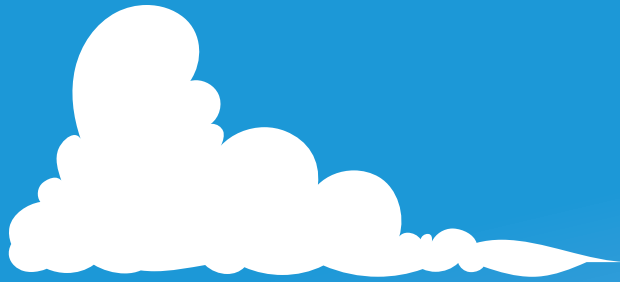
John G. Weaver

In Memoriam

Paul Wydra

Middle Tennessee State University
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NOTES



**LGBT+
COLLEGE
CONFERENCE**

The 2018 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