



**2024** LGBT PLUS COLLEGE CONFERENCE  
**AWARDS  
DINNER**

**APRIL 6, 2024 • 7:00 PM**

**STUDENT UNION BUILDING  
MIDDLE TENNESSEE STATE UNIVERSITY**



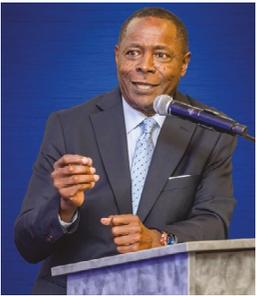
**Office of the President**

Middle Tennessee State University  
204 Cope Administration Building  
Murfreesboro, TN 37132  
615-898-2622  
FAX: 615-898-2507



April 4, 2024

Dear Friends and Colleagues,



Welcome to the 2024 LGBT+ College Conference Awards Dinner. MTSU is once again excited to partner with great colleagues, sponsors, and friends in celebrating the outstanding role models being honored tonight. These honorees have responded to essential needs on campuses, in workplaces, and in this community to address issues of diversity, inclusion, and social justice. They have often worked behind the scenes, without notice or recognition, in their respective areas to open doors and create safe places.

The honorees have advocated with strength and conviction for the inclusion of LGBT+ students, colleagues, and friends and resisted stereotypes, discrimination, and exclusion at all levels and in all places. These honorees, individually and collectively, inspire us to continually raise our voices to create positive change.

When we join together to include and not exclude, great things are possible!

Sincerely,

Sidney A. McPhee (he/him/his)  
President

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April 6, 2024

Dear Friends,

Thank you all so much for attending this year's LGBT Plus College Conference Awards Dinner. I hope you have enjoyed the conference. I know we had an amazing program and an incredible group of presenters and participants. On behalf of MTSU Lambda Association, I would like to especially thank our presenters for volunteering their time and effort to this important endeavor.

I'd also like to thank the MTSU College of Behavioral and Health Sciences for being with us since the beginning, and to thank our ever-growing list of sponsors and supporters on campus and in the community for joining us on our journey.

Those being honored this evening are already changing the world around them, making their communities a better place for all people. MTSU Lambda Association would like to thank them for their commitment to the LGBTQ+ community and beyond.

Again, thank you so much for your support, showing that—once again—All Diversity is True Blue!

Sincerely,

Beverly Mangan (she/her)  
President  
MTSU Lambda Association



## HOSTS



### **KAYLA GORE** (she/her)

Kayla works to help organize and conduct direct outreach and to advocate for the rights of women, especially transgender women. Kayla's most recent work is with the #tinyhouseprojectMSH with the goal of developing homes for Black and Brown Trans Women. Project details can be found on the MSH website, [www.mshmemphis.org](http://www.mshmemphis.org).



### **JUSTIN REED** (he/him)

Justin Reed serves as the Director of Student Unions at Middle Tennessee State University and is this year's Conference Advisory Board Chair. He serves on the Board of Directors for the Wesley Foundation and works to create inclusive environments both on and off Campus.

## MUSIC



### **HEATHER MAE** (she/her)

Heather Mae, the acclaimed social justice singer-songwriter, fearlessly bares her soul through music, creating an intimate space of shared vulnerability for her listeners. Her unbridled honesty, both on and off stage, has cultivated a devoted fanbase. In her 2019 release, "Glimmer," Heather Mae crafts a luminescent masterpiece, drawing parallels to vocal powerhouses Adele and Sara Bareilles. With storytelling depth reminiscent of Florence Welch, the record uniquely centers on mental health. In 2023, she spearheaded a transformative movement, rallying a powerhouse collective of women and non-binary talents in Nashville, including luminaries like producer ZDAN and Lollies, along with guest artists like Grammy Award-winning musician Allison Russell and the extraordinary duo Sistastrings. Together, they crafted two electrifying albums. Leading the charge in queer songwriting, Heather Mae is poised to make a resounding impact with both groundbreaking records slated for release in 2024.

## KEYNOTE SPEAKER



### **MICHELLE CONCEISON** (she/her)

Michelle Conceison is a manager, professor, researcher, and community organizer. She is a tenured Associate Professor at Middle Tennessee State University, where she serves as Chair of the Recording Industry Department in the College of Media and Entertainment and teaches Music Business courses. She founded Nashville-based artist management and marketing firm Mmgt. She works with Kyshona, Della Mae and the Guy Clark estate, and her company serves many clients. She is global Chair of Mentorship for Women in Music and runs professional development programs for multiple music organizations.

Prior to music, she worked in digital media, leading teams at multiple global advertising agencies. She has served on the boards of Folk Alliance International (former President), International Bluegrass Music Association (former Secretary), Women In Music (founding Nashville Chapter Chair). She is a member of Leadership Music (2024) and Leadership Bluegrass (2019). Her fields of research include public history, LGBT+ and gender studies, change making, audience and industry stakeholder analysis, representation in media, merchandising, and leadership in music organizations.



# PROGRAM

Hosted by Kayla Gore (she/her)  
and Justin Reed (he/him)

## WELCOME & INTRODUCTIONS

### THE OCCASION

#### GREETINGS

**Lee Wade (he/him)**  
Associate Dean, College of Behavioral and Health Sciences,  
Middle Tennessee State University

**Beverly Mangan (she/her)**  
President,  
MTSU Lambda Association

#### MUSIC PRELUDE

Heather Mae (she/her)

#### DINNER

#### WELCOME BACK

#### KEYNOTE ADDRESS

Michelle Conceison (she/her)

## 2024 CONFERENCE AWARDS PRESENTATION CEREMONY

Terry Whiteside Ally in Diversity Award  
Marisa Richmond Civic Advocacy Award  
Community Excellence Award  
Diane Easter Corporate Engagement Award  
Academic Advancement Award

## MTSU LAMBDA ASSOCIATION AWARD PRESENTATION

**Wayne C. Rosing LGBTQ+ Advocacy Award**

**Danielle Rochelle**  
Director of Intercultural and Diversity Affairs Center,  
Middle Tennessee State University

**MTSU Lambda Association  
Heroes Scholarship Presentation**

#### REMARKS

**Dr. William Langston (he/him)**  
Professor, Department of Psychology,  
Middle Tennessee State University

## ACKNOWLEDGEMENTS & CONFERENCE CLOSING



## NOMINEES

### TERRY WHITESIDE ALLY IN DIVERSITY AWARD

This award serves to recognize allies of the LGBTQ+ community for their work in advancing, supporting, and advocating for the rights and well-being of others. The award was named for Dr. Terry Whiteside, Dean of the College of Behavioral and Health Sciences at Middle Tennessee State University, for his support of the inaugural LGBT Plus College Conference.

**Troy Yost (he/him)**  
Community Organizer

**Maigan Wipfli (she/her)**  
Director, June Anderson Center  
for Women and Nontraditional  
Students, Middle Tennessee  
State University

**Mirabelle Stoedter (she/her)**  
Americans United for Separation  
of Church and State – Nashville  
Chapter

### MARISA RICHMOND CIVIC ADVOCACY AWARD

This award serves to recognize individuals for their outstanding works in support of the LGBTQ+ Community through civic advocacy efforts. The award was named for Marisa Richmond in honor of her extraordinary level of commitment to civic advocacy on behalf of the LGBTQ+ community.

**Jace Wilder (he/they)**  
Education Manager,  
Tennessee Equality Project

**Olivia Hill (she/her)**  
Metro Council at-Large

**Dahron Johnson (she/her)**  
Chaplain, Community  
Education, Outreach

## NOMINEES

### COMMUNITY EXCELLENCE AWARD

This award serves to recognize individuals for their work in advancing LGBTQ+ rights and the efforts of the LGBTQ+ community.

**Theodore Baker (he/him)**  
Youth Organizing Fellow for  
Rutherford County, Planned  
Parenthood of Tennessee  
and North Mississippi

**Zofia Zagalsky (she/her)**  
MTSU Professional  
Counseling Student, IDAC  
Assistant

**Devyn Kelly (she/her)**  
University of Tennessee,  
Knoxville

### DIANE EASTER CORPORATE ENGAGEMENT AWARD

This award serves to recognize individuals for their professional efforts in advancing and advocating for LGBTQ+ inclusive workplace and community initiatives. The award was named for Diane Easter for her support of the inaugural LGBT Plus College Conference.

**Stephanie Mahnke (she/her)**  
Tennessee Pride Chamber

**Brynn Plummer (she/her)**  
AllianceBernstein

**Amna Osman (she/her)**  
Chief Executive Officer,  
Nashville CARES

### 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.

**Roberta Chevrette (she/her)**  
Middle Tennessee State  
University

**Dr. Jessica Gaby (she/her)**  
Middle Tennessee State  
University

**Eric W. Hughes (he/they)**  
Middle Tennessee State  
University



# PAST AWARDEES

## Terry Whiteside Ally in Diversity Award

- 2023 Lyndsay Sneckenberger  
Tennessee Valley Authority
- 2022 Ray White  
Licensed Professional Counselor
- 2019 Patrick McCarthy  
Middle Tennessee State University
- 2018 Sharon Collins  
PFLAG Franklin
- 2017 Anna Belle Robertson  
Jackson State Community College
- 2016 Claudia Huskey  
Special Advisor to the Mayor, Nashville
- 2015 Dr. Kenny Yarbrough  
Volunteer State Community College
- 2014 Dr. Harold "Terry" Whiteside  
Middle Tennessee State University

## Marisa Richmond Civic Advocacy Award

- 2023 Roberta Chevrette  
Middle Tennessee State University
- 2023 Pamba Paul Samuel  
Together for Uganda
- 2022 BoroPride Planning Team  
BoroPride
- 2019 Ronellis Tunstill  
Nashville CARES
- 2018 Selena Haynes  
Focus Middle Tennessee
- 2017 Beverly Watts  
Tennessee Human Rights Commission
- 2016 Dr. Jessica Kratzer & Dr. Mary Beth Asbury  
Middle Tennessee State University
- 2015 Dr. Marisa Richmond  
Tennessee Transgender Political Coalition
- 2014 Chris Sanders  
Tennessee Equality Project

## Community Excellence Award

- 2023 Ray Holloman  
Tennessee Transgender Task Force
- 2022 Jake Martino  
PFLAG Nashville
- 2019 Michael Reding  
PFLAG Nashville/Nashville in Harmony
- 2018 Kayla Gore  
OUTMemphis
- 2017 Doug Alexander  
Nashville Cares
- 2016 Kathy Halbrooks  
PFLAG Nashville
- 2015 Thomas Chappell  
Association for Family and Community Integrity
- 2014 Michael McDaniel  
Community Foundation of Middle Tennessee

## Diane Easter Corporate Engagement Award

- 2023 Victoria Montefusco  
Tennessee Valley Authority
- 2022 Ron Balcarras  
Deloitte
- 2019 Bethany Mason  
Dollar General
- 2018 Greg Cason  
Nissan
- 2017 Ron Snitker  
Waller Law
- 2016 Steve Smotherman  
Cracker Barrel
- 2015 Cathy Lively  
Nissan Motor Corporation
- 2014 Diane Easter  
Deloitte LLP

## Academic Achievement Award (introduced 2015)

- 2023 La Shonda Mims  
Middle Tennessee State University
- 2022 Dr. LaToya Eaves  
University of Tennessee, Knoxville
- 2019 Tyler Kibbey  
University of Kentucky
- 2018 Bonnie Johnson  
University of Tennessee Knoxville
- 2018 Jennifer Novo  
Cumberland University
- 2017 Dwayne Jenkins  
Nashville Cares
- 2016 Morgan Hunlen  
Middle Tennessee State University
- 2015 Brock Swims  
Christian Brothers University

## MTSU Lambda Association Wayne C. Rosing LGBTQ+ Advocacy Award

- 2023 Dr. Debra Sells  
Middle Tennessee State University
- 2022 Vincent Windrow  
Middle Tennessee State University
- 2019 Donna Baker  
Middle Tennessee State University  
Gore Research Center
- 2018 Christy Osborne  
Middle Tennessee State University  
Alumnus '98
- 2017 Jon Breeding  
Freddie Mac
- 2016 John Weaver  
Delta Airlines
- 2015 Christian Grantham  
Half Hill Farm
- 2014 Dr. Jim Williams  
Middle Tennessee State University
- 2013 Wayne C. Rosing  
Middle Tennessee State University

# 2024 CONFERENCE ADVISORY BOARD

**Justin Reed (he/him)**  
Middle Tennessee State University

**Roberta Chevrette (she/her)**  
Middle Tennessee State University

**William Langston (he/him)**  
Middle Tennessee State University

**Lynn Cothren (he/him)**  
Tennessee Human Rights Commission

**Maurice Moore (they/them)**  
University of Tennessee, Knoxville

**Latoya E. Eaves (she/her)**  
University of Tennessee, Knoxville

**Marisa Richmond (she/her)**  
Middle Tennessee State University

**Kerri French-Nelson (she/her)**  
University of Memphis

**John Roberson (he/him)**  
Middle Tennessee State University

**Jamie Fuston (they/them)**  
Volunteer State Community College

**Danielle Rochelle (she/her)**  
Middle Tennessee State University

**Diane Hatley (she/her)**  
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**Kathlene Smith (she/her)**  
Nissan

**Don Hayes (he/him)**  
Nissan

**Michelle Stevens (she/her)**  
Middle Tennessee State University

**Eric Kruse (he/him)**  
Nissan

**Ray White (he/him)**  
Whitewood Counseling

## THANK YOU TO OUR DINNER TABLE SPONSORS

Nashville Pride  
Tennessee Human Rights Commission

THANK YOU TO OUR GENEROUS SPONSORS

## CONFERENCE SPONSORS

**NISSAN**  
GROUP OF THE AMERICAS

**MIDDLE  
TENNESSEE**  
STATE UNIVERSITY  
Student Activity Fee Committee

**MIDDLE  
TENNESSEE**  
STATE UNIVERSITY  
Office of Institutional Equity & Compliance



## CONFERENCE SUPPORTERS

THANKS TO THE FOLLOWING AT MIDDLE TENNESSEE STATE UNIVERSITY

College of Behavioral and Health Sciences  
College of Basic and Applied Sciences  
College of Liberal Arts  
College of Media and Entertainment  
James E. Walker Library

Department of Psychology  
Intercultural and Diversity Affairs Center  
Center for Fairness, Justice, and Equity  
in the College of Education  
President's Commission on  
the Status of Women



## THANK YOU FOR YOUR SUPPORT

The members of MTSU Lambda Association thank all those who have supported us publicly and financially in the presentation of the 2024 LGBT Plus College Conference. A very special thank you is extended to those honored this evening for their outstanding contributions toward making our communities welcoming to all identities.

The 2024 LGBT Plus College Conference is a partnership between MTSU Lambda Association and the MTSU College of Behavioral and Health Sciences.

Conference editing services provided by Trent Jackson (they/them)  
Conference graphics and artwork by Taylor Watson (he/him)