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NOW ON THE
**VIRTUAL
CONFERENCE**

WORLD WIDE WEB

**LGBT+
AGAINST
HATE**

all identities
**RECLAIMING
OUR ROOTS**

April 1-3, 2021

A Virtual Event hosted by Middle Tennessee State University

**Liberation
NOW**



**LGBT+
COLLEGE
CONFERENCE**

Conference Program



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Message from the Conference Advisory Board

On behalf of the 2021 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 seventh edition of the conference the best yet.

The Board's purpose is three-fold:

1. Share information with our colleagues and peers, encouraging their participation and attendance;
2. Offer advice and counsel to ensure relevant, timely programming and presentations; and
3. Secure financial and public support for the conference and its related events.

This year the board is particularly excited to present a virtual event with the same exciting, inclusive, and interactive programming that is the cornerstone of the conference.

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 mind that make this event possible.

Lynn Cothren

Lynn Cothren
2021 Conference Advisory Board Chair



Conference Reflections

This space is usually reserved for reflections on the previous edition of the conference. Unfortunately, the day after the final conference detail was completed for the 2020 event, we were forced to cancel due to the COVID-19 pandemic. It has been a long and difficult year, and we would like to take this moment to acknowledge the incredible sacrifices you have made and our collective loss during this difficult time. As we anticipate a bit of a return to normalcy with the virtual 2021 LGBT+ College Conference, we can reflect on the 2019 event and all of its incredible presenters.

The Inaugural LGBT+ College Conference broke new ground in 2014, and the 2019 LGBT+ College Conference kept the momentum going. Conference attendees from over forty-two community colleges, universities, and organizations (and two continents) met for three days, April 4 – 6, to learn and to develop plans of action to take back to their campuses and workplaces.

The first day, April 4, was dedicated to research. Participants enjoyed an exciting session of oral research presentations. The Tenovation keynote was presented by Rémy Bonny (he/him/his) from the European Inter-University Centre for Human Rights and Democratisation and explored *Europe's Long-Lasting Fight towards LGBTI-Equality*. Attendees then split into groups to either 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. That evening, attendees of the 2019 LGBT+ College Conference Film Festival were moved and entertained by the best of the films submitted from around the globe.

The second day, April 5, was devoted to panel discussions. The opening panel examined building a coalition. Vlada Knowlton (she/her/hers) presented her documentary *The Most Dangerous Year* followed by a lively discussion. The *Bringing Your Whole Self to Work* panel is a foundational conference event, and the 2019 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 and Workplace Success Showcases. The day closed with a game night that allowed conference participants to let off a little steam and interact in an informal context.

The final day, April 6, was devoted to working and strategy sessions to continue to explore the conference theme. The opening panel included personal reflections on building support. Next, the "Plus" in LGBT+ Keynote *You Can't Play with Us, Bro* was presented by Nathan Fort (he/him/his). The group then broke for lunch and the religious and community organizations fair. This was followed by a strategy session on *Connecting Academic and Corporate Diversity Training*. 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
2022 LGBT+ COLLEGE CONFERENCE,
All Identities: Expanding Your Influence, April 7–9, 2022!

Thank You to Our Generous Sponsors

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Department of Psychology



DAY 1 THURSDAY, APRIL 1 - RESEARCH & EXAMINATION

Welcoming Remarks | 9:15 a.m. – 9:35 a.m.

LaToya Eaves (she/her/hers), University of Tennessee-Knoxville

Sponsored by: Dell

Middle Tennessee State University Gore Center Archive Spotlight: Preserving Our Stories

9:45 a.m. – 10:45 a.m.

Sarah Calise (she/her/hers), Middle Tennessee State University Albert Gore Research Center;

Introduction by Ray White (he/him/his), Whitewood Counseling and Consultation

The tale of people engaged in a movement exists, in part, in the ephemera produced by people living in the moment. The photographs, flyers, newspapers and magazines, pamphlets, planning documents, and bits of history tell the story of the struggles and the achievements of a community. The Gore Center at Middle Tennessee State University holds the archive from Nashville's OutCentral that documents the LGBT+ movement in Nashville from the 1980s to the present, focusing on efforts to organize and build a space for people to gather. This presentation will describe these holdings along with MTSU's LGBT+ history dating back to the 1960s, and share some key pieces that tell the story of these important communities.

Sponsored by: Connect

Tennovation Keynote - Killer Hidden in Plain Sight: The Leading Cause of Death and Disease among LGBTQ Tennesseans | 11:00 a.m. – 12:00 p.m.

Jacob Black (he/him/his), Tennessee Department of Health;

Introduction by Ray White (he/him/his), Whitewood Counseling and Consultation

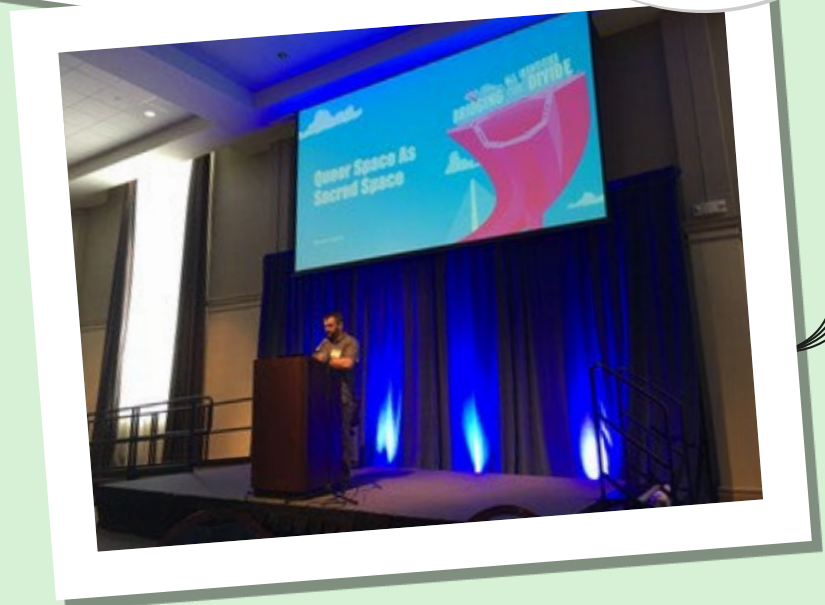
Despite fifty years of research and millions of dollars spent on treatment, over 1,000 people in Tennessee's LGBTQ community continue to die from tobacco use every year. In this talk, Jacob Black will present the latest data on tobacco use disparities among the LGBTQ population in Tennessee and discuss key factors driving the community's higher tobacco use. The presentation will also highlight resources available in Tennessee to help tobacco users quit and for friends and family to support their quit attempts. At the end of the talk, attendees will be invited to discuss the ways in which they can engage community members, organizations, and leaders to change social norms and subsequently close the gap in tobacco use among the LGBTQ community in Tennessee.

Sponsored by: BlueCross BlueShield of Tennessee, Inc. and Middle Tennessee State University College of Behavioral and Health Sciences

Break | 12:00 p.m. – 12:15 p.m.

Tennovation Research Symposium Poster Presentations | 12:30 p.m. – 1:30 p.m.

Sponsored by: Focus





DAY 2 FRIDAY, APRIL 2 - INTERSECTIONS OF IDENTITY WITH THE BROADER COMMUNITY

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

Beverly Watts (she/her/hers), Executive Director of the Tennessee Human Rights Commission

Sponsored by: Tennessee Human Rights Commission

Opening Plenary Discussion - Striking Out: Anti-Transgender Sports Public Policy in Tennessee

9:30 a.m. – 10:45 a.m.

Panelists will discuss the issue of transgender youth in sports and recent bills in the Tennessee state legislature related to the issue.

Moderators: **Shane McCoy (they/them/their)**, Middle Tennessee State University

Panelists: **Chris Sanders (he/him/his)**, Tennessee Equality Project; **Brendon Holloway (he/him/his)**, University of Denver; **Katie Barnes (they/them/their)**, ESPN

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

The "Plus" in LGBT+ Keynote - More than Alphabet Soup: Identity Language Meaning in the LGBT+ Community | 1:15 p.m. – 2:45 p.m.

Bek Dawson (they/them/their), Middle Tennessee State University;
Introduction by **Shane McCoy (they/them/their)**, Middle Tennessee State University

Recently, language has been shifting at an ever-increasing pace, particularly within the LGBT+ community. There is much discussion about what this language means and whether or not it is useful to the community. In this talk, Bek Dawson will present research on the role of language in the LGBT+ community, which focuses specifically on the experiences of transgender and gender-nonconforming people who use or have used nontraditional language to describe their gender or sexuality. The lecture will explore the social impact of diverse identity language and how it shapes identity development. The talk will conclude with an invitation for the audience to join a conversation on individual terms, meanings, and how to apply this knowledge.

Sponsored by: Deloitte

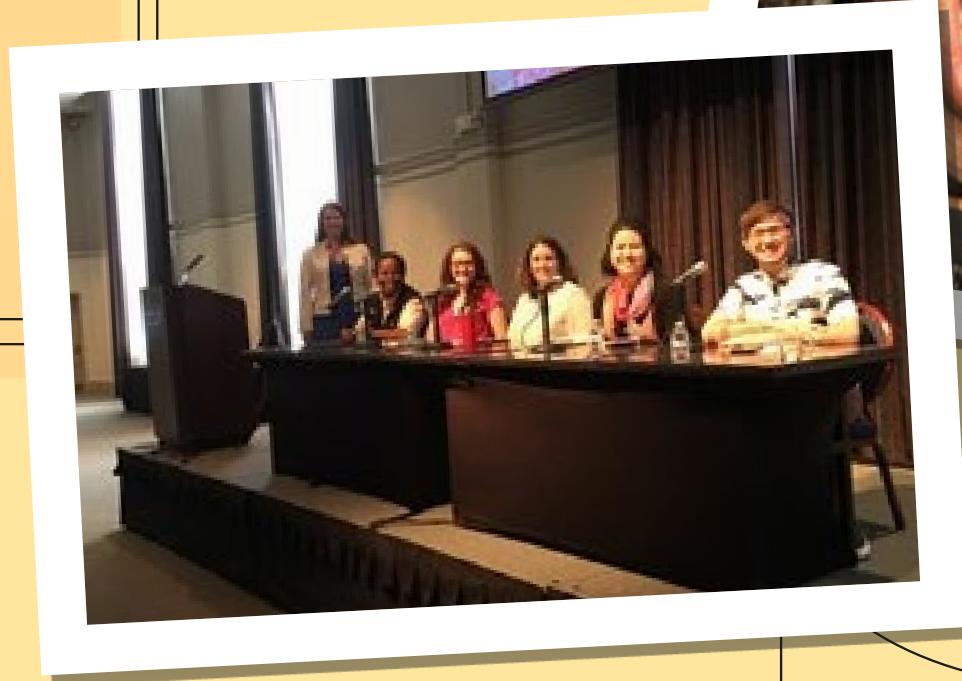
Documentary Keynote Presentation and Discussion - A Secret Only God Knows | 11:00 a.m. – 1:00 p.m.

"Starting in 2009, multiple interviews have been conducted chronicling the lives of gay, transgender and bisexual residents, reflecting on life in Middle Tennessee before 1970, and how homosexuality was viewed in the larger community as part of The Brooks Fund History Project. These oral histories are archived in Nashville Public Library's Special Collections Division: Oral History Collections. They were made into the documentary film, *A Secret Only God Knows*, directed by Deidre Duker, that premiered on Nashville Public Television in 2015."

Discussion Moderator: **Allie Sultan (she/her/hers)**, Middle Tennessee State University

Panelists: **Deidre Duker (she/her/hers)**, filmmaker; **Michael Maupins (he/him/his)**, community advocate; **Lynn Cothren (he/him/his)**, Special Assistant to the Executive Director of the Tennessee Human Rights Commission; **Margo Hall (she/her/hers)**, Amazon; **Sis St. Clair (she/her/hers)**, community advocate; **Phil Michal Thomas (he/him/his)**, community advocate

Sponsored by: Nissan





DAY 3 SATURDAY, APRIL 3 - WORKING AND LEARNING SESSIONS

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

Marisa Richmond (she/her/hers), Middle Tennessee State University

Sponsored by: *Waller*

Plenary Discussion - Personal Reflections on Reclaiming Our Roots | 9:30 a.m. – 10:30 a.m.

Panelists (selected from conference participants) will discuss a person whose accomplishments they would like to amplify as part of reclaiming our roots.

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

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

Strategy Session - Perspectives on Activism | 10:45 a.m. – 12:15 p.m.

Conference attendees will learn about getting started in activism from various perspectives.

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

Panelists: **Kayla Gore (she/her/hers)**, Trainer and advocate for the rights of TLGBQ people, especially transgender women; **Angela Henderson (she/her/hers)**, Tennessee Statewide Organizer for Southerners on New Ground (SONG); **Alex Bartram (they/them/their)**, MTSU chapter of the Youth Democratic Socialists of America

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

Networking / Community and Religious Organizations Fair | 12:30 p.m. – 1:30 p.m.

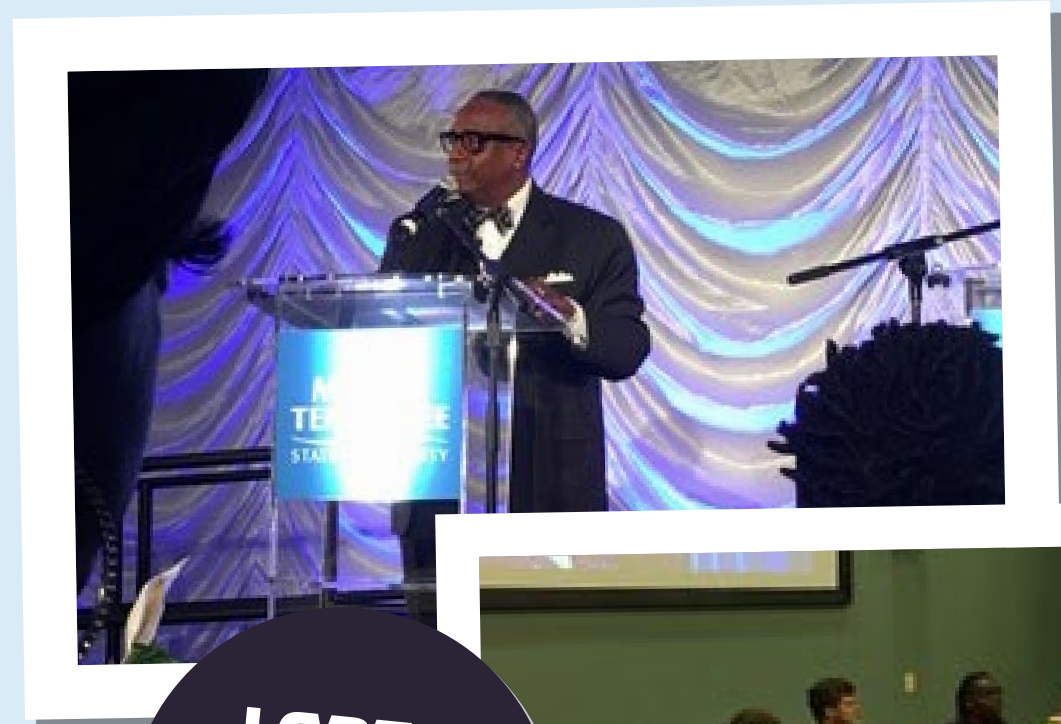
Attendees will network and interact with groups participating in the community and religious organizations fair.

Sponsored by: *Fifth Third Bank*

Conference Closing and Action Plan Review | 1:45 p.m. – 2:00 p.m.

Participants will "report out" key lessons from the conference, complete conference evaluations, and make recommendations for next year's agenda.

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



LGBT+ AGAINST HATE





Speaker Biographical Sketches

Katie Barnes (they/them/their)

Katie Barnes is a feature writer, covering culture, LGBTQ issues, women's basketball, collegiate softball, and women's combat sports. Since joining ESPN in August 2015, Katie has written on myriad topics, such as transgender athletes, racial justice, and Hollywood stunt doubles. Their ongoing coverage of transgender athletes in high school has earned them two GLAAD award nominations, and they are hard at work on a book. They were also a producer on the 30 for 30 short Mack Wrestles. Katie holds a B.A. in History, Russian Studies, and American Studies from St. Olaf College, and a M.S. in Student Affairs and Higher Education from Miami University (OH). They were the 2017 NLGJA Journalist of the year.

Alexander Bartram (they/them/their)

Alex Bartram is an officer for the MTSU chapter of the Youth Democratic Socialists of America. They are dedicated to increasing awareness of LGBT issues, especially in Tennessee, and want to learn all they can to bring about change.

Jacob Black (he/him/his)

Jacob Black is an Epidemiologist at the Tennessee Department of Health where he is responsible for programmatic evaluation and epidemiologic support for the Tobacco Control Program. In this role, Jacob has assisted in transitioning the Tobacco Control Program to become truly data-driven with a strategic focus toward policy, systems, and environmental change interventions. His professional interests include tobacco-related health disparities, policy effects on tobacco use, and spatial analysis of health behaviors. Jacob Black earned a master's degree in Public Health with a concentration in Health Policy from the University of Alabama at Birmingham. He is an avid woodworker, hiker, cat-dad, and is recently engaged to his fiancée, Liz.

Lynn Cothren (he/him/his)

Lynn Cothren is Special Assistant to the Executive Director of the Tennessee Human Rights Commission, working in partnership with the ED on all the facets of the agency, including agency operations, the Board of Commissioners, our stakeholders, and the public. Lynn assists with day to day logistics, education and outreach and general administration. Lynn works as an integral member of the executive staff team. Previously,

as Director of Administration at Girl Scouts of the USA, Lynn's leadership role included developing and implementing organizational strategies and policies that enabled girls to build courage, confidence, and character, and make the world a better place. Previously, Mr. Cothren served for 23-years as Special Assistant to the late Mrs. Coretta Scott King, founder of The Martin Luther King, Jr. Center for Nonviolent Social Change.

Bek Dawson (they/them/their)

Bek Dawson is a scholar and activist working towards bringing voices from the LGBT+ community into academic spaces so that their experiences and issues can be understood comprehensively. Bek received a BA in English and MA in sociology from MTSU. Their thesis research focused on the experiences of transgender and nonbinary people, specifically looking at the role of language socially and developmentally. While in school, they were an officer as well as the head of the education committee for MT Lambda, MTSU's LGBT+ organization. While in MT Lambda, Bek helped organize events such as MTSU's first Transgender Day of Remembrance, and create informational resources, such as the Identities Pamphlets series. They are a former organizer for Seeds of Acceptance Rutherford, an LGBT+ support group in Murfreesboro, TN. Bek currently teaches Women's and Gender Studies at MTSU.

Deidre Duker (she/her/hers)

Deidre Duker is a producer of ideas and connector of people. She has produced television and documentaries ranging from stories in country music to LGBT+ life. A graduate of Vanderbilt University with a BA in European Studies, she spends her days with her family in Nashville and travels the world whenever she can.

LaToya Eaves (she/her/hers)

LaToya Eaves is an Assistant Professor of Geography. Eaves' research and teaching interests are at the intersections of race, gender, diaspora, critical geography and sexuality studies, and she has published on the emancipatory geographic practices of Black women in the U.S. South. In her research, she explores the geographic imaginaries of Blackness, gender, and queerness by bringing critical approaches to the social transformation of places, the nuances of

region, and lived experiences under rights-based progress narratives. This line of inquiry builds on her doctoral work, in which she examined the socio-spatial and political factors shaping social progress and attachments to place for Black queer women in the American South. Among current active projects, Eaves was recently awarded a research grant from the National Science Foundation to analyze the role of race, place, heritage, memory, tourism, and community and civic engagement through African American History Museums (AAHMs) across the United States. Eaves is also founder and served as inaugural chair of the Black Geographies Specialty Group for the American Association of Geographers. Eaves was named the recipient of the 2019 Ronald F. Abler Distinguished Service Honors through the American Association of Geographers, which is among the highest recognition a person can receive in American geography.

Kayla Gore (she/her/hers)

Kayla Rena Gore works to help to coordinate homeless services, conduct direct outreach and advocate for the rights of TLGBQ people, especially transgender women. She studied Sociology at Southwest. She also provides trainings for CBO's, educational institutions, and healthcare organizations around trans inclusivity. Her organizing work has included fighting for housing equity for all people who are chronically homeless and advocating for the just treatment of transgender people by law enforcement.

Margo Hall (she/her/hers)

I am a gay trans-woman, and an MTSU alumna. I majored in International Relations, with a double minor in Entrepreneurship and Russian Studies. I also served as an officer and member in MT Lambda during my time at the university. I graduated in 2019.

Beverly Watts (she/her/hers)

Nashville native Beverly L. Watts was appointed the Executive Director of the Tennessee Human Rights Commission in July 2007. Prior to her current appointment she served as Special Advisor to the Chair at the US Equal Employment Opportunity Commission responsible for state and local relations. She has more than 30 years of experience in civil rights enforcement and education in the public and private sector. From October 2004 to October 2006 she served as the first Executive Director of the National Fair Housing Training Academy.

Beverly served for more than 12 years as the Executive Director of the Kentucky Commission on Human Rights

and served in numerous other leadership positions in Illinois, and Kentucky. She was one of the first Title IX Coordinators in the US at the Office for Civil Rights and has served as adjunct faculty in Sociology at Spalding University. She was Senior Consultant for Ralph G. Moore & Associates (RGMA) in Chicago assisting clients in developing strategic initiatives in operations, diversity and supplier diversity programs. She has presented to numerous organizations on leadership, civil rights, diversity, and motivation at the local, national and international level.

Beverly Watts is a past President of the International Association of Official Human Rights Agencies (IAOHRA) where she currently serves as the 1st Vice President. She currently serves on the Equal Educational Opportunities Group (EEOG) and the National Community Reinvestment Coalition (NCRC) Boards. She is a member of the TN Access to Justice Commission. She is a past Chair of Women Executives in State Government, has served on the CABLE Nashville and the YWCA of Middle Tennessee boards.

Beverly is the recipient of numerous awards and honors including the 2019 CABLE Power of Inclusion Champion Award, the 2018 CABLE Spirit of Leadership Award, 2018 YWCA Academy of Women, 2016 YWCA Nashville Athena Nominee, the ECHO 2014 Dreamers Award, the 2014 Frances Dancy Hooks Award, the YWCA 2014 Carrie Hull Award, the City of Louisville Martin Luther King award and the 2005 induction into the KY Civil Rights Hall of Fame.

She is a graduate of Tennessee State University, Southern Illinois University. She has completed the Duke University Leadership Program for State Executives and the Harvard University John F. Kennedy School of Government Executive Leadership Program.

Angela Henderson (she/her/hers)

Angela Henderson is the Tennessee Statewide Organizer for Southerners on New Ground (SONG), a membership-based organization of LGBTQ folks across the South fighting for Liberation in our Lifetimes. Angela is an abolitionist-minded, saxophone-playing socialist, and lifelong student of Black radical history hoping to live the life she plays about. In the spring of 2018, SONG welcomed her into a new political home, where she has worked as a member, Lorde's Werq participant, and Base-Building Fellow for the Nashville chapter.



Speaker Biographical Sketches

Brendon Holloway (he/him/his)

Brendon T. Holloway, MSW is a researcher, activist, and doctoral student at the University of Denver. As a white, queer, nonbinary first-generation college student, Brendon's research focuses on the experiences of transgender and nonbinary (TNB) individuals who live in rural areas across the United States. As an activist, he has testified in front of state lawmakers and written op-eds combatting anti-trans legislation. Brendon is currently on the Board of Directors of the Tennessee Equality Project where he co-founded Boro Pride and the TEP Rutherford County Committee. Additionally, Brendon is a graduate of MTSU where he obtained his Bachelor of Social Work degree in 2015.

William Langston (he/him/his)

Dr. William Langston is a psychology professor at Middle Tennessee State University. Dr. Langston is the faculty advisor for MT Lambda (MTSU's all-inclusive LGBT+ student organization). Dr. Langston also serves on the MTSU President's Social Justice Advisory Board. Dr. Langston organizes the LGBT+ College Conference and is a founding board member of Murfreesboro's Boro Pride celebration. Dr. Langston was recently selected as one of Focus Middle Tennessee's 40 Over 40 in Middle Tennessee. Dr. Langston received his BA in psychology from the University of Houston in 1989 and his Ph.D. in Experimental Psychology from the University of Wisconsin-Madison in 1994. Dr. Langston has been a professor at MTSU since 1997 and specializes in teaching research methodology and cognition. 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 country. In his spare time, Dr. Langston enjoys stand-up comedy and can routinely be seen bombing at local open mics.

Michael Maupins (he/him/his)

Michael Maupins is an alumnus of MTSU and a former professional ballet dancer. He has been active in the LGBTQIA+ community for many years. Michael has been out and proud since he was 13 years old. He also has been HIV positive undetectable for 9.5 years. Maupins is currently on the executive board for TruYou Tennessee which is Tennessee's first ever foster home for LGBTQIA+ teens, the BOROpride entertainment committee, and on MTSU's Lambda board. Maupins is looking forward to helping create change and

educating today's youth and young adults on what life can be like living with being gay and HIV positive undetectable in today's world.

Shane A. McCoy (they/them/their)

Shane McCoy is a Lecturer in the department of English at Middle Tennessee State University and an affiliate faculty member in the Women's and Gender Studies Program. They teach courses that focus on first-year composition, queer literature and theory, contemporary transnational literature, and women of color and black feminisms. Their research focuses on feminist affect studies, Africana women's literature, critical and feminist pedagogies, social justice, and pedagogies of empowerment.

Marisa Richmond (she/her/hers)

Dr. Marisa Richmond teaches history and women's and gender studies at Middle Tennessee State University. She is the current Chair of the Metro (Nashville) Human Relations Commission, one of only two openly transgender members of the Democratic National Committee, and a Member of the Board of the Stonewall Inn Gives Back Initiative. She just finished serving as a member of the ad hoc Nashville Mayor's Council on the Status of Women and the Davidson County General Sessions Court Judicial Equity Collective. 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.

Chris Sanders (he/him/his)

Chris Sanders 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.

Sis St. Clair (she/her/hers)

Born in late 1949, Sis was raised in the Greater Kansas City, Missouri area. Conflicts began when she was a toddler and self-identified as female. Her family would have none of it. As a young child, Sis immersed herself

in music, learning to play several instruments as a way to escape a tormented life. At age 16, she went to work, while still in high school, collecting weekly receipts from bordellos around town. In early 1967, at age 17, she began her career as a female impersonator on weekends at a mafia owned gay club. One day after graduating high school in 1968, she moved to Tennessee taking a job as a touring musician. Sis was drafted into the US Army and resumed her showgirl career upon discharge in 1971. Sis became active and vocal for equal rights for LGBT+ persons and women. In her early 30's, she was authenticated as an intersex woman when she finally went through puberty and her menstrual cycle began. She later discovered that she had been surgically mutilated as a newborn infant. In 1995, Sis graduated from MTSU and began a new career track the following year. In 2009, Sis's book, "Caution: Woman Inside" was published. She retired in 2012 and since has spoken to interested groups and college students about her experiences from the pre-Stonewall days to the present for LGBT+ people and her life as an intersex woman as her health has allowed. She is a three-time cancer survivor.

Allie L. Sultan (she/her/hers)

Allie Sultan is an award-winning independent filmmaker whose work spans narrative, documentary and experimental modes. A graduate of the MFA-Cinema program at San Francisco State University, she has worked as a picture and sound editor with some of the San Francisco Bay area's finest film companies and organizations – including American Zoetrope, ZAP Zoetrope-Aubry Productions, Berkeley Sound Artists, the Bay Area Video Coalition, and Tippet Studio. Allie is an Associate Professor of Video and Film Production at Middle Tennessee State University, where she teaches film/video editing, celluloid filmmaking and web series production to the next generation of independent filmmakers. She is currently in post-production on a feature documentary about LGBTQ Christians.

Phil Michal Thomas (he/him/his)

Phil Michal Thomas was the first person of color on the Tennessee Gay and Lesbian Alliance. This group opened up "The Center" located in Berry Hill for the GBLT community. This was the beginning of "One In Teen" support for GBLT teens., and the creation of the Community Switchboard specifically for GBLT. Thomas

is a current board member of PFLAG Nashville. Under the leadership of Janet Pierce, Thomas represented Nashville Cares on the Teddy Bart Nashville program. Thomas also facilitated the first men of color support group at Nashville Cares. Thomas served on prior Nashville Pride boards including the year it was titled OPEN—the year 2000 when there almost wasn't a pride. Thomas also served on a panel for Leadership Nashville with Abby Rubenfeld, Penny Campbell, and others where they represented the GBLT community. Thomas would go last in this panel and would start by saying he actually didn't exist because everyone knows that there are no openly gay people in the Black community and expound that we do exist. Thomas has a history of service to the GBLT community including serving on the board "From All Walks" with Matt Nelson that would later become "AIDSWALK," the Nashville Black Pride board, as a board member of Brothers United Nashville, as an ACT-UP New York member, as a GBLT Liaison with the Tennessean, as a BWMT Atlanta member, as a grant writer with AID Atlanta for Johnson & Johnson, and as a board president of NAMI Davidson. Thomas has sponsored fundraisers such as "Christmas in July" for gifts for clients of Nashville Cares at bars such as The Cabaret on Hayes. Thomas is also the author of "PANELS." You can learn more at www.philmichalthomas.com.

Ray White (he/him/his)

Ray A. White, Ed.S. is licensed by the State of Tennessee as a Licensed Professional Counselor with both Mental Health Service Provider, and Approved Supervisor, status. Along with serving as a full time clinical counselor with Walters State Community College, he teaches undergraduate courses in Psychology at Tusculum University, and graduate courses in Counseling at East Tennessee State University. Additionally, he maintains a professional private practice as Whitewood Counseling & Consultation.

2021 Conference Advisory Board

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Special Assistant to Executive Director, Tennessee Human Rights Commission

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Conference graphics and artwork by Taylor Watson



**LGBT+
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The 2021 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