

# ALL IDENTITIES

# BUILDING SUPPORT



LGBT+  
COLLEGE  
CONFERENCE

APRIL 4-6 2019  
@ MIDDLE TENNESSEE  
STATE UNIVERSITY

## CONFERENCE PROGRAM





LGBT+  
COLLEGE  
CONFERENCE

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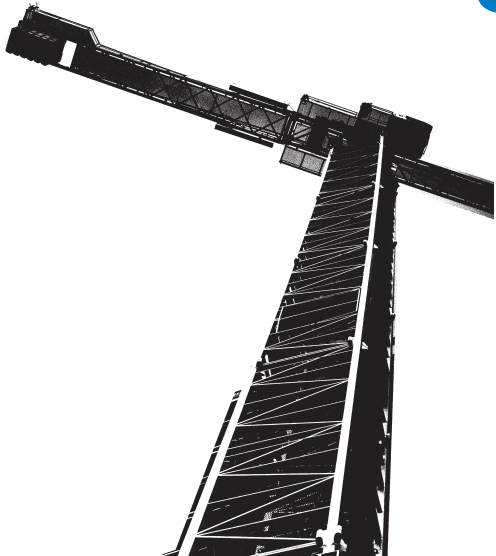
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# ALL IDENTITIES BUILDING SUPPORT

## MESSAGE FROM THE CONFERENCE ADVISORY BOARD

On behalf of the 2019 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 is proud to have played a part in making this sixth edition of the conference the best yet. This March we kicked off the conference with an engaging "Cocktails & Conversation" event, hosted by Waller, discussing this year's theme, *All Identities: Building Support*. Our diverse panelists and attendees set the stage for a dialogue that will continue throughout this weekend and beyond.

### The Board's purpose is threefold:

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 to grow the conference's 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 that continuing to expand this 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.



**Ron Snitker**

2019 Conference Advisory Board Chair



## 2018 REFLECTIONS

The Inaugural LGBT+ College Conference broke new ground in 2014, and the 2018 LGBT+ College Conference kept the momentum going. Conference attendees from over thirty-five community colleges, universities, and organizations (and four states and two countries) met for three days, April 5 – 7, 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 5, was dedicated to research. Participants shared the first session of oral presentations hosted by the conference, and the new format was a big hit with presenters and attendees. The Tennovation keynote was presented by Kevin Lewis from the Middle Tennessee State University Department of Philosophy and Religious Studies and reported his thesis *Standing on Holy Ground: An Argument for Queer Spaces as Sacred*. Attendees then split to go on a factory tour hosted by Nissan with an accompanying internship discussion or joined the MTSU Safe Zone team for a Safe Zone training followed by a Train the Trainers session that allowed participants to offer trainings at their own campuses and institutions. That evening, attendees of the 2018 LGBT+ College Conference Film Festival were moved and entertained by the best of the films submitted from around the globe, with films from seven nations and four continents.

The second day, April 6, was devoted to panel discussions. The opening panel examined diversity and inclusion in the tech industry. Patrick Sammon presented the documentary *CODEBRAKER: The Life and Legacy of Alan Turing* followed by a lively discussion. The Bringing Your Whole Self to Work panel is a foundational conference event, and the 2018 panel allowed leaders from some of the largest employers in the state, as well as public sector employees and small business owners, to discuss how people can maintain their own identities as they navigate the world of work. Concurrent sessions included the Academic Success Showcase presented by the staff of the University of Houston LGBTQ Resource Center and the Workplace Success Showcase presented by Cathy Lively of Nissan. The day closed with an open mic that allowed conference participants to let off a little steam and entertain at the same time.

The final day, April 7, was devoted to working and strategy sessions to continue to explore the conference theme. The opening panel included personal reflections on bridging the divide from conference participants. Next, the “Plus” in LGBT+ Keynote *Ask Me Who I Am: Intersex in Contemporary America* was presented by Georgiann Davis. The group then broke for lunch and the religious and community organizations fair. This was followed by a strategy session on *Connecting Human Resources to Campus Diversity*. The day closed with issues summits for the student and workplace tracks and for the academic advisor track.

Get ready to continue the conversation with the  
**2020 LGBT+ COLLEGE CONFERENCE,**  
*All Identities: Expanding Your Influence, April 2–4, 2020!*



# ALL IDENTITIES BUILDING SUPPORT

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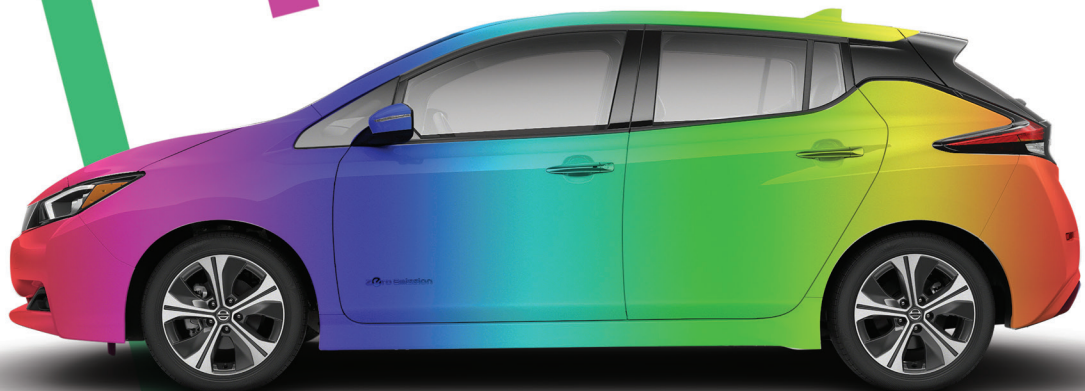
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Waller is proud to support the 2019 MTSU LGBT+ College Conference.

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DAY 1 THURSDAY, APRIL 4

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

**Welcoming Remarks** | 9:00 a.m. – 9:20 a.m.

**Christopher J. Bannochie, Ph.D. (he/him/his)**, Savannah River Remediation

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

**Tennovation Research Symposium Presentations** | 9:20 a.m. – 10:45 a.m.

*Sponsored by: Middle Tennessee State University Department of Social Work*

**Tennovation Keynote—Europe’s Long-Lasting Fight towards LGBTI-Equality** | 11:00 a.m. – 12:00 p.m.

**Rémy Bonny (he/him/his)**, European Inter-University Centre for Human Rights and Democratisation

Fifty years after the Stonewall Riots, the LGBTI movement all around the world became much more visible. The 2005 Cultural Festival of Equality in Poland is seen as Central & Eastern Europe’s Stonewall. In general, within the European Union the LGBTI community made a lot of progress in the last two decades. But what if we cross the border of the EU? Russia uses its soft power not only to fight its domestic LGBTI community, but also to spread institutionalised homophobia in ‘Gayropa’ - and indirectly also in the USA. Is it really getting better? Political scientist Rémy Bonny will initiate the participants of this keynote in the world of LGBTI Politics in Eastern Europe through personal research experiences. He will not only talk about the current situation in the region, but also explain the impact of backlashes concerning LGBTI rights in Central and Eastern Europe on the West.

*Sponsored by: AllianceBernstein*

**CONCURRENT SESSIONS** | 12:15 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)** - James Union Building – Departs from the Tennessee Room

*Sponsored by: Nissan North America*

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

**The Middle Tennessee State University Safe Zone Training Team**

*Sponsored by: Middle Tennessee State University Intercultural and Diversity Affairs Center*



LGBT+ COLLEGE CONFERENCE  
FILM FESTIVAL

6:00 p.m. | James Union Building – Tennessee Room

The festival will feature films related to LGBT+ issues submitted from around the globe.

**Host: Allie Sultan (she/her/hers)**, Assistant Professor, Department of Media Arts, Middle Tennessee State University

*Sponsored by: Middle Tennessee State University College of Media and Entertainment*



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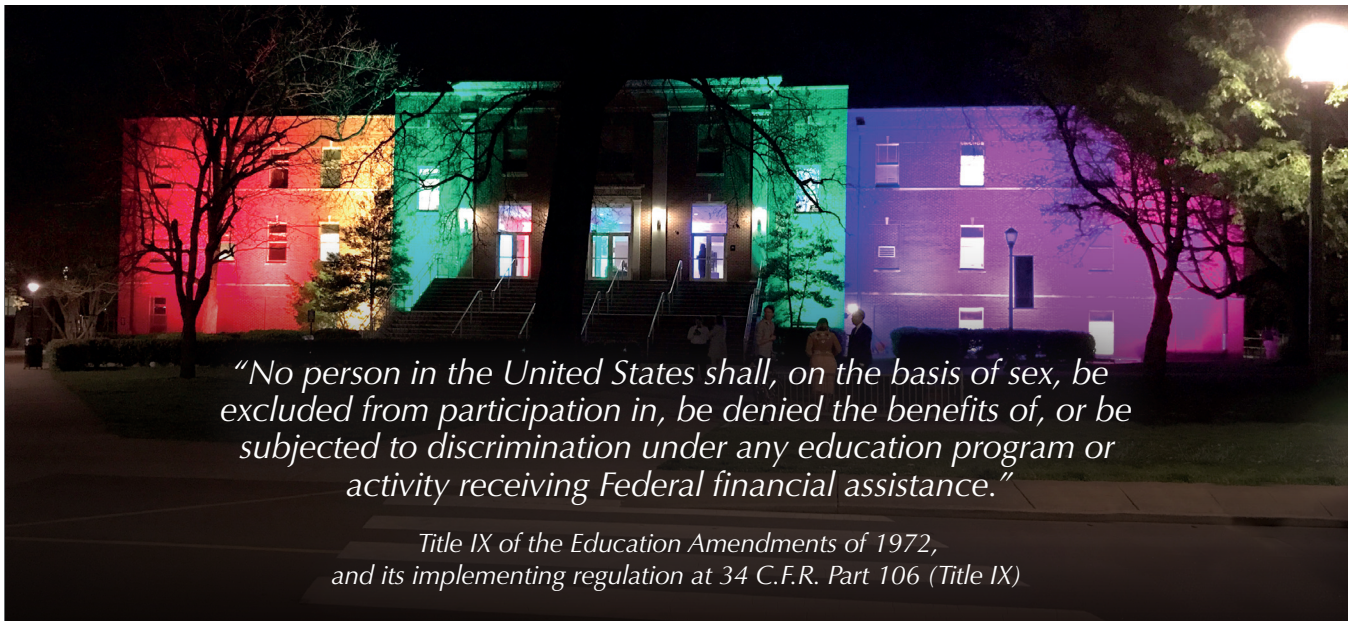
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Office of Institutional Equity and Compliance



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

**Dr. William Langston (he/him/his)**, Department of Psychology, Middle Tennessee State University

**Opening Plenary Discussion - Building a Coalition** | 9:30 a.m. – 10:45 a.m.

Building a successful community coalition, student organization, or employee resource group of diverse constituencies with potentially conflicting goals can be difficult. However, coalitions can be more successful than people operating alone. Panelists who have created and/or led community coalitions, student organizations, or employee resource groups will present a discussion to help others build and maintain successful alliances.

**Moderator: Christy Sigler (she/her/hers)**, Title IX Investigator and Deputy Coordinator, Middle Tennessee State University

**Panelists: Dwayne Jenkins (he/him/his)**, Director of My House, Nashville CARES; **Kelly Hill (she/her/hers)**, Power of One Prevention grant coordinator, June Anderson Center for Women and Nontraditional Students, Middle Tennessee State University; **Charitey Mackenzie (she/her/hers)**, President of Rainbow Rutherford; **Cathy Lively (she/her/hers)**, Manager of Diversity and Inclusion for Nissan North America; **Maxwell Pearson (he/him/his)**, President, MTSU Lambda Association

*Sponsored by: Nissan North America*

**Documentary Keynote Presentation and Discussion - The Most Dangerous Year** | 11:00 a.m. – 1:00 p.m.

In 2016 a small group of families with transgender kids joined the fight against a wave of discriminatory anti-transgender legislation that swept the nation and their home state. With the help of a coalition of civil rights activists and ally lawmakers, these families embarked on an uncharted journey of fighting for their children's lives and futures in this present-day civil rights story.

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

**Discussion Moderator: Elyce Helford (she/her/hers)**, Department of English, Middle Tennessee State University

**Panelists: Vlada Knowlton (she/her/hers)**, Filmmaker; **Dr. Marisa Richmond (she/her/hers)**, Departments of History and Women's and Gender Studies, Middle Tennessee State University; **Justin Miller (he/him/his)**, Chair, Rutherford County Committee, Tennessee Equality Project

*Sponsored by: Middle Tennessee State University Department of English*

**“I want to make sure that people understand that, behind this national conversation around transgender rights, there are **real people** who hurt when they're mocked, who hurt when they're discriminated against, and who just want to be treated with **dignity and respect.**”**

**- SARAH MCBRIDE**







# ALL IDENTITIES BUILDING SUPPORT

## 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. (he/him/his)**, Professor, Industrial/Organizational Psychology, Middle Tennessee State University

**Panelists:** **Shovann Staton-Backus (she/her/hers)**, Women Four Wellness, The Stiletto Chef; **Timothy Gaull (he/him/his)**, Lead User Experience Designer for Enterprise Software, AllianceBernstein; **Jarod Forsythe (he/him/his)**, Financial Analyst, Nissan North America; **Judge Rachel Bell (she/her/hers)**, General Sessions Court Judge, Nashville, Tennessee; **Dr. Dorsha James (she/her/hers)**, Solutions Now, Inc./The Ring the Bell Foundation

*Sponsored by: Middle Tennessee State University Department of Psychology*

## 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 - Building Support between the LGBT+ Community and Greek Life (SA)

James Union Building – Tennessee Room

**Tracey Nadzieja (she/her/hers)**, Commissioner of the Maricopa County Superior Court, Arizona Archon, Sigma Pi Fraternity; introduction by **Paul Wydra (he/him/his)**, Director of Development Initiatives, Middle Tennessee State University

*Sponsored by: Middle Tennessee State University Intercultural and Diversity Affairs Center*

### Workplace Success Showcase - Building an Inclusive Workplace Environment (C)

James Union Building – Dining Room C

**Diane Easter (she/her/hers)**, Senior Manager, Deloitte

*Sponsored by: Deloitte*



## LGBT+ COLLEGE CONFERENCE GAME NIGHT

6:00 p.m. | Student Union Building, Center for Student Involvement and Leadership (Room 330)

Conference participants will gather for an evening of interaction and fun with a variety of games and activities.

*Sponsored by: Focus Middle Tennessee*



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

**T.K. (Thunder Kellie) Hampton (he/him/his)**, MSM/3MV Program Director at My House/Street Works

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

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

Panelists will discuss their experiences of building support in a variety of contexts, academic, corporate, and community.

**Moderator:** **William Langston (he/him/his)**, Professor, Department of Psychology, Middle Tennessee State University

**Panelists:** Selected from conference attendee volunteers

*Sponsored by: Middle Tennessee State University Institutional Equity and Compliance*

**The "Plus" in LGBT+ Keynote - You Can't Play with Us, Bro** | 10:45 a.m. – 11:45 a.m.

**Nathan Fort (he/him/his)**, Public Motivational Speaker; introduction by **Harold Whiteside (he/him/his)**, Dean College of Behavioral and Health Sciences, Middle Tennessee State University

The bridge between the athletic community and the LGBTQ community has been an uphill struggle throughout history. Stereotypes, homophobia, and inequality have been displayed for over a hundred years in athletics and the fight for equality in sports still continues. Public Motivational Speaker and LGBTQ Activist, Nathan Fort, will discuss the perceptions, stereotypes, and issues in athletics (including masculinity). Fort will also discuss the importance of straight allies in the LGBTQ sports community, the history and progress of LGBTQ athletes in a heterosexual sports environment, and his personal stories of living in one of the most homophobic and racist parts of the country as a gay college athlete.

*Sponsored by: Middle Tennessee State University College of Behavioral and Health Sciences*

**Lunch Break, Networking, 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 in the religious organizations fair.

**Strategy Session - Connecting Academic and Corporate Diversity Training** | 1:45 p.m. – 3:15 p.m.

**Dave Marks (corporate; he/him/his)**, Director of Diversity & Inclusion, Asurion; **Roberta Nelson (academic; they/them/theirs)**, Assistant Director of the Office of LGBTQI Life, Vanderbilt University; **Joshua Rigsby (academic; they/them/theirs)**, LGBT+ Program Assistant, Intercultural and Diversity Affairs Center, Middle Tennessee State University

Diversity training is a part of the academic and corporate worlds. The goal of this session is to bring together leaders and trainers from both groups to assess current training goals and strategies. What do these training programs have in common? Can participants leverage differences to improve their own practice? Participants in the session will have an opportunity to try out various training modules and to provide feedback based on their experiences.

*Sponsored by: Middle Tennessee State University College of Education*





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**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 - When and How to Intervene (SC)**

College of Education Building - Room 149

**Barbara Scales (she/her/hers)**, Director of the June Anderson Center for Women and Nontraditional Students, Middle Tennessee State University; **Kelly Hill (she/her/hers)**, Power of One Prevention grant coordinator, June Anderson Center for Women and Nontraditional Students, Middle Tennessee State University; **Gert Comfrey (they/them/theirs)**, Licensed Therapist

*Sponsored by: Middle Tennessee State University College of Liberal Arts*

**Student Affairs/Advisor/Faculty Issues Summit - Meeting the Needs of LGBT+ Students (A)**

College of Education Building - Room 145

**Maigan Wipfli (she/her/hers)**, Assistant Director for Student Programming and Activities, Middle Tennessee State University; **Stephanie Alderson (she/her/hers)**, Area Coordinator for Cummings Hall, Middle Tennessee State University

*Sponsored by: Middle Tennessee State University Department of Sociology and Anthropology*

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

“...if I go to my parents and say **I'm a lesbian**, they would know what I meant. If I went to my siblings and said I'm bisexual, they would know what I meant. If I tell anyone **I'm asexual**, they're going to look at me like there's something wrong. They're going to tell me to go to a doctor. They're going to tell me I'm too young to know what I want or **I'm still developing**. Or they'll tell me how important sex is to finding a good man. Or they'll think they can fix me, that I'm lying because I don't want to sleep with them. It's hard enough trying to explain that word, so how in the hell am I going to explain I'm biromantic asexual?”

**- CLAIRE KANN**





# LGBT+ COLLEGE CONFERENCE AWARDS DINNER

APRIL 6, 2019  
7PM - JAMES UNION BLDG  
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.



Come join us  
for the funniest  
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## SPEAKER BIOGRAPHICAL SKETCHES

### **Stephanie Alderson (she/her/hers)**

Stephanie is the Area Coordinator for Cummings Hall at MTSU. She received her Bachelor of Social Work from MTSU and her Master of Educational Administration from the University of Nebraska – Lincoln. It was during her time in Nebraska that she was able to exercise her passion for the LGBTQA+ community while serving as the graduate assistant for the LGBTQA+ Resource Center on campus. Stephanie is very glad to be continuing her work in the community by being a Safe Zone trainer at MTSU. She would love to list her hobbies as doing things that are adventurous and daring, but as that would be a lie, she will list them as reading good books, going on walks with her husband and puppy, and adding things to her Netflix queue.

### **Christopher J. Bannochie, Ph.D. (he/him/his)**

Dr. Bannochie currently leads the mercury speciation effort for Savannah River Remediation, coordinating 36 shipments and the characterization and reporting on over 50 tank and process samples to date. He is working a DOE EM-21 funded proposal to speciate mercury in sludge solids to determine if long-held assumptions about the nature of incoming mercury to the Defense Waste Processing Facility (DWPF) are accurate. Dr. Bannochie is a Fellow of the American Chemical Society (ACS), where he serves as an elected member of the ACS Council committee responsible for nominations and elections. Dr. Bannochie's awards include the ACS Division of Professional Relations Louis J. Sacco Award, the E. Ann Nalley Southeastern Regional Award for Volunteer Service, the Stanley C. Israel Regional Award for Promoting Diversity in the Chemical Sciences, the NOGLSTP Walt Westman Award, and a George Westinghouse Signature Award. He is a member of the Malta Conferences Foundation Board, the Johns Hopkins OXIDE Advisory Board, and is a Director for the National Organization of Gay and Lesbian Scientists and Technical Professionals.

### **Judge Rachel L. Bell (she/her/hers)**

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 in the Criminal Justice System. Married in 2017 to Dr. Dorsha James, they have founded the "i am...just human" campaign and currently own Solutions Now, Inc. along with The Ring the Bell Foundation.

### **Rémy Bonny (he/him/his)**

Rémy Bonny is a young political scientist. He studied the Bachelor and Master programme at the Free University of Brussels. Within the scope of this programme, Rémy wrote a master thesis on the impact of europeanisation on LGBTI politics in Ukraine based on extensive field research. Currently, Rémy is living in Budapest. There he is examining the impact of foreign actors - like Russia - on the countermovement towards LGBTI equality in Hungary. He's doing this research in the context of a programme at the European Inter-University Centre for Human Rights and Democratisation. Rémy specialises in LGBTI Politics in Central & Eastern Europe and post-Soviet Republics. He has been traveling around Eastern Europe in the last three years to learn more about the LGBTI community in the region. During the '3xVeto' protests against the judicial reforms in Poland, he was asked by Al Jazeera to share his views on the topic. When Rémy received death threats for an article he wrote on the situation of transgender people in Armenia, he also became a vocal advocate for LGBTI rights in the whole of Europe. Since that moment Rémy comments and writes on LGBTI Politics for several international media, like *The Advocate*, *LGBTQ Nation*, *PinkNews*, *GayStarNews*, *Bild*, etc.

### **Gert Comfrey (they/them/theirs)**

Gert Comfrey (aka Sarah Grove, MTS, LMFT) does healing labor and facilitation at the intersection of psychotherapy, spiritual care, and anti-oppression activism. They are deeply committed to liberation movements, to consciousness-raising, power-generating practices, and to the healing spirit of abolition. These commitments are present in Gert's work as a licensed therapist, where they serve individuals, couples, and families in Nashville, TN. Gert offers trainings to health care practitioners, therapy interns, and students about best practices



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when working with queer folk. They also spend time in radical spaces exploring the ways we can organize well, bringing our whole selves to the movement. They are passionate about community care, community-based decision-making processes, and community visioning. Gert has served on the steering committee of the Nashville Feminist Collective and Showing Up for Racial Justice (SURJ) and is a co-founding member of Neon Guard Nashville.

### **Diane Easter (she/her/hers)**

Diane Easter is a Senior Manager at Deloitte and leads strategic, talent focused programs for Deloitte's Information Technology Services (ITS). 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, TN. Diane holds a Bachelors of Business Administration from Middle Tennessee State University.

### **Jarod Forsythe (he/him/his)**

Jarod Forsythe is a financial analyst for Nissan North America. He joined Nissan in the summer of 2016 as an intern at the company's headquarters in Franklin, Tennessee. He returned as an intern two more times. In 2018, he transitioned to full-time employment on the Materials Finance team. Forsythe is a member of the Gay Straight Alliance at Nissan Business Synergy Team (GSAN). He was selected to the role of Pride Director, and works to coordinate activities with various departments for Nashville Pride and other LGBTQ events in the Middle Tennessee community. He earned a Bachelor of Science in accounting from Westminster College in New Wilmington, Pennsylvania.

### **Nathan Fort (he/him/his)**

Nathan Fort is a Public Motivational Speaker from Cedarville, Arkansas where he has been one of the

most upcoming LGBTQ speakers in the South. At the age of 22, Fort became the first gay college athlete to publicly come out in the state of Arkansas and the first gay basketball player to publicly come out in the West South-Central region of the United States. His coming out article has been featured on *Outsports*, *Out Magazine*, and *HuffPost* where it has been read by millions of people across the world. Since then, Fort has been all over the United States speaking to different corporations, organizations, and institutions on the issues of homophobia, suicide prevention, sexual assault, and LGBT inclusion on college campuses. Some of these corporations include Sprint and Nike, organizations such as GLSEN, and institutions such as Kansas State University and Arkansas Tech University. He has also spoken for different Pride events all across the nation such as Chicago Pride, Kansas City Pride, and recently Atlanta Pride. Fort received his Bachelor of Science degree at Bethel College and now resides in Nashville, Tennessee where he is also an Education Services Director for the Salvation Army promoting educational opportunities, diversity, and inclusion in the non-profit world.

### **Timothy Gaul (he/him/his)**

Timothy is a Lead User Experience Designer for enterprise software at AllianceBernstein. Additionally, he's the chair for the LGBT+ employee resource group where he works to actively lobby for inclusive policies promoting equality and equity including gender, sexual preference, ethnicity, race, and socio-economic backgrounds. Before discovering his mission crafting software and culture in corporate America, Timothy was an entrepreneur and design thinker who has worked in venture capital and the startup communities in Boston, Kansas City, and Chicago. He also has a very faith-based background and has previously served in a mission-related capacity for the Gay Christian Network and other religious organizations. Timothy's passionate about promoting inclusive policies within the corporate world and challenging corporate power in America to be an active force for good. He lives with his dog, Charlie in East Nashville.



## SPEAKER BIOGRAPHICAL SKETCHES

### **T.K. (Thunder Kellie) Hampton (he/him/his)**

T.K. (Thunder Kellie) Hampton was born in the small town of Columbia, TN, where he was raised by his mother and father along with his two other siblings. After high school, TK went on to graduate from the University of Montevallo, Alabama, where he received his Bachelors of Science in Education, specializing in Special Education. He was an educator for special education for over 15 years. When TK found out he was HIV Positive over 20 years ago, he knew then that he wanted to become a voice for young black gay men so that they wouldn't have to go through the feeling of abandonment and the same turmoil that he went through. Becoming HIV Positive gave TK a voice and a platform, which he used to produce his first theatrical production entitled *You Shall LHiV* in 2007. *You Shall LHiV* was a production that focused on the black church and the statistics surrounding HIV in women. In 2017, T.K. Hampton wrote, produced, and directed the second theatrical production *You Shall LHiV 2: ZERO*, a theatrical production that gave voice to the most vulnerable within the LGBTQ community through song, dance, and monologues. *ZERO* educated and empowered LGBTQ individuals and their allies with the knowledge of biomedical advancements that helped stop the spread of HIV regardless of race, sex, or socio-economic status. TK is currently working on his final theatrical production entitled *You Shall LHiV without STIGMA*. *You Shall LHiV without STIGMA* focuses on fighting and correcting the stigmas that black men face when dealing with race and HIV. TK is currently employed as the MSM/3MV Program Director at My House/Street Works. My House/ Street Works is a one stop shop for men who have sex with men to get HIV testing, STI testing and overall sexual education. TK has been recognized and awarded in Nashville, TN and across the United States for his advocacy work within the HIV field. Although TK enjoys focusing on HIV in the black community, he wants to take it a step further and focus on a holistic healing through plant-based practices to reach his targeted community.

### **Elyce Helford (she/her/hers)**

Elyce Rae Helford, Ph.D., is professor of English, director of Jewish and Holocaust Studies, and faculty

in Women's and Gender Studies at MTSU. Her teaching includes courses on film, literature, and popular culture within the fields of gender studies, Holocaust studies Jewish American studies at all levels of the curriculum. Helford's research centers in gender, sexuality, and ethnicity within 20th-century film, including her book on gender in the films of gay Hollywood studio director George Cukor (University of Press of Kentucky, forthcoming 2020).

### **Kelly Hill (she/her/hers)**

Kelly Hill is Power of One Prevention grant coordinator for the Office of Violence Against Women Campus grant at the June Anderson Center for Women and Nontraditional Students at Middle Tennessee State University. Kelly also has experiences working as a public health educator, victim services advocate, and as a legislative research analyst. She founded two grassroots community organizations, in Ohio and Tennessee, with the goal of community building and civic engagement among progressive Asian American women. She holds a Master of Theological Studies from Boston University, and a Master of International Education Policy from Vanderbilt University.

### **Dr. Dorsha James (she/her/hers)**

Dr. Dorsha James has practiced emergency medicine since 2005 and recently retired from Emergency Medicine in order to pursue her passion as an entrepreneur. She has served in the roles of Assistant Medical Director and Medical Director in busy ERs throughout the MidSouth. She is the co-founder of the "i am...just human" Campaign with her wife of 2 years, Judge Rachel L. Bell. They are co-owners of Solutions Now, Inc. along with The Ring the Bell Foundation.

### **Dwayne Jenkins (he/him/his)**

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 premiere HIV/AIDS Service Organization for over 22 years and serves as the Director of My House, a diverse drop in center delivering essential health and support for today's ever-changing needs of Same Gender Loving. He is the Executive Director of the Brothers United Network, Inc., the state's first African



# ALL IDENTITIES BUILDING SUPPORT

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 Genders & Sexualities 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 30 Black Pride organizations as well as focuses on equality and justice for Black LGBTQ communities through expansive platforms on Health, Economic and Social Equity. Dwayne attended Buffalo State College for a BA in Communications, has been a proud & financial member of Phi Beta Sigma Fraternity for 34 years, raised three sons, has 2 god children and lives with his spouse of 23 years.

#### **Vlada Knowlton (she/her/hers)**

Award-winning filmmaker Vlada Knowlton made her feature-length documentary debut with *HAVING IT ALL* (2015), exploring the pressure women face to balance careers, children, and marriage. The film was the anchor program of the KCTS9 (Washington PBS) *Women Who Inspire* series in August 2015, and also aired on Oregon Public Broadcasting. Her current documentary, *THE MOST DANGEROUS YEAR* (2018), was awarded the Professional Grant from Women in Film Seattle and an Open 4Culture Grant. It premiered at the Seattle International Film Festival, receiving a runner-up award for Best Documentary, and went on to win a Best Social Issue Documentary award at the Atlanta International Documentary Film Festival. Knowlton holds a doctorate in Cognitive Science from Brown University and worked at Microsoft prior to her filmmaking career.

#### **William Langston (he/him/his)**

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) and serves on the Provost's Access and Diversity Advisory Board.

#### **Cathy Lively (she/her/hers)**

Cathy C. Lively is the Manager of Diversity and Inclusion for Nissan North America. Lively joined Nissan in 2010 as a contractor at the company's headquarters in Franklin, Tenn. In 2011, she transitioned to a full-time employee in the Business Transformation team and was later promoted to support business planning and cross functional teams. In 2014, Lively was promoted to Sr. Analyst in the Americas Diversity Office, and was promoted to Manager of Diversity and Inclusion in March of 2018. Lively earned a bachelor of sciences degree from Eastern Illinois University and a master of sciences degree from Illinois State University. Lively is a Certified Diversity Professional by the National Diversity Council. Lively has earned several awards and recognitions as a result of her work in diversity and inclusion.

#### **Charitey Mackenzie (she/her/hers)**

President of Rainbow Rutherford, Charitey is on a mission to create safe spaces and a tribe within the LGBTQIA++ Community. Wife, Mom of 2, and small business owner in the sexual health field, Charitey has a unique background and chooses to lead with one word in mind—Inclusive. Charitey has helped to grow Rainbow Rutherford from a Facebook group to a thriving group of over 650+ members that is pursuing community involvement and providing safe spaces for the community to find a tribe they can count on.

#### **Dave Marks (he/him/his)**

Dave Marks is Director of Diversity & Inclusion at Asurion, a Nashville-based technology solutions company, where he helps people managers think beyond traditional definitions of corporate diversity to become truly inclusive leaders. His responsibilities include development and execution of Asurion's D&I education and D&I metrics strategies. Dave has more than 20 years of experience as an HR practitioner in functions ranging from HR systems to organization development and holds a BA in Psychology from the University of Maryland Baltimore County along with Society of Human Resources Management Senior Certified Professional (SHRM-SCP) and Senior Professional in Human Resources (SPHR) certifications.





## SPEAKER BIOGRAPHICAL SKETCHES

### **Patrick McCarthy (he/him/his)**

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.

### **Justin Miller (he/him/his)**

Justin Miller is an activist, political operative, and former political candidate. A vocal ally to the LGBT+ community, Justin pursued a seat in the Tennessee State Legislature with LGBT+ rights as the centerpiece of his campaign. When his campaign ended, Justin continued to raise awareness of the discriminatory legislation consistently introduced in Tennessee and joined the Tennessee Equality Project where he currently serves as Chair of the Rutherford County committee. The Tennessee Equality Project advocates for the equal rights of LGBTQ people in Tennessee through legislative advocacy.

### **Tracey Nadzieja (she/her/hers)**

On April 20, 2018, Tracey Nadzieja was appointed as a Commissioner of the Maricopa County Superior Court. She is the first openly transgender judicial officer in the State of Arizona and it has been reported that she is only the third transgender judicial officer in the country. She is currently assigned to the Criminal Department's Initial Appearance Court. Prior to her judicial appointment, Tracey was a civil litigation attorney for more than 24 years and practiced by the name of "Tom" until her name was legally changed to Tracey in 2016. Tracey was formerly partner at the Phoenix law firm of Peshkin & Kotalik where her practice for 19 years (17 years as Tom) focused on insurance coverage and bad faith disputes and third-party insurance defense litigation. She was listed as a Southwest Super Lawyer from 2015 to 2018 until she left her law practice to serve the Court. She graduated from Arizona State University with a Bachelor of Science

in Political Science in 1989 and with a Juris Doctor in 1993. Tracey also serves Sigma Pi Fraternity as its Arizona Province Archon which oversees all Fraternity operations within Arizona including its undergraduate chapters/colonies, alumni clubs and assists with expansion efforts. Tracey also represents Sigma Pi as its Delegate to FRMT, Ltd., its national insurance provider and risk management consultant. Tracey has called Phoenix, Arizona home since her family relocated from Chicago in 1976. She is married to her wife Patty for 22 years and has raised two children, Ethan (18) and Stacia (15).

### **Roberta Nelson (they/them/theirs)**

Roberta currently serves as the Assistant Director of the Office of LGBTQI Life at Vanderbilt University. For the past two years they have created and delivered educational curriculum and trainings on the Vanderbilt campus and across Middle Tennessee. In the fall 2018 semester Roberta conducted over 40 trainings that ranged from how to create "brave spaces" to the P.R.I.D.E. (Pursuing Respect, Inclusion, Diversity, and Equity) program. Roberta holds a Masters in Theological Studies, with a focus in Religion, Ethics, and Politics from Harvard Divinity School. While at Harvard Divinity School, Roberta worked as a Graduate Assistant in the Office of Student Life and was a founding member of the Religious Anarchist Collective. Roberta also earned a BA in Religion and History from the University of Rochester. Their academic interests lay in the development of American religious identity constructions at the intersections of race, gender, and sexuality. Roberta also has a passion for campus and community programming that engages these points of intersection. Outside of work, Roberta is an avid Green Bay Packers fan, who watches a bit too much Sci-Fi.

### **Maxwell Pearson (he/him/his)**

Maxwell Pearson is the President of MTSU Lambda Association for the 2018-2019 academic year. He is studying Microbiology and Nutrition and Food Science. His goals for the organization are to spread the word and increase membership and participation as much as possible, as well as to partner with other organizations to work on education and allyship. His current career goal is to become a Food Technologist.



# ALL IDENTITIES BUILDING SUPPORT

## **Marisa Richmond (she/her/hers)**

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.

## **Joshua Rigsby (they/them/theirs)**

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 2014-2019, and has served as a member of the LGBT+ College Conference Advisory Board from 2013-2019. 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.

## **Barbara Scales (she/her/hers)**

Barbara has 20 years of social welfare and adult learning experience. She holds a Bachelor of Arts in Psychology/Sociology and a Master of Arts in Education and Counseling and is working on her Ed.D. in Learning and Leadership at the University of Tennessee-Chattanooga. Currently, Barbara Scales serves as the Director of the June Anderson Center

for Women and Nontraditional Students at Middle Tennessee State University. Barbara also is the Principle Investigator for the Department of Justice Grant – Office of Violence against Women CAMPUS Grant. She is the founder and developer of MTSU's Bystander Intervention-Prevention Program – "Be the Power of One"; an awareness and education program about gender-based violence. Barbara and her team has reached over 12,000 students over the last 2 years with their prevention efforts. Barbara is an advocate for women and nontraditional students and is dedicated to removing obstacles and building bridges between working, education, and social environments. She is truly committed to making what she considers her ceiling our future professional women's floor through her women's programming, advocacy, support, and events. Barbara's passion is helping people live life in 3D; define their destiny, discover their potential and develop in their purpose.

## **Christy C. Sigler (she/her/hers)**

Christy Sigler serves MTSU as a Title IX Investigator and Deputy Coordinator, primarily investigating claims of sex- or gender-based misconduct. She also assists as a trainer for the Safe Zone Program on campus. Prior to her role here, Ms. Sigler worked as an attorney, primarily in juvenile court. She is also an appointed member of the Tennessee Commission on Children and Youth.

## **Shovann Staton-Backus (she/her/hers)**

Shovann Staton-Backus has been cooking all her life but didn't turn that passion into a full-time career until a few years ago. Prior to that, she cared for patients as a registered nurse for 15 years. In 2013, she was looking for a career change that would combine her desire to help people with her love of cooking, so she became a certified health and wellness coach and launched Women Four Wellness. The 'four' in the name is a play on words referencing the four aspects of wellbeing she addresses. Her mission statement is "Helping Beautiful Women one body at a time, Mind, Body, Spirit, and Overall Health." In addition to coaching and consultation, Women Four Wellness offers healthy prepared meals through a subscription service, so clients can stick to healthy eating habits. A year later, Staton-Backus launched The Stiletto Chef, as she says, "to celebrate



## SPEAKER BIOGRAPHICAL SKETCHES

the crazy, fun, flavorful and sexy side of cooking and great good.” The Stiletto Chef offers a range of services such as catering, private cooking classes, and instructional videos for her Facebook group with 15,000 followers! Staton-Backus says that the inspiration for the name of The Stiletto Chef came from the idea of a career woman who can come home from running a successful business to create a hearty meal for her brood of kids or a romantic meal for her partner before she’s taken off her stilettos.

### **Allie L. Sultan (she/her/hers)**

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.

### **Harold Whiteside (he/him/his)**

Dr. Harold “Terry” Whiteside has been a professor in the Psychology Department at Middle Tennessee State University since 1973. His professional areas are in sport psychology and persuasion. Whiteside received an associate degree from the University of Florida, his baccalaureate degree from the University of Miami, his master’s degree from North Carolina State University, and his doctorate degree from Oklahoma State University. In 2002, Whiteside was appointed by President Sidney McPhee to be Middle Tennessee’s Faculty Athletics Representative. In that role he has participated in annual meetings and workshops offered by the NCAA, the Sun Belt Conference and Conference USA, and the Faculty Athletics Representatives National Association. In 2005, the All-American Football Foundation awarded him its Outstanding Athletic Representative Award. He is currently serving as Dean of MTSU’s College of Behavioral and Health Sciences, MTSU’s largest College. Prior to serving in administration he focused his efforts on teaching, research, public service, and his athletics’-related responsibilities. He has published or presented over 80 professional papers. Whiteside is married to the former Sharon Colavito and has four children, Dean, Erik, Lilly and Anise, and

grandson Riley. For his crucial support in the launch of the LGBT+ College Conference, Dr. Whiteside has an award named after him, the Terry Whiteside Ally in Diversity Award.

### **Maigan Wipfli (she/her/hers)**

Maigan is an Assistant Director for Student Programming and Activities at MTSU. She enjoys being a Safe Zone Trainer because everyone deserves to be respected and feel valued. Everyone can also learn a lot from a Safe Zone training, whether they know it or not. Feel free to stop in Student Union 340, or make an appointment if you need to talk! It can be about anything (cats, crafts, the Green Bay Packers....). She is available!

### **Paul Wydra (he/him/his)**

Paul was born and raised in Glen Carbon, IL, which is about 15 minutes east of St. Louis. He worked for his fraternity after college and helped move the fraternity from Vincennes, IN to its present location in Lebanon, TN. Paul spent over 4 years on staff in various roles, Educational Leadership Consultant for the Midwest, Director of Alumni Relations, and Director of Expansion. In his spare time, he loves listening to music & going to concerts, playing bad golf, watching sports, going to movies & fantasy sports. Paul has worked at Middle Tennessee State University for over 12 years. He was the Assistant Director of Alumni Relations for over 10 years and now is the Director of Development Initiatives. In his job, he assists in fundraising efforts for the Honors College, the Library, and the University College, along with special events & projects and alumni affinity groups. MTSU is the second largest undergraduate university in Tennessee with over 22,000 students and has almost 140,000 living alumni. Paul received his Master of Education-Higher Ed. degree in Management & Supervision from MTSU in August of 2011.



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**LGBT+  
COLLEGE  
CONFERENCE**

The 2019 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