



LGBT+
COLLEGE
CONFERENCE

**ALL
IDENTITIES:**
**EXPANDING
YOUR
INFLUENCE**

April 2-4, 2020 | Middle Tennessee State University



COCKTAILS & CONVERSATION

MARCH 10, 2020

Waller Conference Center
511 Union Street, 27th Floor
Nashville, TN 37219



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2020 LGBT+ COLLEGE CONFERENCE COCKTAILS & CONVERSATION AGENDA

6:00 Cocktails and Networking

6:30 Program

7:45 Close

SPEAKER BIOGRAPHIES



DIANE EASTER

Senior Manager
Deloitte

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

Gross Profit Analyst
Nissan North America

Jarod Forsythe is a Gross Profit Analyst for Nissan North America. Jarod joined Nissan in the summer of 2016 as an intern at the

company's headquarters in Franklin, Tenn. He returned in summer 2017 and winter 2017 as an intern two additional times. In 2018, he transitioned to a full time employee in the Materials Finance team. Jarod has been an active member of the Gay Straight Alliance at Nissan Business Synergy Team (GSAN) since he started with the company as an intern in 2016. For 2019 he was selected to the role of Pride Director which works to coordinate activities with various departments for Nashville Pride and other LGBTQ events in the middle Tennessee community. In fall 2019, Jarod was appointed to president of the GSAN organization. He earned a bachelor of science in Accounting from Westminster College in New Wilmington, Pennsylvania.



JAMIE FUSTON

Assistant Professor, Sociology
Volunteer State College

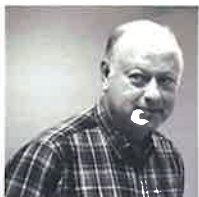
Jamie Fuston is an Assistant Professor of Sociology at Volunteer State Community College after having earned a graduate degree from Middle Tennessee State University in Sociology with an emphasis in gender, sexualities, and non-criminal deviance. Having served as the chair for Vol State's Diversity and Cultural Awareness Committee, Jamie currently partners with

the Office of Diversity & Inclusion to lead LGBTQ+ Safe Zone trainings for community college faculty and staff and serves an active role in building support and educating others to be inclusive.



PATRICK MCCARTHY,
PH.D., J.D.
Professor,
Industrial/Organizational Psychology,
Middle Tennessee State University

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.



CHRIS SANDERS
Executive Director
Tennessee Equality Project

Chris Sanders (he/him/his) is executive director of Tennessee Equality Project, a statewide LGBTQ rights and public policy organization. A resident of Nashville, he holds the M.Div. from Vanderbilt University.



PAM SHEFFER
Founder & Director
Just Us at Oasis Center

Pam Sheffer is the Founder & Director of Just Us at Oasis Center. www.justusoasis.org. After a lucrative 23-year career in corporate health insurance sales, Pam made a momentous decision to leave the corporate world and instead dedicate her life to creating system level changes for LGBTQ+ youth. She made it her new mission to ensure that LGBTQ+ young people could grow, thrive, and create positive change in their lives and communities. Pam spent a year working fulltime (without pay) for the Oasis Center, conducting the necessary research and development to create a program designed specifically for LGBTQ+ youth. She built the infrastructure for the "Just Us" program in 2010-11 and collaborated with LGBTQ+ youth to develop the programming that is currently delivered. After securing the necessary funding to sustain the program, Pam launched Just Us in 2011. Since 2011, Just Us has expanded programming from one program to five and has expanded in staff by three professionals who are providing positive youth development programming as well as therapeutic mental health services on a weekly basis to over 100 young people each year. Over the past five years, Pam has focused exclusively on working with the

systems of care where LGBTQ+ youth are marginalized and mistreated – public education, juvenile justice, and foster care. Pam approaches her systems level work through a truly southern perspective: build relationships, earn their trust, be invited to the table, and respectfully educate them. Through this approach, she has been successful in changing policy, mandating trainings, and creating allies in places of influence.



ASHE TUCK

Sales Academy Manager
Dell

Ashe Tuck is the Sales Academy Manager for Dell Nashville, a member of the Pride Group, and active as a local leader. She joined Dell Technologies in 2015 as a member of the Dell Consultant Network after a successful career in hospitality management. In 2017 she was a Presidents Club recipient which is exclusive for the top 10% of sales makers at Dell Technologies. Along the way she was able to achieve several sales and leadership awards while contributing to the hiring and diversity initiatives for the site. Ashe holds a B.S. in Recording Industry Business with a concentration in Public Relations from MTSU, 2009, and an M.B.A. with a concentration in operations management from MTSU, 2015.





2020 LGBT+ College Conference
All Identities—Expanding Your Influence
April 2-4, 2020
mtsu.edu/LGBTplusCC

Your 2020 LGBT+ College Conference Checklist

✓ Review the schedule and plan your attendance

Visit the conference web page at mtsu.edu/LGBTplusCC

The *Conference Details* link is under “LGBT+ College Conference” in the menu on the left side of your screen (computer) or under the “LGBT+ College Conference” submenu (mobile device). Find the information you need to plan your conference experience.

The *Conference Schedule* link is under “LGBT+ College Conference” in the menu on the left side of your screen (computer) or under the “LGBT+ College Conference” submenu (mobile device).

✓ Consider a sponsorship

Visit the conference web page at mtsu.edu/LGBTplusCC

The *Conference Details* link is under “LGBT+ College Conference” in the menu on the left side of your screen (computer) or under the “LGBT+ College Conference” submenu (mobile device).

Click the button for “Support.” Under that section you can go to the marketplace and order awards dinner tickets, sponsor an awards dinner table, or become a patron sponsor of the conference.

If your organization would like to become a sponsor, please contact William Langston for a sponsorship packet (some are available tonight; William.Langston@mtsu.edu). Paul Wydra (Paul.Wydra@mtsu.edu) is our MTSU foundation representative and can answer your sponsorship questions.

✓ Make a nomination for conference awards

Visit the conference web page at mtsu.edu/LGBTplusCC

The *Conference Details* link is under “LGBT+ College Conference” in the menu on the left side of your screen (computer) or under the “LGBT+ College Conference” submenu (mobile device).

Click the button for “Submit.” Under that section you will find the link for the awards nomination form (all nominations need to come through the form). The awards categories are included on the form. Finalists are expected to attend; finalists and a plus-one are our guests at the awards dinner on April 4.

✓ Spread the word

Conference web page: mtsu.edu/LGBTplusCC

Email people in your sphere of influence and invite them to conference programming.

Conference Facebook page: <https://www.facebook.com/lgbtcollegeconf/>

Facebook events are posted for conference programming; share them with your networks. Post about your conference plans.



Award Descriptions

These awards were established to recognize the outstanding accomplishments of individuals, regardless of sexual orientation or gender identity or expression, who have made significant and positive contributions to the LGBT+ community. Through these awards we acknowledge the personal and professional work people are doing every day to make our campuses and global community a safe and thriving place for everyone. Nominations for each award will be reviewed by the Conference Advisory Board Awards Committee.

Terry Whiteside Ally in Diversity Award

This award serves to recognize allies of the LGBT+ community for their work in advancing, supporting, and advocating in the community where they live, work, and play. The award was named for Dr. Terry Whiteside, Dean of the College of Behavioral and Health Sciences at Middle Tennessee State University, in 2014. His support was crucial to the launch of the Inaugural LGBT+ College Conference.

Marisa Richmond Civic Advocacy Award

This award serves to recognize individuals for their outstanding civic works in support of the LGBT+ Community through civic related advocacy efforts. Examples include an individual whose personal or professional efforts focus on legislation, building grassroots coalitions, or providing leadership to overall strategic advocacy. This award was named for Marisa Richmond at the 2019 LGBT+ College Conference awards dinner in recognition of her outstanding advocacy on behalf of the community.

Community Excellence Award

This award serves to recognize individuals for their work in advancing LGBT+ rights and the efforts of the LGBT+ community. Efforts include advocating for community programs, and initiatives that speak to the unique challenges of the LGBT+ community.

Diane Easter Corporate Engagement Award

This award serves to recognize individuals for their professional efforts in advancing and advocating for LGBT+ inclusive workplace and community initiatives. The individual recognized will have successfully led high-impact collaborative programs with higher education and/or other organizations to advance social progress while contributing to the strategic goals of their company. The award was named for Diane Easter in 2014. Her support was crucial to the launch of the Inaugural LGBT+ College Conference.

Academic Advancement Award

This award serves to recognize individuals who have made a tremendous impact on diversity and inclusion through study, research, or thought at an academic institution. This individual's efforts will have contributed to increased knowledge and understanding that supports and advances inclusive policies and practices.