



all identities taking the next step

april 7–9 • 2022
Middle Tennessee State University



LGBT+
COLLEGE
CONFERENCE

conference program

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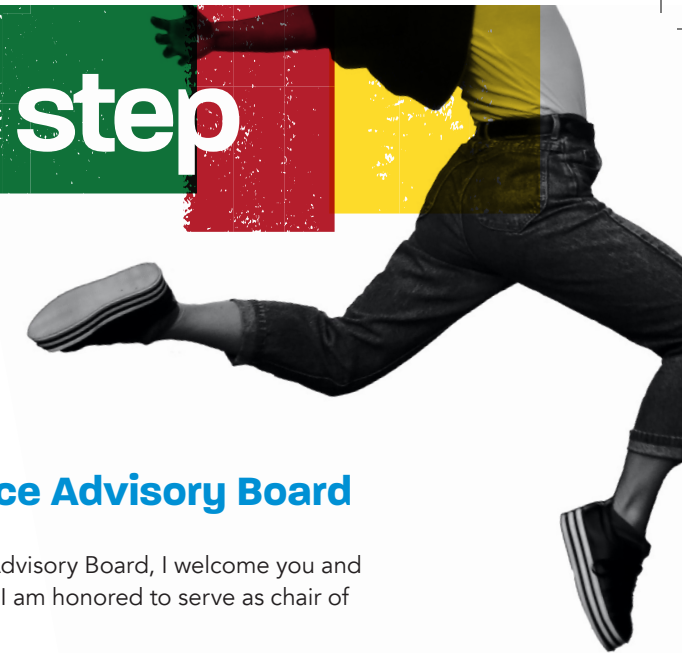
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Message from the Conference Advisory Board

On behalf of the 2022 LGBT+ College Conference Advisory Board, I welcome you 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 ninth edition of the conference the best yet. We are excited to explore this year's theme, All Identities: Taking the Next Step.

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 grow the conference's audience with the entire program available as a virtual event in parallel with the live presentation of the event.

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.



Selena Haynes (she/her/hers)
2022 Conference Advisory Board Chair

all identities taking the next step

Thank You to Our Generous Sponsors

Conference Reflections

The world entered a pandemic in the spring of 2020 and the 2020 LGBT+ College Conference was canceled. In 2021 we were able to return with a virtual format that made conference programming available to a wider audience than ever before. Hundreds of participants joined the conversation from around the country and around the world.

The first day, April 1, was dedicated to research. Attendees learned from Sarah Calise of the Middle Tennessee State University Albert Gore Research Center about efforts to preserve LGBT+ history and make those archives accessible to scholars. The Tennovation keynote was presented by Jacob Black from the Tennessee Department of Health who discussed tobacco use in his talk *Killer Hidden in Plain Sight: The Leading Cause of Death and Disease among LGBTQ Tennesseans*. Attendees then enjoyed a poster session that gave them time for a closer look at a variety of interesting presentations.

The second day, April 2, was devoted to panel discussions. The opening panel examined diversity and inclusion in athletics with a discussion of *Striking Out: Anti-Transgender Sports Public Policy in Tennessee*. The documentary keynote was *A Secret Only God Knows*, presenting the recollections of LGBT+ folks from the Middle Tennessee area. The "Plus" in LGBT+ Keynote *More than Alphabet Soup: Identity Language Meaning in the LGBT+ Community* was presented by Bek Dawson.

The final day, April 3, was devoted to working and strategy sessions to continue to explore the conference theme. The opening panel included personal reflections on *Reclaiming our Roots*. Next, the strategy session *Perspectives on Activism* presented stories, reflections, and tips from participants who were at various levels of experience in their activist journeys. The day ended with the religious and community organizations fair.

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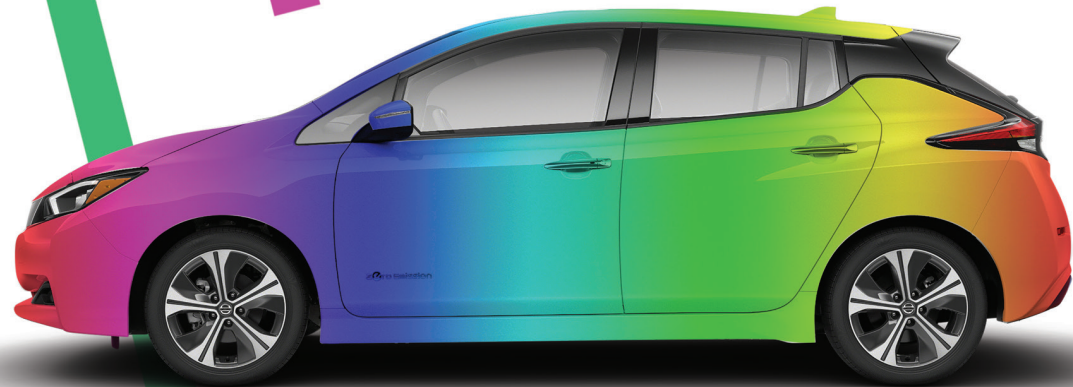
Get ready to continue the conversation with the
2023 LGBT+ COLLEGE CONFERENCE
All Identities: Pulling Together, April 6–8, 2023!





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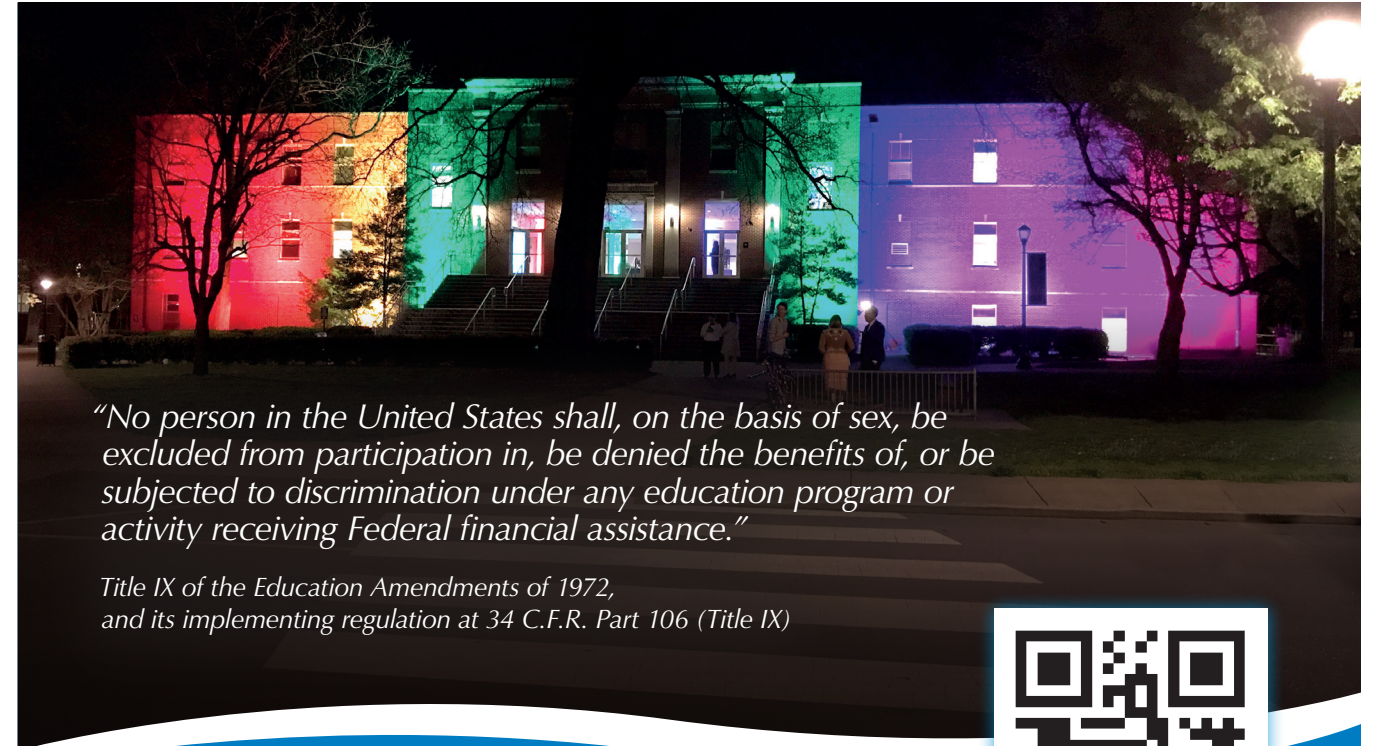


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With multicultural roots, Nissan is committed to providing an inclusive space that encourages innovative ideas from our diverse workforce and supply base. We not only respect, but eagerly welcome, the varied perspectives of these talented men and women. Nissan believes our commitment to our core principles of diversity - fairness, respect and inclusion - is essential to creating quality and innovative products.



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DAY 1 THURSDAY, APRIL 7

Student Union Building - Ballroom
Registration Begins 8:45 a.m.

Day Host Ray White, Ed.S. (he/him/his)

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

Anne-Marie Zanzal, M.Div. (she/her/hers), interim pastor of Brookmeade Congregational Church in Nashville, Tennessee

Sponsored by: *Fifth Third bank*

Academic Spotlight | 9:45 a.m. – 10:45 a.m.

An introduction to the Middle Tennessee State University Women's and Gender Studies program will be presented.

Presenters: **Vicky MacLean, Ph.D.** (she/her/hers; host), **Bek Dawson, M.A.** (they/them/their), **Elyce Rae Helford, Ph.D.** (she/her/hers), **Autumn Martin, B.A.** (she/her/hers), **Marisa Richmond, Ph.D.** (she/her/hers), **Sally Warren, M.A.** (she/her/hers)

Sponsored by: *Focus*

TENNOVATION KEYNOTE

Drastic Dykes: Queer Women Navigating Southern Spaces

11:00 a.m. – 12:00 p.m.

La Shonda Mims (she/her/hers), Middle Tennessee State University

In 1975, the separatist group, Drastic Dykes, exited the Charlotte, North Carolina Women's Center, home and meeting space for a group of primarily white feminists. The departure of the Drastic Dykes was a personal and political decision to separate from their fellow feminists, leaving behind hurt and anger between friends and lovers. The Dykes left because they felt an urgent need to "plant" their lives in "radically different ground," or face the destruction of the planet "sooner than anyone thought with the most vulnerable among us being sacrificed first."

La Shonda Mims introduces the lesbian voice to southern urban history by ushering in new southern women and queering the southern historical landscape. Lesbians shaped urban spaces in Atlanta and Charlotte, and they tell us stories about money, class, and the privileges that whiteness affords. The intertwined categories of race, region, gender, and class defined women's lives—in addition to, and sometimes independent from, their sexual identity. Confined by these qualifiers, women harnessed their sexual identities to form the urban spaces they frequented.

Sponsored by: *Sponsored by Middle Tennessee State University Women's and Gender Studies*

Lunch Break | 12:00 p.m. – 1:00 p.m.

CONCURRENT SESSIONS | 1:00 P.M.–3:30 P.M.

1 Interviewing Strategies for Success! | Student Union Building – Ballroom ABC

Please join us for a highly interactive session designed to build your interviewing confidence! This session will include an overview of the importance of interview preparation in all its facets along with inspiration and advice from professionals.

Training Team: **Dr. Janet McCormick** (she/her/hers), Middle Tennessee State University, **Cathy Lively** (she/her/hers), Hillenbrand, Inc., **Terry Murphy** (he/him/his), Deloitte, **Ron Balcarras** (he/him/his), Deloitte, **Kerri French-Nelson** (she/her/hers), University of Memphis, **Tinita Haley** (she/her/hers), Deloitte

Sponsored by *BlueCross BlueShield of Tennessee*

2 Safe Zone Training | Student Union Building – Ballroom E (pre-registration required)

Learn how to create a network to support all members of the LGBT+ community at your school or organization.

Training Team: **Christina Hutson** (she/her/hers), Volunteer State Community College/Nashville State Community College, **Daniel Green** (he/him/his), Middle Tennessee State University, **William Langston** (he/him/his), Middle Tennessee State University

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

lgbt+ college conference film festival

6:00 p.m. | Student Union Building – Ballroom

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

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

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



Don't Miss Our Conference displays!
Available During Conference Hours Each Day

AIDS Memorial quilt panel

student union building
ballroom lobby

See a panel from the AIDS Memorial Quilt. "Since its inception in 1985, the quilt has grown to weigh 54-tons with over 50,000 panels honoring more than 105,000 individuals affected by the AIDS epidemic."

Sponsored by Middle Tennessee State University Albert Gore Research Center

black lesbian archives

student union building
ballroom lobby

The Black Lesbian Archives was created on June 25, 2017, to bring awareness, build our Community, and educate and preserve our Culture while bridging intergenerational gaps. After watching *The Last Lesbian Bars* documentary and doing some research on Lesbian history, Krü Maekdo noticed that there was a lack of digital representation of Black Lesbians on the web and local physical resources, i.e., libraries, archives, etc. This hub is for Black Lesbians, allies & the LGBTQIA+ community to submit Black Lesbian Archives (articles, posters, flyers, mixtapes, videos, photos, audio, publication, poetry, etc.) of Black Lesbians to preserve the stories of our lives.

Sponsored by Middle Tennessee State University College of Liberal Arts

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» DAY 2 FRIDAY, APRIL 8

Student Union Building - Ballroom
Registration Begins 8:30 a.m.



Day Host Christopher Michael Maupins (he/him/his)

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

Vincent Windrow (he/him/his), Middle Tennessee State University

Sponsored by Tennessee Human Rights Commission

Opening Plenary Discussion — *Why Stories Matter* | 9:30 a.m. – 10:45 a.m.

This panel will explore the role that vulnerability plays in queer narratives. From personal storytelling to research and scholarship, we will discuss the extent to which vulnerability empowers the queer storyteller/researcher and the reasons why vulnerability may be necessary for moving through shame and trauma.

Panelists: Dr. Shane A. McCoy (they/them/their; moderator), Lily Crawford (she/her/hers), Nova Dieter (they/them/their), Lama Rod Owens (he/him/his), Evan Rogers (he/him/his), Amie Whittemore (she/her/hers)

Sponsored by Nissan North America

Critical Action Spotlight — *Supporting Medical and Mental Health Needs of Gender Diverse Youth in Tennessee* | 1:00 p.m. – 2:00 p.m.

In the current sociopolitical climate, transgender/gender diverse young people need our support now, more than ever. We aim to provide information and resources to assist people wherever they are in their gender journey, as well as to offer ideas and strategies about how folks can serve the gender diverse community as advocates or allies. We also hope folks will leave this presentation with a better understanding of gender affirmative care—what it is, why it's important, and where to find it locally.

Presenters: Melissa Cyperski, Ph.D. (she/her/hers), Department of Psychiatry and Behavioral Sciences at Vanderbilt University Medical Center, Shawn Reilly (they/them/their), M.Div. candidate at the Vanderbilt Divinity School

Sponsored by Middle Tennessee State University Student Activity Fee Committee

Plenary Panel Discussion — *Bringing Your Whole Self to Work* | 2:15 p.m. – 3:15 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.

Panelists: Dr. Patrick McCarthy, J.D. (he/him/his, moderator), Middle Tennessee State University, Terry Vo (she/her/hers), Comcast Cable Corporation, Lauren Bland (she/her/hers), Nashville LGBT Chamber, Dr. Brian Issac Marshall (he/him/his), Vanderbilt University Medical Center, Tara Thomas (she/her/hers), Nissan North America

Sponsored by Middle Tennessee State University Department of Psychology

Workplace Spotlight — *Deloitte — Business Chemistry* | 3:30 p.m. – 5:00 p.m.

Business Chemistry is a system expressly designed to provide insights about individuals and teams based on observable business traits and preferences. It draws upon the latest analytics technologies to reveal four scientifically based patterns of behavior. The resulting system is easy to remember, but with a sophisticated underpinning that highlights statistically relevant behavioral cues in a business environment.

Trainer: Joel G. Cooper (he/him/his)

Sponsored by Deloitte

DOCUMENTARY KEYNOTE PRESENTATION & DISCUSSION



The Archivettes | 11:00 a.m. – 12:45 p.m.

“Our history was disappearing as quickly as we were making it.” With that realization, Deborah Edel and Joan Nestle co-founded the Lesbian Herstory Archives, the world’s largest collection of materials by and about lesbians. For more than 40 years, through many of the major milestones in LGBTQ+ history, the all-volunteer organization has literally rescued history from the trash. Now the co-founders are in their mid-70s, and the group faces a number of challenges: A transfer of leadership. The rise of digital technology. A renewed call to activism in a politically charged moment. “The Archivettes” is a documentary film that explores how this group came together to combat lesbian invisibility and create “a place that says yes.” (from <https://www.thearchivettes.com/about>).

•••• Lunch will be served immediately prior to the beginning of the film ••••

Panelists: Allie Sultan (she/her/hers; moderator), Middle Tennessee State University, Megan Rossman (she/her/hers; filmmaker), Purchase College, Krü Maekdo (she/her/hers), Black Lesbian Archives, Dr. Amy Beth (she/her/hers), Lesbian Herstory Archives, Sarah Calise (she/they), Middle Tennessee State University Albert Gore Research Center

Sponsored by: Middle Tennessee State University Distinguished Lectures Fund

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 Middle Tennessee State University Intercultural and Diversity Affairs Center

DAY 3 SATURDAY, APRIL 9

Student Union Building - Ballroom
Registration Begins 8:30 a.m.

Day Host **Dr. Shane A. McCoy (they/them/their)**

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

Selena Haynes (she/her/hers), CEO of S&L Companies, the parent company to S&L Solutions and Connect Media Group (CMG), 2022 LGBT+ College Conference Advisory Board Chair

Sponsored by Middle Tennessee State University Vice President for Student Affairs

Plenary Discussion — Personal Reflections on Taking the Next Step | 9:30 a.m. – 10:30 a.m.

Panelists: **Dr. Shane A. McCoy** (they/them/their, moderator), Middle Tennessee State University, panelists selected from conference attendee volunteers

Sponsored by: Connect

THE "PLUS" IN LGBT+ KEYNOTE

Taking the Next Step: Being Out in the "Real World" | 10:45 a.m. – 11:45 a.m.

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

Coming out of the closet is challenging, especially in the South, and when you live with an unsupportive family, but being out is liberating. It brings you a new family of truly supportive allies. Plus, with increased legal protections and growing acceptance of cultural diversity in private employment, it will lead to a productive, and mentally happy life.

Sponsored by Dell

Lunch Break, Networking, and Religious and Community Organizations Fair

12:00 p.m. – 1:30 p.m.

Lunch will be provided to allow conference attendees to network and interact with participating religious and community organizations.

Strategy Session — Mindfulness Meditation Workshop | 1:45 p.m. – 3:15 p.m.

Catherine Crooks, Ph.D. (she/her/hers), Middle Tennessee State University

Join Dr. Catherine Crooks for a guided mindfulness meditation session that includes gentle mindful movement and sitting practices. In these mindfulness meditation practices, we investigate all the rising moments in our life with curiosity and interest. You will gain skills and tools to better navigate life's challenges using both "formal" and "informal" (in the moment) meditation practices. This experiential session is suitable for anyone interested in beginning a meditation practice or those who wish to deepen their practice. Come as you are - all are welcome on this journey. On a practical note, please wear comfortable, loose-fitting clothing. If you have a meditation cushion or mat that you typically use, please feel free to have it available.

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

Issues Summit — Out in Academia | 3:30 p.m. – 4:30 p.m.

Panelists and participants will discuss what it means to be out in academia. Participants will learn strategies for coming out and how to navigate personal and professional relationships while living as their true, authentic selves.

Discussion Leaders: **Bek Dawson, M.A.** (they/them/their), Middle Tennessee State University, **Tyler Kibbey** (he/they), Humboldt-Universität zu Berlin, **Roberta Chevrette** (she/her/hers), Middle Tennessee State University, **Justin Reed** (he/him/his), Middle Tennessee State University, **Nan Blomgren** (she/her/hers), Volunteer State Community College, **Zofia Zagalsky** (she/her/hers), Middle Tennessee State University

Sponsored by Connect

Conference Closing | 4:45 p.m. – 5:00 p.m.

2022 LGBT+ college conference awards dinner

april 9, 2022 | 7:00 p.m.
student union ballroom

Join us in a celebration of the conference attendees and presenters and help us recognize the remarkable achievements of our nominees and award winners.

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speaker biographical sketches

Ron Balcarras (he/him/his)

Ron has been with Deloitte for 18 years and is a Senior Manager in Technology & Infrastructure – Product Manager of Data Protection and Enterprise Technology Operations. Ron is the Executive Sponsor of the Hermitage GLOBE & Allies (Gay, Lesbian, Bisexual & Transgender Employees and Allies). Ron holds a Bachelor of Mathematics from the University of Waterloo and a Bachelor of Education from the University of Ottawa. Ron moved from Toronto, Ontario, Canada to Nashville 25 years ago. Ron is also the Fund Development and Marketing Chair on the Nashville Cares Board.

Amy Beth (she/her/hers)

Dr. Amy Beth is a NY librarian/administrator in higher ed, who also holds advanced degrees in environmental psychology. Narratives of the relationship of people to libraries as spaces and places of meaning over the life course, along with cemeteries as green places for the living, informs her research interests. She has been a volunteer/coordinator/community based archivist with LHA since 1987. Both Jewish and Quaker influence inform her social activism. She is currently engaged in Afghan refugee resettlement efforts. Amy is happiest bicycling, swimming, hiking, eating ice cream, loving up dogs bigger than purses, and singing super loud with music blasting, car windows rolled down, and her adult daughter and nieces on board.

Lauren Bland (she/her/hers)

Lauren Bland is a Nashville transplant, born and raised in Lexington, Kentucky. She attended the University of Louisville, where she was active on the executive board of the student LGBT organization and the local rugby club. Before coming to Nashville, she worked at a Catholic elementary school in Lexington where she taught preschool and worked with the administration on fundraising, development, and event planning.

Lauren accepted the Membership Manager position with the Nashville LGBT Chamber in January 2019. In her time with the Chamber, she has worked to grow certified LGBT-owned businesses, maintain memberships, build relationships with the community, and orchestrate monthly and annual events. She is active with her Neighborhood Association and volunteers at a local dog shelter. She resides in Old Hickory with her wife Danielle and their two rescue dogs, Dylan & Maisy, and their rescue cat Nancy.

Nan Blomgren (she/her/hers)

Nan Blomgren is an Associate Professor of English at Volunteer State Community College with a graduate degree from Vanderbilt University and additional coursework at Middle Tennessee State University. She coordinated the process to expand the college's non-discrimination statement, making Volunteer State the first community college in the state to protect LGBTQ+ students and staff. She helped create and was the first advisor for the Gay-Straight Alliance, advises the Student Government Association, and conducted the first campus Safe Space trainings.

Sarah Calise (she/they)

Sarah Calise is a public historian and archivist dedicated to connecting people with their past and preserving important records through digital, written, and verbal storytelling. She currently cares for political and regional collections at MTSU's Albert Gore Research Center. In 2021, she founded the organization and digital portal called Nashville Queer History, whose mission is to research and share the LGBTQ+ history of Middle Tennessee in hopes of inspiring local activism, education, and inclusion. Her forthcoming book with Vanderbilt University Press, *Y'all Come Out Now Y'Hear*, will explore stories from Nashville's queer past from the 1920s to the modern day.

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Roberta Chevrette (she/her/hers)

Roberta Chevrette (PhD, Arizona State University) is an Assistant Professor of Communication Studies and Women's and Gender Studies Faculty at Middle Tennessee State University. Chevrette's critical rhetorical and qualitative research employs queer, feminist, and postcolonial frameworks to interrogate gendered and racialized formations of identity, belonging, and difference. She is the coauthor of the book, *Dangerous Dames: Representing Female-Bodied Empowerment in Postfeminist Media*, and has published articles in journals including *Communication Theory, Communication and Critical/Cultural Studies, QED: A Journal in GLBTQ Worldmaking*, and *Frontiers: A Journal of Women's Studies*. Chevrette teaches a range of courses at MTSU on subjects including rhetoric and media, intercultural communication, and gender studies. By connecting theory with lived experience, her teaching guides students to become aware of, and critically examine, the ways language, symbols, and ideologies shape cultural and communicative structures and practices.

Joel G. Cooper (he/him/his)

Joel G. Cooper joined Deloitte in 1993 and is a senior manager on the Deloitte data center management team. His duties concentrate on data center asset and finance management where he uses his experience as a technology operations manager with his love of numbers to help manage items related daily financial operations. Joel is very active in the community. He supports Deloitte's collaboration with Metropolitan Nashville Public Schools, PENCIL, Junior Achievement, tnAchieves and Habitat for Humanity of Greater Nashville, where he serves on the Advisory Board. Joel also facilitates various development and leadership courses for Deloitte including Business Chemistry.

Lily Crawford (she/her/hers)

Lily Crawford is originally from Atlanta, Georgia. Since the Fall of 2018, she has lived in Murfreesboro and is currently studying Industrial/Organizational Psychology at MTSU. Her future plans include using her degree and all the opportunities she has had at MTSU to delve into queer literature to help make the workplace a better environment for everybody.

Catherine Crooks (she/her/hers)

Dr. Catherine Crooks is a Master Instructor in the psychology department at Middle Tennessee State University. Her research and teaching expertise is in the area of health behavior. Dr. Crooks received her undergraduate degree from Baylor College of Dentistry, her M.Ed. from the University of Houston and her Ph.D. in Health Education and Health Psychology from the University of Tennessee.

Dr. Crooks has published numerous peer-reviewed articles and is the author of one book. Her past research focused on breast cancer prevention and community-based smoking cessation interventions. Her current research interest focuses on mindfulness-based interventions to improve physical and mental health.

Dr. Crooks is passionate about teaching and incorporates creative and innovative pedagogical techniques in all her classes. Dr. Crooks has received a number of teaching awards at MTSU: Outstanding Experiential Learning (EXL) Faculty, 2017; Outstanding Honors Faculty, 2006-2007 and 2007-2008; and the MTSU Outstanding Teaching Award in 2003.

Dr. Crooks is a certified mindfulness teacher and has eighteen years of experience practicing and teaching meditation. In 2007, she was trained in Mindfulness-Based Stress Reduction (MBSR) under the direction of Dr. Jon Kabat-Zinn and Dr. Saki Santorelli (Center for Mindfulness). In 2019, Dr. Crooks completed a 50-hour advanced professional training in MBSR facilitation at the Osher Center for Integrative Medicine at Vanderbilt University Medical Center. Dr. Crooks teaches mindfulness meditation on campus, in the community and at the Osher Center for Integrative Medicine at Vanderbilt University Medical Center.

Melissa Cyperski (she/her/hers)

Melissa Cyperski, Ph.D. is a licensed clinical psychologist and Assistant Professor with the Department of Psychiatry and Behavioral Sciences at Vanderbilt University Medical Center. Dr. Cyperski provides mental health services to children, adolescents, and families in an outpatient care setting. In particular, Dr. Cyperski specializes in providing affirmative care to gender diverse youth through psychotherapy and consultation in the interdisciplinary

gender clinic at Vanderbilt. She works as an educator and supervisor, training students and community partners in trauma-informed, affirmative mental health practices. Additionally, Dr. Cyperski has published and presented about gender affirming care at the local, state, and national level such as at the U.S. Professional Association for Transgender Health.

Bek Dawson (they/them/their)

Bek Dawson, M.A., Sociology and WGST Graduate Certificate, MTSU (2019) is an Instructor in Women's and Gender Studies. 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 and head of the education committee for MT Lambda, MTSU's LGBT+ organization. They are a former organizer for Seeds of Acceptance Rutherford, an LGBT+ support group in Murfreesboro, TN. They have research and teaching interests in sociology, gender and sexuality studies, and LGBTQ+ history.

Nova Dieter (they/them/their)

Originally from Chattanooga, Tennessee, Nova Dieter (they/them) has lived in Murfreesboro for the past four years. Nova will be graduating in May with a Bachelor's degree in Fashion Merchandising. Nova explains that they have always found pleasure in empowering others to feel their most confident which has pushed Nova towards a career in retail management to help others express themselves.

Kerri French-Nelson (she/her/hers)

Kerri French-Nelson teaches at the University of Memphis, where she serves as Coordinator for Prep Academy, UofM Global's online pre-college program for corporate partnership students. She is currently a doctoral student in MTSU's College of Education and holds degrees from UNC-Chapel Hill, UNC-Greensboro, and Boston University. She is the author of *Every Room in the Body* (Moon City Press, 2017), winner of the 2016 Moon City Poetry Award and the North Carolina Poetry Society's 2018 Brockman-Campbell Book Award.

Daniel Green (he/him/his)

Mr. Daniel Green serves as the Director of Intercultural & Diversity Affairs at Middle Tennessee State University. He is a native of Chicago, Illinois and

holds a Bachelor's and Master's of Science degree in Education. In his current role, Daniel is responsible for developing and evaluating long-range strategic programs for the Intercultural & Diversity Affairs Center. He serves as an advocate for the inclusion of multicultural students at all levels of the University, while promoting social and cultural involvement of multicultural students and LGBT+ students in the University and surrounding community. Daniel brings with him a unique background in working with diverse populations to create inclusive and supportive programs and settings. At every stop in higher education, Daniel has enriched the lives of students, faculty, and staff. He takes great pride in challenging students, faculty, and staff to address their own biases while promoting diversity, equity, & inclusion. He is passionate about creating a culture where people embrace diversity in and out of the classroom in order to positively impact a school community. He advocates solutions to systemic social issues that impact marginalized people and believes that everyone's human rights should be respected and protected, creating equal opportunities for everyone.

Tinita Haley (she/her/hers)

Tinita Haley is a Senior Manager at Deloitte where she is the Product Manager for the OneCloud Portal responsible for cloud account orchestration, cloud cost management, and internal cloud communications. Tinita graduated from Rowan University and obtained a Master's degree from Lipscomb University in Information Systems. She is a co-chair for the Deloitte Hermitage DEI (Diversity Equity and Inclusion) Group, an active E'levate committee member, and also enjoys mentoring to help others get the most out of their career choices.

Selena Haynes (she/her/hers)

Selena Haynes is co-founder and CEO of S&L Companies, the parent company to S&L Solutions and Connect Media Group (CMG), a community-driven, women and lgbt-owned brand.

Haynes has been a leader in the LGBTQ+ community for several years. She has won the Civic Advocacy award from the MTSU LGBT+ College Conference and the Small Business Diversity award from the Nashville LGBT Chamber of Commerce Excellence in Business awards.

all identities taking the next step

She is this year's Advisory Board Chair for the LGBT+ College Conference. She also serves on the board of the Rutherford County Recovery Court Foundation.

Haynes has an MBA, BA in Communication and AA in Music. Her passions include traveling, music and animals.

Haynes has been officially married to Lauren Means for nine years and together for 17 years. They reside in Murfreesboro and have two fur babies, Franklin Allen and Daisy Mae, a double dose of Beagle trouble.

Elyce Rae Helford (she/her/hers)

Elyce Rae Helford, Ph.D., University of Iowa (1992) is professor of English, faculty in Women's and Gender Studies, and director of the Jewish and Holocaust Studies minor at MTSU. She served as the WGST Director, from 2000-2008. Her research and teaching center in issues of gender, race, and Jewishness in twentieth-century literature, film, and popular culture. Her most recent book is *What Price Hollywood?: Gender and Sex in the Films of George Cukor*.

Christina Hutson (she/her/hers)

Christina Hutson teaches Sociology and Social Problems as an adjunct faculty member at both Volunteer State Community College and Nashville State Community College. She also leads Safe Zone Trainings through the Office of Diversity and Inclusion at Volunteer State Community College. Originally from White House, Tennessee, she holds a BA in Anthropology from Vanderbilt University and a joint MA in Sociology and Women's, Gender, and Sexuality Studies from Brandeis University. Christina's research includes understanding the ways LGBTQ individuals utilize various identity terms differently based on age and lived experience, and more recently investigating the history of redlining and its ongoing impact on communities of color. Her academic areas of interest include social inequality, gender & sexuality, and race & ethnic studies.

Tyler Kibbey (he/they)

Tyler Kibbey, M.A., Linguistic Theory & Typology, University of Kentucky (2020), is a PhD candidate in Allgemeine Sprachwissenschaft at Humboldt-Universität zu Berlin and a Doctoral Research Fellow of the Sonderforschungsbereich for Studies in Register Variation. Their dissertation explores the relationship

between metaphor variation and ideological change in Islamic State propaganda between 2014 and 2017. Their previous research includes the study of anti-LGBTQ+ theo-political ideologies and their effects on higher education policy in the Tennessee State Legislature as well as metaphor variation in the sermons of LGBTQ+ affirming Kentucky church sermons. Tyler is also the former Chair (2017-2021) of the Linguistic Society of America's Committee on LGBTQ+ [Z] Issues in Linguistics and the recipient of the 2019 LGBT+ College Conference's Academic Achievement Award.

William Langston (he/him/his)

Dr. William Langston (he/him/his) 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.

Cathy C. Lively (she/her/hers)

Cathy C. Lively joined Hillenbrand, Inc in 2021 as the company's first Director of Diversity, Equity and Inclusion (DEI). Prior to joining Hillenbrand, Lively worked at Nissan North America in several roles including over six years in the Americas Diversity Office. Prior to serving in a formal DEI capacity, Lively co-founded Nissan's first LGBT+ employee group. She has received various awards and recognition for her work in diversity and inclusion. In July of 2019, Lively was elected the first board chair for the Entrepreneur Latina Leaders of America (E.L.L.A.).

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.

Vicky MacLean (she/her/hers)

Vicky MacLean, Ph.D., Duke University (1992) is Director of Graduate Studies and Professor of Sociology, and Director of Women's and Gender Studies at MTSU. She is coauthor of *Settlement Sociology in the Progressive Years: Faith, Science, and Reform* and author of numerous articles and book chapters in the areas of gender studies, the sociology of work, the sociology of health, and diverse histories of sociology.

Kru Maekdo (she/her/hers)

Krü Maekdo (make-do) is a multi-media artist known for her work as an archivist with the Black Lesbian Archives, an ongoing archival herstory project to uplift the voices of Black Lesbians and to educate, preserve and bridge inter-generational gaps between communities. Krü Maekdo is CEO of Maekdo productions, a multi-media production company producing media and event programming serving women's arts, community and culture in the LGBTQ+ community.

Brian Issac Marshall (he/him/his)

Dr. Brian Issac Marshall, also known as Doctor BIM, is a behavioral and social health researcher and educator. He has almost a decade of experience in HIV program management and development, community health education program implementation, and working with public and private healthcare entities. He is the founder of *MashUp! Nashville*, a non-profit working to increase the visibility of health inequities and social injustices that impact the well-being of black LGBTQ people. Dr. Marshall has an ongoing relationship with the Nashville Metro Human Relations Commission as a facilitator for the Metro Nashville Police Department Mobile Diversity Seminar. He was appointed by former Nashville Mayor David Briley to the Nashville Regional HIV Planning Council where he serves as Chair of the Needs Assessment Committee. In addition, he serves on the Board of Directors for Neighborhood Health and Nashville Pride.

In his current role as Senior Program Manager within the Office of Health Equity at Vanderbilt University Medical Center, Dr. Marshall leads the development of education and training offerings focused on health equity and racial equality for learners, staff, faculty, and others.

He received the 2019 Nashville LGBT Chamber Community Service Excellence in Business Award and was honored with the 2022 Human Rights Campaign (Nashville) Equality Award.

Dr. Marshall earned a Bachelor of Arts in mass media from Clark Atlanta University and Master of Arts in Civic Leadership at Lipscomb University. He earned a Doctor of Education in Leadership and Professional Practice from Trevecca Nazarene University.

Autumn Martin (she/her/hers)

Autumn Martin, B.A., Psychology, MTSU (2020) is an MA student and Graduate Teaching Assistant in Sociology and former Graduate Intern for the WGST program. She has research interests in the areas of Medical Sociology, and Women's and Gender Studies. She plans to begin her Ph.D. studies in Sociology in the Fall 2022 and hopes to teach in higher education.

Christopher Michael Maupins (he/him/his)

Christopher Michael Maupins is 38 years old and an active member of the LGBTQ+ community. He has been out since he was 13. In April of 2011 he was diagnosed with HIV and has since been undetectable. He welcomes any opportunity to help educate and erase the stigma of HIV and living as a gay male in today's world. He is on the board for True You Tennessee which is a group that helps foster children who are of the LGBTQ+ community find loving and accepting families and a board member for MT Lambda. Maupins is very honored to be your host for the day.

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 is a co-founding Senior Consultant of MTSU's Center for Organizational and Human Resource Effectiveness

all identities taking the next step

(COHRE) and has worked with over 80 clients ranging from Fortune 100 corporations to community nonprofits. Dr. McCarthy is also a past recipient of the LGBT Plus College Conference's Ally in Diversity Award, and MTSU's LGBT+ Faculty Advocate of the Year Award.

Janet McCormick (she/her/hers)

Dr. McCormick earned her BA, MA and PhD in Communication and has been teaching courses in higher education and conducting workshops globally for 35 years. Her repertoire of expertise includes but is not limited to: public speaking, interpersonal communication, communication theory, leadership communication, intercultural communication, gender communication, small group communication, listening, organizational communication, communication consulting and auditing, communication training, communicating organizational change, conflict negotiation, persuasion, and interview communication. She is the recipient of numerous teaching, advising and service awards for her dedication to the Communication profession and her ability to better prepare students for the global workforce. She is currently the Master of Arts in Liberal Arts program Director.

Shane McCoy (they/them/their)

Dr. Shane A. McCoy (they/them/theirs) is General Education English Program Coordinator and Lecturer in the Department of English at Middle Tennessee State University where they teach undergraduate courses that focus on first-year composition (ENGL 1010/2020), African American Literature (ENGL 2020), Gay and Lesbian Literature (ENGL 2020), and Queer Theory (WGST 3030). Dr. McCoy's research interests include instructional scaffolding and curriculum design, feminist affect studies, Africana women's literature, cognitive literary studies, the sociology of education, and social and emotional learning. Their work has appeared in *Radical Teacher*, *The CEA Critic*, *The Journal of the African Literature Association*, and *Writing from Below*.

La Shonda Mims (she/her/hers)

La Shonda Mims is an Assistant Professor of History at Middle Tennessee State University. Concerned with the intersections of gender, race, region, and queer identity, her forthcoming book, *Drastic Dykes and*

Accidental Activists, examines lesbian life in the U.S. South. It will be published in 2023 by the University of North Carolina Press. Her 2019 article, published in the *Journal of Women's History*, explores lesbian-feminist action in the urban New South. Mims is the recipient of the Coordinating Council for Women in History's Catherine Prelinger Award, which supported her research on lesbian history. She is currently at work on two new research projects. One interrogates the transnational history of Pentecostalism and queer identity, while her newest work examines mass incarceration and sex policing.

Terry Murphy (he/him/his)

Terry Murphy leads US Infrastructure Services as part of Information Technology Services for Deloitte. In this role, he leads architects, engineers, and administrators in the delivery and operation of Deloitte's enterprise platforms' supporting systems that impact all of Deloitte's business lines. He is often found working with Habitat for Humanity or combining his love of playing music while helping raise funds for Habitat.

Lama Rod Owens (he/him/his)

Lama Rod Owens is a Buddhist minister, author, activist, yoga instructor and authorized Lama in the Kagyu School of Tibetan Buddhism. He is one of the leading voices in a new generation of Buddhist teachers and teaches regularly online and around the world. Lama Rod holds Master of Divinity degree in Buddhist Studies from Harvard Divinity School and is a co-author of *Radical Dharma: Talking Race, Love, and Liberation* and author of the recently published book *Love and Rage: The Path of Liberation through Anger*.

Justin Reed (he/him/his)

Justin Reed currently serves as the Director of Student Unions at MTSU (Go Blue Raiders!) where he also received his undergraduate and graduate degrees. His passions include volunteer work, adventuring in the mountains, playing with Legos, and spending every moment he can with his wonderful husband of 14 years and raising their son together. Justin has spent many years as a member of the theatre community and served as the Production Manager for the MTSU Theatre & Dance Department for over a decade before joining Student Affairs. Justin has worked over his many years to promote a hands-on approach to learning; creating learning opportunities

for students to put theoretical knowledge gleaned from the classroom into practical application in real world experiences. He has loved the support he has from the LGBTQ+ community here on campus and he proudly serves as an advisory board member for this conference.

Shawn Reilly (they/them/their)

Shawn Reilly, M.Ed. graduated in 2019 with an M.Ed. in Learning and Design from Peabody College, and is a current M.Div. candidate studying prison and carceral studies at the Vanderbilt Divinity School. As an undergraduate, Reilly was instrumental in a successful campaign to gain gender inclusive restrooms, housing, and insurance to support transgender and gender expansive students on campus. They formerly served as the Vanderbilt Office of LGBTQI Life's first student spring break program coordinator, and for two years as a senior mentor with the Oasis Center's Just Us program for LGBTQI youth. Currently, Reilly is the program coordinator for the Trans Buddy program at the Program for LGBTQ Health at Vanderbilt. In this position, Reilly works to train and coordinate peer advocates for transgender patients throughout the hospital. In this role, Reilly also builds and facilitates trainings concerning LGBTQI health, especially in relation to LGBTQI youth, trauma-informed care, legislative advocacy, and K-12 education.

Marisa Richmond (she/her/hers)

Marisa Richmond, Ph.D., George Washington University (1992) is an instructor in History and Women's and Gender Studies at MTSU. She is a member, and Past Chair, of the Metro (Nashville) Human Relations Commission, and a Member of the Board of the Stonewall Inn Gives Back Initiative and the Tennessee Federation of Democratic Women. She was the first, Black Trans Woman to serve on the Democratic National Committee. She served 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. She served many years as the President and Lobbyist for the Tennessee Transgender Political Coalition. An award-winning author and speaker on transgender rights, she has served on many boards at the Local, State, and National levels.

Evan Rogers (he/him/his)

Evan Rogers is a first-year Graduate student at MTSU currently studying for a Master's in sociology, while also upholding a GTA position. He obtained his Bachelor's in psychology and criminal justice in 2020. He hopes to teach at the university level in the years to come, preferably classes related to LGBTQ+ and Women's studies.

Megan Rossman (she/her/hers)

Megan Rossman is an award-winning documentary filmmaker and assistant professor and chair of communication at Purchase College.

Rossman's feature-length debut, *The Archivettes*, premiered at Outfest in 2019 and has screened as an official selection at over 50 film festivals. *The Hollywood Reporter* called the documentary a "warm tribute to second-wave feminism." The Queer Review called it "a gift to the future." *The Archivettes*, which explores the founding and development of the Lesbian Herstory Archives, has won jury prizes at Stamped Film Festival and the Fargo-Morehead LGBT Film Festival, and audience awards from Reeling Film Festival, Centro Niemeyer LGBTI Festival de Cine and Ocktober Film Fest.

Rossman's additional films have screened at festivals including DOC NYC and NewFest. Her film *Love Letter Rescue Squad* won best student documentary in the Emerging Filmmakers Showcase at the Cannes Film Festival American Pavilion in 2017.

Rossman has also worked as a multimedia journalist at *The Washington Post* and as the director of video at Teach For America. In 2011, she won an Emmy for her video *Unfinished Business: Earth Day, 40 Years Later*. In 2009, Rossman collaborated on *A Mother's Risk*, which was a finalist for the Pulitzer Prize in international reporting.

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

all identities taking the next step

Artists, the Bay Area Video Coalition, and Tippett Studio. Her latest film project, *Incognita's Infamous Adventures*, won Best Web Series at the 2021 Orlando Film Festival. She is currently in post-production on a feature documentary about LGBTQ Christians.

Allie is an Associate Professor of Video and Film Production at Middle Tennessee State University, where she teaches film and video production to the next generation of independent filmmakers.

Tara Thomas (she/her/hers)

Tara Thomas is senior manager of diversity, equity and inclusion (DEI), Nissan North America. She was promoted to this position in January 2022. In this role, Thomas is responsible for leading efforts to develop a culture where all employees can be productive, respected and feel safe in their work environments. She leads a team that drives Nissan's diversity, equity and inclusion strategies, while developing partnerships and plans to share the company's DEI commitment with employees, customers and the community.

Thomas began her career with Nissan in 2006 and has since served in various leadership roles. Most recently, she was manager of business intelligence, leading an insourcing effort for data solutions and data governance in aftersales. Prior to that, Thomas served in multiple managerial roles, leading activities in project management and pricing. She was also the lead for DEI strategies for the aftersales division. Prior to Nissan, Thomas spent 12 years as an operations and project manager with General Motors.

A certified pricing professional and project manager, Thomas holds a bachelor of business administration in management information systems from the University of Memphis' Fogelman College of Business and a master's in business administration from Tennessee State University. She is a native Tennessean, married with two middle school children.

Terry Vo (she/her/hers)

Terry Vo is part of the External Affairs team at Comcast Cable Corporation and manages government affairs, community investments, and partnerships in the Tennessee and Virginia region. She has opened eight computer labs in collaboration with the Boys and Girls Club of Middle Tennessee, Conexion Americas, Hispanic Family Foundation, Urban League of Middle Tennessee, and Legacy Mission Village and connected

over 300,000 Tennesseans to the Internet Essentials Program. She moved to Nashville in 2009 to work at the Consulate-General of Japan and has held leadership roles in a local political campaign and consulting firm.

Terry is very active in the community and serves as the Board President of API Middle Tennessee, Board President of the Nashville LGBT Chamber of Commerce, Board Member of Big Brothers Big Sisters of Middle Tennessee and Tennessee Immigrant and Refugee Rights Coalition as well as President of the Chestnut Hill Neighborhood Association.

She was recently named a Women of Influence by the Nashville Business Journal. She was also named one of Nashville's Top 30 Under 30, Nashville Business Journal's Top 40 Under 40, recipient of the Japan American Society of Tennessee Sakura Award for Outstanding Leadership, and recipient of the Rising Star Award by the Arkansas Alumni Association. She is a former tAchieves Mentor and proud alumna of Leadership Middle Tennessee and MyCity Academy. She is the co-founder of the Beautiful Bookworms Book Club, avid domestic and international traveler, and enjoys checking out the local food scene.

Sally Warren (she/her/hers)

Sally Warren, M.A., Sociology and WGST Graduate Certificate, MTSU (2021) is an Instructor in Women's and Gender Studies. Her current research examines Tennessee mental health providers' perceptions of 'conscience clauses' such as TN House Bill 1840. Her areas of interest include medical sociology, gender and sexualities, and social stratification. She plans to begin her doctoral studies in sociology in the Fall of 2022 to pursue her career dreams of teaching in higher education.

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. He works as a Clinical Counselor for Walters State Community College and teaches both undergraduate and graduate courses in higher education. Additionally, he maintains a professional private practice (Whitewood Counseling & Consultation) where he sees clients and supervises graduate students working towards licensure.

Amie Whittemore (she/her/hers)

Amie Whittemore is the author of the poetry collections *Glass Harvest* (Autumn House Press), *Star-tent: A Triptych* (Tolsun Books, 2023), and *Nest of Matches* (Autumn House, 2024). She was the 2020-2021 Poet Laureate of Murfreesboro, Tennessee, and an Academy of American Poets Laureate Fellow. Her poems have won multiple awards, including a Dorothy Sargent Rosenberg Prize, and her poems and prose have appeared in *The Gettysburg Review*, *Nashville Review*, *Smartish Pace*, *Pleiades*, and elsewhere. She is the Reviews Editor for *Southern Indiana Review* and teaches English at Middle Tennessee State University.

Vincent Windrow (he/him/his)

A native of Murfreesboro, Tennessee, Vincent Windrow is the beneficiary of a caring and supportive community. Countless people have contributed to his success. In a sense, his success is their success. Having been helped is what inspires him to help people in both local and international communities.

Formerly, Dr. Windrow was a student activist and helped lead the removal of a white supremacy monument from a MTSU building. Years later, he's a community activist speaking out on a variety of issues on behalf of the marginalized and minoritized. He's helped establish a 5k to address health and food scarcity concerns, started a free summer academic enrichment camp for neighborhood youth, created a literacy march to encourage reading, and strengthened on-going relationships with several non-profits.

While serving as the director of Intercultural and Diversity Affairs at MTSU, he implemented Safe Zone training, created the "Say it Loud: I'm Black, I'm Proud and I'm Gay" poster series, presented a conference workshop on LGBTQI student retention, and encouraged a student to write about what it was like to be bisexual at MTSU as part of his "____ like me" series in the school's student newspaper. He also brought the *You Shall Live* play to campus, which provided perspective on the HIV/AIDS epidemic in Black communities.

Recently, he has used his platform to encourage people to get vaccinated, become engaged in the Juvenile Justice Center miscarriage of justice, and fight for all of America's history to be taught in school.

Dr. Windrow has been married to his wife Stacy for 26 years and has helped raise two wonderful kids – Lorenzo and Jewell.

Zofia Zagalsky (she/her/hers)

Zofia Zagalsky is a lifelong resident of Middle Tennessee and a student at Middle Tennessee State University. As the Vice President of MTSU Lambda Association, the university's all-inclusive LGBT+ student organization, Zofia has spent her time trying to further LGBTQIA+ representation on campus. Zofia is currently pursuing a degree in psychology at MTSU. She hopes to make an impactful difference in the local community and the greater LGBTQIA+ Community.

Anne-Marie Zanzal (she/her/hers)

Anne-Marie Zanzal, M.Div. is a graduate of Yale Divinity School, an ordained minister in the progressive United Church of Christ and interim pastor of Brookmeade Congregational Church in Nashville, Tennessee. She works with cisgender and trans women coming out to the LGBTQIA+ community with a focus on the later in life community. You can find her work and many coming out resources at annemariezanzal.com. She is the author of the memoir *Authentic Peace*, founder of LGBTQIA+ Coming Out & Beyond Coaching and the podcast *Coming Out & Beyond LGBTQIA+ Stories*.



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notes

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The 2022 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

Conference graphics & artwork by Taylor Watson (he/him/his)

