



**INAUGURAL
LGBT+
COLLEGE CONFERENCE**

Middle Tennessee State University

THE ADVOCATE IN YOU!

APRIL 10-12, 2014

MESSAGE FROM CONFERENCE CORPORATE ADVISORY BOARD

On behalf of the Inaugural LGBT+ College Conference Corporate Advisory Board, I would like to welcome and thank you for joining us for this historic moment for the state of Tennessee, MTSU, and MT Lambda. The vision and leadership of MT Lambda and MTSU is infectious. But, if you are here, you probably already know that! When I first heard of this event and was asked to chair the Corporate Advisory Board, my response was an immediate and enthusiastic “Yes!” I had no doubt about the importance and impact of this first ever state-wide LGBT+ student conference.

The conference’s Corporate Advisory Board is comprised of business and community leaders who also believe in the importance of this event. Our primary focus has been to share information with our colleagues and peers to encourage their participation and attendance; offer advice and counsel to the programming and presentation efforts; and support the efforts to secure financial and public support for this tremendous undertaking.

I would like to personally thank the members of the Corporate Advisory Board, listed below, for their insight and contributions. It is a source of pride to work alongside other professionals that see the value of this work in relationship to the future of our workforce and the community at large.

Being an Alumnus of MTSU, it makes me all the more proud of the vision that has been created, nurtured, and set in motion on this campus. We are all the benefactors. The world around us is changing. We can either try to adapt to the change or be the visionaries who create and lead the change. Clearly, we see which path MTSU has chosen.

I and my fellow Corporate Advisory Board members are proud to take this journey with you!

Diane Easter

Deloitte Services LLP

Conference Corporate Advisory Board Chair

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WELCOME CONFERENCE ATTENDEES!

I would like to welcome all of our student attendees to the Inaugural LGBT+ College Conference. I know many of you have traveled from around the state to attend this groundbreaking and historic event for LGBT+ students in Tennessee, and I am both honored and humbled to have you take part in this Inaugural event. To our Patrons and corporate allies, I extend to you my heartfelt thanks for your support of LGBT+ students in Tennessee as well as my sincerest gratitude. And it is as President of the MTSU Lambda Association that I extend to you a warm welcome to the campus of Middle Tennessee State University.



MT Lambda has focused its energies over the past year on connecting with students from more than thirty institutions of higher learning in Tennessee, and in molding the vision for this event. This vision could not have been fulfilled without the support of our corporate allies and the campus community here at Middle Tennessee—most of all the College of Behavioral and Health Sciences. Their support and guidance has been vital in ensuring that LGBT+ students from across the region would gain true knowledge and personal insight into current issues facing the LGBT+ community today, as well as become equipped with the necessary tools to generate a positive change on their individual campuses.

Here at MTSU, our campus community prides itself on being a unified family. While we may not always see eye to eye, we are all equal parts of MTSU—we are all equally True Blue. For those of you unfamiliar with MTSU, our students are held to high standards of honesty and reason, of contributing to community, and respect for all diversity. All of these virtues, and more, are sewn throughout MTSU's True Blue Pledge.

Many of our students in attendance over these three days will come from different regions across the state. And, in each of those regions, the challenges the LGBT+ community faces differ from one another. Apart from our regional differences, we are all too aware of the vast differences within the LGBT+ community and how those differences may, at times, distract us from working together towards a common goal.

It is during this three-day event that I would ask the students in attendance to look beyond our differences as a community and see yourselves as equal parts of the entire LGBT+ student body in Tennessee. Many of you come from institutions where LGBT+ students are respected parts of their campus; others find themselves on an island inside their institution. We have students in attendance from both public and private institutions, from both the TBR and UT systems, and from two year and four year schools. However, we are all members of the same community, and we all wish to see Tennessee become the welcoming and inclusive state we know it can be.

This event will serve to unify us, as a community, and raise us above the barriers that have previously kept us apart. While here, your thoughts and opinions are vital to unifying our community, and your knowledge and skills will strengthen us in our fight for equality. It is with all of this in mind that I ask you to join us in launching the Inaugural LGBT+ College Conference.

Sincerely,

A handwritten signature in black ink that reads "Josh Rigsby". The signature is fluid and cursive.

Joshua Rigsby
MT Lambda President



MT LAMBDA - 25 YEARS OF SERVICE

The MTSU Lambda Association was founded in 1988 by Daniel Webster, John G. Weaver, and Richie Smith in response to a slew of homophobic news articles being published by a single student writer on the campus paper—Sidelines. The stories he wrote featured glory holes and bathroom graffiti, and claimed that gay men on campus were using campus facilities to cruise for sex and to *hook-up*. Not only were these articles untrue, but the photographs he used weren't even from the campus of MTSU. And, while his views did not necessarily reflect those of the entire school paper, they did spark off a powerful response from the entire LGBT+ community at MTSU, resulting in the founding of MT Lambda.

MT Lambda became the first officially recognized LGBT+ student organization in the state of Tennessee that is still in existence today—twenty-five years later. The original membership

EQUALITY



CIVILITY

consisted of roughly 20 students and a few bold faculty members. Their only focus was to give students a safe space to be open about their identity without fear of social ridicule. This fear lingered throughout the next decade and brought about the birth of a campus wide movement determined to address campus non-discrimination policies. The Uniform Equality Committee was a subcommittee of MT Lambda, and began its fight in 1995, working to gather support for the addition of sexual orientation to the university's non-discrimination policy. However, it wasn't until 2001—a full six years after its establishment—that the Faculty Senate moved to address this issue and passed a resolution to add sexual

orientation to the policy in question. When the time came for gender identity/expression to be added in 2009, what was a seven year battle for sexual orientation took less than two for gender identity/expression—and was welcomed by the SGA and student body.

Not long after sexual orientation was added to MTSU's non-discrimination policy, a revitalized Lambda set its sights on a campus pride celebration for LGBT+ and Allied students. The weeklong event came to be known as SpringOut! and has been held on the campus of MTSU each year since 2003—this year with the addition of the Inaugural LGBT+ College Conference. Apart from giving students at MTSU the opportunity to show their pride for the LGBT+ community, SpringOut! also serves to educate the entire campus and surrounding community on a variety of LGBT+ issues. In the past, SpringOut! events have focused on issues from sex and sex safety to homosexuality and religion. The weeklong pride event has screened more than a few LGBT+ films and TV shows—MT Lambda students were the first to view the trailer for the TV show "Sordid Lives" in 2008, before it aired—and since 2003, Lambda has hosted speakers such as Judy Sheppard, Meghan McCain, and Chaz Bono. Each of these speakers have aided us in making MTSU what it is today...an organization dedicated to ensuring that all who enter MTSU are appreciated, valued, & welcome!



Lambda

MIDDLE TENNESSEE STATE UNIVERSITY

College of Behavioral and Health Sciences

Criminal Justice Administration • Health and Human Performance
Human Sciences • School of Nursing • Psychology • Social Work

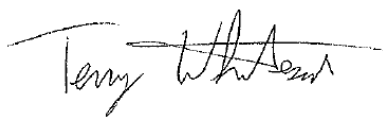
DEAR CONFERENCE ATTENDEES,

I am as pleased to welcome you to this groundbreaking event as I have been to have the College of Behavioral and Health Sciences (CBHS) partner with MT Lambda in planning and presenting the Inaugural LGBT+ College Conference at Middle Tennessee State University. As Dean of the College of Behavioral and Health Sciences, I am tasked with leading our efforts to focus on new and better outcomes that contribute to the health and well-being of people and the communities where we all live, work, and play. The best outcome that we strive for in our college is providing our local and global community with professionals that have the academic, social, and personal skills to make a positive and meaningful contribution to their chosen profession and the community at large.

Employers say that among the most important skills required for a ready workforce are critical thinking, applied knowledge in real-world settings, and intercultural skills. The program agenda that Lambda has thoughtfully crafted with assistance from faculty and some of our most respected corporate professionals ensures that you will have the opportunity to explore complex and sensitive issues within a learning and application model. This is important to students, because it's an introduction to life after college, where you will certainly encounter companies, non-profits, municipalities and community organizations focused on how to foster the environmental qualities that invite and include everyone. Our Presenting Sponsors, Deloitte and Nissan, provide an example of how organizations leverage their commitment to diversity and inclusion to expand marketplace effectiveness with customers, suppliers and, their employees. They also reinforce the value of joining with academic institutions like MTSU and other community partners to facilitate study, research, and thought directed toward some of our most pressing marketplace and workplace issues.

At the end of this event I am hopeful that you will have gained additional respect for - the value of open and honest dialogue; the continued exchange of ideas; and how higher education has for many generations been at the forefront of encouraging and leading the challenge to academic, social, and political norms. For centuries it has been our focus to ask why as well as why not, and then to set about to build a case for alternate ways of thinking and doing. Your being here today, confirms that need for continued study, research, and thought to ensure academic freedom for future generations.

Again, I thank you for being a part of the continuous learning that creates new and better outcomes for all of us, now and in the future.



TERRY WHITESIDE, PH.D.

Dean, College of Behavioral and Health Sciences

DAY 1

THURSDAY, APRIL 10, 2014

CONFERENCE REGISTRATION

MTSU Student Union Building (STU) 11:00 A.M. - 12:00 P.M.

CONFERENCE WELCOME & OVERVIEW

MTSU Student Union Building (STU) 12:00 P.M. - 1:00 P.M.



Beverly Watts, Executive Director of the Tennessee Human Rights Commission, brings greetings to attendees of the Inaugural LGBT+ College Conference and

- College and University Roll Call and Introductions
- Review of Conference Schedule, Protocols, and Objectives
- Playbook Instructions

CONFERENCE KEYNOTE-BREAKING THE BARRIERS OF ATHLETICS

MTSU Student Union Building (STU) 1:00 P.M. - 2:00 P.M.

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

CURRENT & FUTURE POLITICAL LANDSCAPE

MTSU Student Union Building (STU) 2:10 P.M. - 2:50 P.M.

Session presentation by Stephen Loveless, of the Tennessee Equality Project, 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.

CURRENT & FUTURE POLITICAL LANDSCAPE STRATEGY SESSION

MTSU Student Union Building (STU) 2:50 P.M. - 3:30 P.M.

Conference participants will have the opportunity to gain insight and counsel in a working session focused on building an effective strategic outline for a focused political advocacy initiative on some of the most pressing legislative issues of today.

DAILY CLOSING REMARKS 3:40 P.M. - 4:00 P.M.

CONFERENCE COMMUNITY FORUM-FILM PRESENTATION OF MIRACLES ON HONEY-BEE HILL

MTSU Keathley University Center (KUC) Theater 7:00 P.M.

A film by MTSU professor Dr. Bob Pondillo, *Miracles on Honey Bee Hill* is the winner of the 2012 Intercultural and Diversity Affairs LGBT+ Advocate of the Year. The short film tells a heartfelt "fairytale" story of tolerance, acceptance and love. A discussion with the audience will follow the showing.



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DAY 2

CONFERENCE REGISTRATION OPEN 9:30 AM - 1:00 PM

FRIDAY, APRIL 11, 2014

DAILY WELCOME AND OVERVIEW

MTSU Keathley University Center (KUC) Theater 9:45 A.M. - 10:15 A.M.

A VALUE PROPOSITION FOR FRIENDRAISING AND FUNDRAISING

MTSU Keathley University Center (KUC) Theater 10:15 A.M. - 11:45 A.M.

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.

BUILDING AN ENGINE OF CHANGE

MTSU Keathley University Center (KUC) Theater 12:30 P.M. - 1:30 P.M.

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.

BUILDING AN ENGINE OF CHANGE STRATEGY SESSION

MTSU Student Union Building (STU) 1:40 P.M. - 2:30 P.M.

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.

CORPORATE DIVERSITY: PROFILES THAT SERVE SUCCESS

MTSU Keathley University Center (KUC) Theater 2:45 P.M. - 4:15 P.M.

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.

CONFERENCE COMMUNITY FORUM-

ACTRESS JENNIFER LANIER IN A STAGE PERFORMANCE OF NONE OF THE ABOVE

MTSU Student Union Building (STU) 6:30 P.M.

Jennifer’s multi-cultural background (American Indian and African American) is the start of this comic stew. Throw in the pangs of first love, dysfunctional family dynamics, and coming out with Diana Ross. Her performance leaves folks laughing, cajoled into thinking about diversity, acceptance, and letting go of judgment. This funny, emotional, thought-provoking performance has mesmerized audiences across the spectrum—students, faculty, professional providers, human rights organizations, and general audiences across the country.



INAUGURAL LGBT+ COLLEGE CONFERENCE PRESENTED WITH SUPPORT FROM
THE COMMUNITY FOUNDATION OF MIDDLE TENNESSEE



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that excites

ALWAYS SUPPORTING PROGRESS.

At Nissan, we are proud supporters of MTSU's Inaugural LGBT+ College Conference and those participating.

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DAY 3

SATURDAY, APRIL 12, 2014

DAILY WELCOME AND OVERVIEW

MTSU Student Union Building (STU) 10:00 a.m. - 10:30 p.m.

LEARNING BREAKOUT SESSIONS - GROUP 1

MTSU Student Union Building (STU) 10:45 A.M. - 11:30 A.M.

•**INTERSECTIONALITY** Student Union, Parliamentary Room Presenters: Dr. Jessica Kratzer & Sheala Dennis
Intersectionality holds that forms of oppression interrelate and do not act independently of one another; creating a system of oppression that reflects the "intersection" of multiple forms of discrimination. The session will focus on how these cross sections affect our views and opinions of other groups.

•**QUEERING THE SPECTRUM** Student Union Ballroom, 250E Presenter: Dr. Jackie Eller
Building and maintaining an inclusive environment begins with identifying, acknowledging and developing language for maximum inclusivity. The session will examine how terms like Queer, Gay-Straight Alliance, etc. can be perceived as both derogatory and confirming.

•**A BULLY FREE SOCIETY** Student Union Ballroom, 250D Presenter: Del Ray Zimmerman
Often, bullying towards LGBT+ youth targets their non-conformity to gender norms. Additionally, LGBT+ youth experience high levels of bullying and harassment online, at much higher rates than their Non-LGBT+ peers. The session will explore the foundations of presentation and policy that fosters safety for all.

LUNCH 11:30 a.m. - 12:15 p.m.

LEARNING BREAKOUT SESSIONS - GROUP 2

MTSU Student Union Building (STU) 12:15 P.M. - 1:00 P.M.

•**LIFE OF BI** Student Union, Parliamentary Room Presenter: Robin Lovett
Unfortunately, misinformation about bisexuality is widespread, and many bisexuals must work to educate those around them (friends, family, colleagues, etc.) about their sexual orientation. The session will explore the primary concerns of the Bi community including discrimination in the forms of biphobia and bisexual erasure.

•**TRANS TALK** Student Union Ballroom, 250E Presenter: Kal Dwight
Tennessee is the only state in the country that does not permit transgender individuals to change the sex on their birth certificates, producing unique legislative difficulties. On a broader scale the term transgender has become a broad umbrella term to include gender identity, expression or behavior different from those associated with birth sexual assignment. The session will examine the impact of education, awareness and support on Transgender issues.

•**LGBT+ AND COMMUNITIES OF COLOR** Student Union Ballroom, 250D Presenter: Dr. De'Marcus Jackson
Homophobia, health disparities and increased rates of poverty in the African-American community are factors that make living openly and well difficult for LGBT+ African-Americans. The session will explore how these and other factors have dramatic impact on people of color within the LGBT+ community and will examine how we may tackle these issues head on.

STUDENT NETWORKING MTSU Student Union Building (STU) 1:00 P.M. - 1:40 P.M.

CONFERENCE KEYNOTE - HOMOSEXUALITY AND RELIGION

MTSU Student Union Building (STU) 1:50 P.M. - 3:20 P.M.

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.

CONFERENCE CLOSING AND ACTION PLAN REVIEW

MTSU Student Union Building (STU) 3:30 P.M. - 4:30 P.M.

Participants will "report out" key learnings from the conference and make recommendations for next year's agenda. A review of the Conference Playbook content to address questions, concerns and additional needs will be an essential element within the conference evaluation and assessment in relationship to key learning goals.

KEYNOTE

ELIZABETH BIRCH

April 12, 2014
MTSU Student Union Building (STU) 6:00 P.M.



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.

Biography:

One of the most recognized leaders of the gay and lesbian civil rights movement, gay rights activist and diversity speaker Elizabeth Birch served as executive director of the Human Rights Campaign for over a decade. During her tenure, the organization quadrupled in size to become the leading civil rights organization of its kind. Birch has also served as worldwide director of litigation for Apple Computer, Inc. and over the years, she has helped several Fortune 500 companies develop and implement successful programs to ensure equal opportunity for today's diverse workforce.

A phenomenally engaging orator, Elizabeth Birch delivers her powerful, motivating message with wit and brilliance, celebrating diversity and embracing equality. Her vast knowledge of the law and her experience as a corporate executive lend expertise and personal insight to her discussions on the implementation of non-discrimination policies.

CONFERENCE AWARDS DINNER

Conference Attendees and Community Allies will gather to recognize outstanding leadership in and support of the LGBT+ community in Tennessee.

Awardees for the Inaugural LGBT+ College Conference Awards Dinner are:

Wayne C. Rosing LGBT+ Advocacy Award:

Ally Diversity Award:

Civic Advocacy Award:

Corporate Engagement Award:

Community Excellence Award:

Dr. Jim Williams

Dr. Terry Whiteside

Chris Sanders

Diane Easter

Michael McDaniel



Award nominations were made by the MT Lambda Conference Planning Committee. Award nominations for the 2015 LGBT+ College Conference, and all future conferences, will involve students and community allies from around the state of Tennessee.



ALAN GENDREAU - KEYNOTE SPEAKER

Alan Gendreau was born and raised in Orlando, FL. He is one of four boys and they all grew up playing soccer together. Alan also had a burning passion for music growing up. He sang on the worship team at his church as well as participated in all of the school musicals and choral competitions around the state of Florida.

He decided in high school to take his athletic abilities to football as the team's place kicker, leading him to receive a full athletic scholarship to play NCAA Division 1 Football for the Blue Raiders at Middle Tennessee State University. While at MTSU, Alan earned his bachelors degree in Mass Communications concentrating in the Music Industry. Studying music and playing football was something Alan was very happy doing because he was able to entertain his two passions; music and football. He was also a member of the MTSU's Schola Cantorum Honors Choir. At the end of

his football career, he was the All-Time Leading Scorer of the Sun Belt Conference as well as the All-Time Leading Scorer in MTSU Football History. His time at MTSU was something he was very proud of and decided to make a change after graduation and move his life to Washington, DC.

In DC, Alan quickly made himself at home and networked with a lot of people making lifelong friends along the way. He was a regular open mic participant for Love to Sing DC and loves a good time with friends just singing karaoke! Most recently, Alan decided to move back home to Orlando, FL to continue his passion for music and is a regular performer for Hardrive Productions events.

STEPHEN LOVELESS

Stephen Loveless earned a M.Ed in College Student Personnel Administration in 2012, and a B.A. in Educational Studies at the University of West Florida. Stephen currently works at Vanderbilt University as one of the LGBTQI Program Coordinators. They are working on research in how LGBT students can better access resources around power based personal violence and intimate partner violence. Stephen currently volunteers with the Tennessee Equality Project Campus Coordinator Program. In their time away from work and volunteering Stephen enjoys hiking, kayaking and running.

BEA PERDUE

Bea Y. Perdue is currently the Director of Development for the College of Behavioral and Health Sciences at Middle Tennessee State University (MTSU). She is responsible for building public and financial support for the six academic disciplines that reside in the College. Her unique professional career with success in marketing, information technology, higher education and non-profit leadership enables her to develop, assess and align strategic priorities for maximum return on organizational investment. Her areas of expertise include marketing, human capital training and development, community engagement and specialized non-profit initiatives.

TRAVIS PARMAN

Currently serving as Director of Corporate Communications for Nissan Americas, Travis Parman is responsible for aligning communications efforts throughout North, Central and South America. He leads the teams responsible for all corporate communications activities including regional, manufacturing and policy communications, philanthropic efforts and crisis and strategic communications. His 20-year career includes local, regional and national campaigns for companies in defense and government, automotive, consumer banking, home building and healthcare.

He earned a B.S. in Communications at the University of Tennessee and an M.S. in Communications Management from the Newhouse School of Public Communications at Syracuse University. His thesis traced the evolution of LGBT marketing and public relations, projecting the path for mainstream inclusion.

MICHAEL McDANIEL

Michael joined the staff of the Community Foundation in March 2000. Currently as Nonprofit Liaison he represents the Foundation in the 43 counties of Middle Tennessee. He assists non-profit organizations in their philanthropic and charitable goals as well as assisting in the infrastructure and endowment building. Prior to the foundation, he served as the Director of Community Arts Development for the Tennessee Arts Commission, State Arts Agency. Among many activities, Michael develop and sustain partnerships with other state agencies, other departments of state governments, regional agencies and non-profit groups to promote the goals of the commission. Born and raised in St. Louis, Missouri, Michael graduated from the University of Missouri – Columbia with BS in Business Administration and Institutional Food Service Management.

JAN MADDOX

Jan Maddox began her career with Deloitte in 1981 as an Administrative Assistant, advancing through the organization to become a Director for the US Business Operations team in the Information Technology Services (ITS) organization. Along the way, she has focused not just on her career, and raising a family, but on mentoring others as well—especially women. Her passion to mentor is exhibited through her role as a Deloitte ITS Mentoring Champion, her participation in the Executive Mentoring CABLE program, participation in the Nashville Business Journal’s mentoring initiative. Jan has also served as a mentor to seventh and eighth grade girls as part of an Art2Stem program. Jan is also involved in many of Deloitte’s diversity outreach initiatives. Jan has been named the Information Technology Services (ITS) Inclusion Leader and the Work-Life Fit Leader for all of Deloitte’s Enabling Areas in the firm to support the national Inclusion efforts. In 2011, Jan received the Women of Influence Award, presented by the Nashville Business Journal, in recognition of her community service to the greater Nashville area. Jan also received the CABLE 2012 Promote Women Award in June 2012.

JOSHUA RIGSBY

Josh Rigsby brings a unique brand of leadership to combine with the lessons and experiences from his personal journey to focus on making a difference. As President of MT Lambda at Middle Tennessee State University, he has established a reputation for being cooperative, innovative, and inclusive in his efforts to build a mutually supportive relationship with MTSU’s administration as well as with business, civic, and community leaders in Middle Tennessee and beyond. The impact of Lambda’s efforts related to education, discussion, and continued thought on issues that directly impact the civil rights, livelihood, and general well-being of LBGT+ students find Josh routinely being called upon to speak and conduct workshops on effective strategies for advancing LBGT+ student equality via organization and community organizing. At Lambda he has gained recognition and respect for the organization’s strategic messaging, membership expansion, marketing, community partnerships and annual program planning. The recognition of his organizational leadership led him to join OutCentral's Board of Directors-Nashville's LBGT Community Center. This board role has enabled him to bring a clearer focus on student and youth issues to the organization and expand their efforts to organize LBGT+ students across the state. Josh is a senior at MTSU majoring in Organizational Communication and plans to use his degree and experience to continue to influence policy and people for the assurance of equal access and opportunity for all

WILLIAM LANGSTON

William Langston, Professor of Psychology, earned his B.A. from the University of Houston, and his Ph.D. in experimental psychology from the University of Wisconsin—Madison. Dr. Langston joined the MTSU Psychology department in 1997. He teaches undergraduate courses in research methods, advanced research methods, cognitive psychology, human factors and the psychology of language. His favorite course is research methods, and this passion has manifested itself in a textbook, *Research Methods Laboratory Manual for Psychology* (now in its third edition). Dr. Langston supervises many undergraduate researchers and was named the McNair Mentor of the Year by the McNair Scholars Program for 2002-2003. Dr. Langston won an Outstanding Teaching award in 2007. Dr. Langston’s research investigates the psychology of belief and pseudoscientific thinking. In pursuit of that research, he is also a ghost investigator, and has investigated over half of the ten most haunted places in Tennessee. In his spare time, Dr. Langston is an award-winning professional stand-up comedian.

PATRICK McCARTHY

Dr. McCarthy has *over 25 years HR consulting experience* with a wide range of *over 50 organizations* such as Proctor and Gamble, State Farm Insurance, United Way, Gaylord Entertainment, Nissan, and the U.S. Department of Defense. He 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.



KEYNOTE SPOTLIGHT

JENNIFER LANIER

April 11, 2014

MTSU Student Union Building (STU) 6:30 P.M.

Jennifer grew up in North Carolina and attended the University of North Carolina at Chapel Hill. She is an Argonaut in the Order of the Golden Fleece honorary fraternity, a distinction she shares with Michael Jordan, though he probably doesn't know it! She received her classical acting training and Fine Arts degree from the North Carolina School of the Arts. On stage, she has played

roles as varied as Josie in Eugene O'Neill's *Moon for the Misbegotte*, Sebastian in Shakespeare's *Twelfth Night*, Julie in the classic *SHOWBOAT*, and various animals in theater for young audiences for the United Stage. In film and television, she has played a Croatan Indian mother, a Hawaiian police detective, a Homeland Security Field Chief, and OJ Simpson's daughter as an adult avenging the death of her mother. *None of the Above* is a humor-filled examination of racial authenticity, gender, and gay/straight identity as seen through the eyes of a tail-end baby-boomer. Jennifer was recently named one of America's Funniest Lesbians in *Curve Magazine*. The show was honored at the national convention of the organization, *Black & White Men Together*, for a special award for fostering dialogue about diversity.

BRYAN CURRIE - KEYNOTE SPEAKER

Bryan Currie is the Pastor of Christian Education and Congregational Care at Holy Trinity Community Church – a UCC congregation that proudly serves Nashville's LGBT Community. Bryan has walked several roads during his 15+ years of ministry, including traveling the country for more than a decade as a pastor and keynote speaker for Christian youth events. In addition to studying theology and earning his Master's in Divinity in 2001, Bryan also completed a MA in youth development – focusing his study on working with LGBT youth. Although Bryan is a southern boy at heart, he spent several years in New York City managing youth programs for a non-profit organization that serves LGBT youth in NYC schools. Bryan has spent many hours studying scripture and talking with folks in the gay community – both in church and community settings – about what the Bible does (and doesn't) say about homosexuality. He's excited to share his message with our community also!



***"IN THE CONFRONTATION BETWEEN THE STREAM AND THE ROCK,
THE STREAM ALWAYS WINS - NOT THROUGH STRENGTH BUT BY PERSISTENCE."***

- H. JACKSON BROWN

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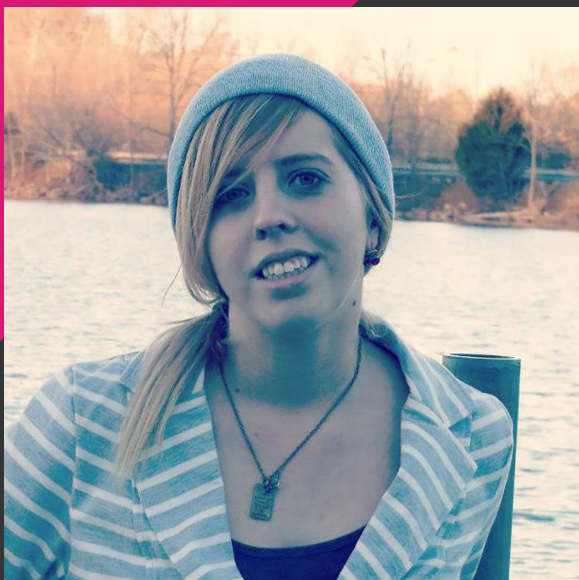
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"NEW DAWN"



ABOUT THE ARTIST

Anna Wegscheid

Anna grew up in northern Minnesota watching her mother and grandmother paint landscapes and pet portraits. She adopted the hobby, specializing in acrylics, in 2011 when she was a sophomore in college. She sold her first piece at an art show table two years later in Cookeville, TN. Anna is currently attending MTSU where she is an online student studying Mass Communications and Sociology. She plans to increase her art portfolio post-graduation and is relocating to Atlanta in May to pursue more vendor and gallery opportunities.