



**INAUGURAL  
LGBT+**  
**COLLEGE CONFERENCE**

Middle Tennessee State University



**THE ADVOCATE IN YOU!**

APRIL 10-12, 2014

# PLAYBOOK UTILIZATION

The Conference Playbook is to be used in conjunction with the Conference Program. Designed with each of our sessions and various Keynote speakers in mind, your Playbook will become a written record of your time at this event. Conference attendees will be invited to submit their written data on each session so that these data may be made public after the conference to benefit all.

## PREFERRED GENDER PRONOUNS

### What are Preferred Gender Pronouns (PGPs)?

A PGP is the pronoun that a person chooses to use. For example, if Kayla's pronouns are she/her/hers, you could say "Kayla ate her food because she was hungry."

### What are some common PGPs?

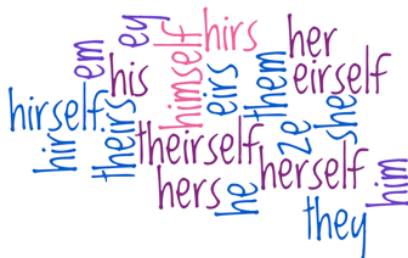
'She/her/hers' and 'he/him/his' are the most commonly used gender pronouns. Some people call these "female/feminine" and "male/masculine" pronouns, but many avoid these labels because, for example, not everyone who uses he feels like a "male" or "masculine."

There are also many gender-neutral pronouns that people may choose to identify with. 'They/theirs/them', Mike ate their food because they were hungry; 'Yo', Mike ate yo's food because yo was hungry.

Some people prefer not to use pronouns at all, using their name instead.

### Why is it important to respect PGPs?

- ▲ You can't always know what someone's PGP is by looking at them.
- ▲ Asking and correctly using someone's preferred pronoun is one of the most basic ways to show your respect for their gender identity.
- ▲ When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric (or, often, all of the above.)
- ▲ It is a privilege to not have to worry about which pronoun someone is going to use for you based on how they perceive your gender. If you have this privilege, yet fail to respect someone else's gender identity, it is not only disrespectful and hurtful, but also oppressive. If you use the wrong PGP when speaking with someone by mistake, simply apologize and continue the conversation.



# A PERSONAL COMMITMENT TO THE RULES OF ENGAGEMENT

This Conference Playbook was designed to become a resource to you and your organization. Over time almost everyone will have a drawer, bookshelf, or closet stuffed with conference binders, programs, and goodie bag cast-offs. The conferences that we remember are the ones that we go back to search for notes from a session or speaker as reference for support of an idea or thesis; and at their foundation began with open and honest dialogue.

Just wanting this program to yield open and honest dialogue is not enough. We all have to take responsibility for - creating the conditions that facilitate the dialogue; trust the process; and then let it happen. This means that we have to listen hard and talk straight. If we each make a commitment to the following guidelines, anchored in honesty, respect, and mutual trust we can be assured of a valuable learning experience.

▲ I will participate and contribute dialogue fully and honestly and respond to the dialogue of others with respect even when we share opposing viewpoints

▲ I will listen actively, completely, and maintain flexibility – I will not begin to formulate responses before a speaker has completed a thought or idea

▲ I will meet those who I encounter “where they are” in their level of knowledge, understanding, and thinking; respecting their opinions and positions and expecting respect for mine

▲ I will be a part of maintaining an open and safe environment so that all may speak freely; however I will honor the requested privacy of any participant

My signature below confirms my deepest commitment to following the Rules of Engagement for the Inaugural LGBT+ College Conference at Middle Tennessee State University.

---

Signature

---

Date

Breaking the Barrier  
of Athletics

Student Union  
Ballroom

1:10 PM – 2:00 PM

## KEYNOTE SPEAKER ALAN GENDREAU

MTSU Alumnus Alan Gendreau was the first openly gay division one football player and source of great pride for MTSU. He will discuss his experience and provide personal insight into the stereotypical barriers that are most often associated with the world of sports.

### Key Takeaways:

- 
- 
- 

Current & Future  
Political Landscape

Student Union  
Ballroom

2:10 PM – 2:50 PM

## PRESENTER STEPHEN LOVELESS

Stephen Loveless, of the Tennessee Equality Project, will present a session focused on how students, their allies and citizens at large can impact the establishment of fair and equitable laws protecting the rights of gay, lesbian, bisexual, and transgender persons in the State of Tennessee and the elimination of laws that would seek to counter this effort. The presentation will provide insight into some of the most pressing legislative issues of today.

### Session Goal:

### Session Learning Objectives:

- 
- 
- 

Session Notes: \_\_\_\_\_

---

---

---

---

---



# FRIDAY, APRIL 11, 2014

A Value Proposition  
of Freindraising &  
Fundraising

Keathley University  
Center Theater

10:15 AM – 11:45 AM

## MODERATOR BY BEA PERDUE

CBHS Development Officer, Bea Perdue, with panelists Travis Parman, Michael McDaniel, and Jan Maddox, will discuss with current conference and MT Lambda supporters how specific efforts “connect” to their strategic plans; what business, social, and community “concerns” are addressed through their support and how demonstrated “capacity” meets their value expectations.

Session Goal:

Session Learning Objectives:

- 
- 
- 

Key Takeaways:

- 
- 
- 

Practical Application: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Corporate Diversity:  
Profiles that Serve  
Success

Keathley University  
Center Theater

2:45 PM – 4:15 PM

## MODERATOR BY PATRICK MCCARTHY

A panel discussion, moderated by Dr. Patrick McCarthy, with organization leaders focused on the role of diversity and inclusion in corporate strategies for customers, suppliers and employees. Panelists will share information on what college graduates entering the workforce can anticipate in relationship to bringing their “whole self” to work. Panelists: Ron Balacarras, Senior Manager Information Technology, Deloitte ; Gregg Cason, Senior Buyer Purchasing, Nissan North America; and Diane Easter, Senior Manager Information Technology Services, Deloitte.

Session Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Building an Engine of  
Change

KUC Theater

12:30 PM – 1:30 PM

PRESENTERS JOSHUA RIGSBY AND DR. WILLIAM LANGSTON

MT Lambda President, Joshua Rigsby, and Faculty Advisory, Dr. William Langston, will provide counsel on how to build and maintain a successful and respected student organization that influences programs, practice, and policy on a University campus while engaging in strong community alliances that drive widespread change. The session will provide a foundation for development of a program strategy outline in the complimentary Strategy Session.

Session Goal:

Objectives:

- 
- 
- 

Session Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*Strategy Session*

Student Union  
Building

1:40 PM - 2:30 PM

BUILDING AN ENGINE OF CHANGE

Conference participants will have the opportunity to gain insight and counsel in a working session focused on building an effective strategic outline for a proposed campus program, project, or event.

Objectives:

- 
- 
- 

Strategy Session Notes: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# SATURDAY, APRIL 12, 2014

Learning Breakout  
Session - Group I

Student Union  
Building

10:45 AM – 11:30 AM

Intersectionality

Queering the  
Spectrum

A Bully Free Society

Presenter's Name: \_\_\_\_\_

Session Goal: \_\_\_\_\_

Session Learning Objectives:

- 
- 
- 

Discussion:

Personal Challenges/Obstacles: \_\_\_\_\_

Key Takeaways:

Personal Goal: \_\_\_\_\_

Advocacy Goals:

- 
- 
- 

Session Notes: \_\_\_\_\_

---

---

---

---

---

---

---

---



# SATURDAY, APRIL 12, 2014

Learning Breakout  
Session - Group II  
Life of Bi

Student Union  
Building  
Trans Talk

12:15 PM – 1:00 PM  
LGBT+ and  
Communities of Color

Presenter's Name: \_\_\_\_\_

Session Goal: \_\_\_\_\_

Session Learning Objectives:

- 
- 
- 

Discussion:

Personal Challenges/Obstacles: \_\_\_\_\_

Key Takeaways:

Personal Goal: \_\_\_\_\_

Advocacy Goals:

- 
- 
- 

Session Notes: \_\_\_\_\_

---

---

---

---

---

---

---

---

# SATURDAY, APRIL 12, 2014

Homosexuality  
and Religion

Student Union  
Ballroom

1:50 PM - 3:20 PM

PRESENTER BY BRIAN CURRIE

Over the last fifty years, people who identify as LGBT+ have become increasingly more visible in mainstream society as well as in some -though certainly not all- faith based communities. Pastor Bryan Currie will present a discussion examining what the Bible does and does not say about homosexuality by examining the historical and cultural context in which Biblical documents were written.

Key Takeaways:

- 
- 
- 

---

A Message for  
Future Leaders

Student Union  
Ballroom

6:00 PM

KEYNOTE SPEAKER ELIZABETH BIRCH

The time is now for LGBT youth to take a stand and protect their rights. As older members of this niche group mentor the others, they need to teach them to be assertive and help them to grow into the leaders they are meant to be. Civil rights advocate Elizabeth Birch will teach LGBT youth about the importance of being valued as human beings so they can make significant contributions to the post-college workforce and society as a whole. Her message of hope and self-acceptance is sure to inspire your entire campus.

Key Takeaways:

- 
- 
- 

Session Notes: \_\_\_\_\_

---

---

---

---

---

---

---

---

# ADDITIONAL NOTES AND NETWORKING



INAUGURAL  
LGBT+ COLLEGE  
CONFERENCE

## PRESENTING SPONSORS

**Deloitte.**



## NEIGHBORHOOD SPONSOR



## SUPPORTERS

DOUBLE TREE HOTEL  
GOVERNOR'S HIGHWAY SAFETY OFFICE  
LA QUINTA INN & SUITES  
RUTHERFORD COUNTY CONVENTION & VISITOR'S BUREAU  
TENNESSEE HUMAN RIGHTS COMMISSION

## Conference Planning Committee

Michael Raymond

Joshua Rigsby

Elizabeth Villasana

Hannah Todd

Shaela Dennis

Geo Gaitan

Zack Lankford

Blake Mull

Alex Lempin