



# All Identities **DRIVING CHANGE**

**APRIL 3-5, 2025**

MIDDLE TENNESSEE STATE UNIVERSITY



LGBT+  
COLLEGE  
CONFERENCE

## CONFERENCE PROGRAM

## 2024 REFLECTIONS

In 2024, the conference continued to grow by partnering with the Tennessee Pride Chamber, inclusion tennessee, Fifty Forward, Planned Parenthood, and many institutional and community partners. The conference display was *Breaking the Stigma Around Autism: An Interactive Art Exhibition*.

The first day, April 4, spotlighted education and included presentations on contemporary AIDS literature and the Math and Science Education Ph.D. seminar *Empowering LGBTQ Youth through Science Education*. The business community also took the lead with the Tennessee Pride Chamber, exploring the role of business in advocacy and the *Bringing Your Whole Self to Work* panel. Thursday closed with the conference film festival.

The second day, April 5, was devoted to panel discussions. The opening panel addressed LGBTQ+ Identity and Neurodiversity. Participants enjoyed the documentary keynote, a stimulating panel on book banning, a discussion of bodily autonomy and the ways in which overturning Roe v. Wade may impact the LGBTQ+ community, and finally, a panel on building structures for belonging and engagement.

The final day, April 6, was devoted to working and strategy sessions. The opening panel included personal reflections on standing strong. Then, the LGBTQ+ Community Keynote explored *My Beautiful Black Hair: 101 Natural Hair Stories from the Sisterhood* with St. Clair Detrick-Jules. Participants enjoyed the Community and Religious Organizations Fair and the Lavender Celebration of Graduates. The workday ended with a strategy session addressing loneliness among LGBTQ+ elders presented by inclusion tennessee. Attendees then celebrated our winners and nominees at the conference awards dinner.

**Get Ready to continue  
the conversation with the  
2026 LGBT Plus  
College Conference**  
***All Identities: Unapologetic Existence***  
**April 2–4, 2026**



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THANK YOU TO OUR GENEROUS SPONSORS

## CONFERENCE SPONSORS

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Distinguished Lecture Fund



## CONFERENCE SUPPORTERS

THANKS TO THE FOLLOWING AT MIDDLE TENNESSEE STATE UNIVERSITY

College of Behavioral and Health Sciences

Department of Management

College of Liberal Arts

College of Education

College of Media and Entertainment

Intercultural and Diversity Affairs

Jennings A. Jones College of Business

Women's and Gender Studies

Department of Psychology

University of Memphis Office of Multicultural Affairs

DAY 1 THURSDAY, APRIL 3

**STUDENT UNION BUILDING - BALLROOM**  
REGISTRATION BEGINS 8:45 A.M.

**Day Host: Ray White, Ed.S. (he/him), Whitewood Counseling & Consultation**

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

**Marisa Richmond** (she/her), Community Activist

**Education Spotlight—*Glitter & Razorblades: Conjuring Trans Joy under Duress*** | 9:45 a.m. – 11:00 a.m.

**Lore/tta LeMaster** (she/they), Associate Professor of Critical/Cultural Communication Studies in the Hugh Downs School of Human Communication, Arizona State University, introduced by **Roberta Chevrette** (she/her), Associate Professor of Communication Studies and Women's and Gender Studies, Middle Tennessee State University

A rhetorical performance autoethnography, *Glitter & Razorblades*, tells the story of trans femme monsters breaking and making worlds across time and space. The figure of the monster has long haunted trans and gender-expansive people – as both rhetorical inspiration for a life lived monstrously and as a stated accusation rhetorically parading as a fact about transgender life in monstrous terms. *Glitter & Razorblades* draws on lived experience, archived media, and criticism to engage and theorize both monstrous dimensions of trans life (as a source of empowerment and as a cultural site of rhetorized oppression) and to grapple with the promise and prospect of conjuring trans joy under duress where few resources exist for mapping trans worlds on our own monstrous terms.

*Sponsored by Middle Tennessee State University Distinguished Lecture Fund and Middle Tennessee State University Women's and Gender Studies*

**Content warning:** This performance features mentions of anti-trans violence, death by suicide and suicidal ideation, self-medication including illicit drug use, and death by overdose. It also features a scene in which the performer plunges a syringe into their thigh and injects themselves with estradiol as part of their hormone replacement therapy.

**Strategy Session—*Building Welcoming and Inclusive Spaces: For Us, By Us*** | 11:15 a.m. – 12:30 p.m.

**Chelsea D. Liddell** (she/her), Program Manager for Student Inclusion, Office of Multicultural Affairs, University of Memphis

This talk will address the need for queer safe spaces in a variety of environments but also give focus to the development of *for us, by us* models for creating these spaces. Camp Indigo Point, a queer youth camp formed, operated, and maintained by queer adults, will be considered as an example of the implementation of *for us, by us* ideas and design. Discussion concerning how to expand *for us, by us* into colleges and universities, possibilities for involving LGBTQIA+ campus communities in the building of *for us, by us* safe spaces, and how this involvement can contribute to student success will follow.

*Sponsored by the University of Memphis Office of Multicultural Affairs*

**Lunch Break** | 12:30 p.m. – 2:00 p.m.

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**Tennessee Pride Chamber—Navigating the Evolving LGBTQ+ Business Climate: Strategies for Success for Young LGBTQ+ Professionals** | 2:00 p.m. – 3:15 p.m.

**Miranda D. McDonald-Brown, MPA** (she/her), Director of ONE Community Programs, Tennessee Titans, **Jackie "JJ" Light** (he/him), Senior Sales Manager within the Enterprise segment, Dell Technologies, **Stephanie Mahnke, PhD** (she/her), Executive Director, Tennessee Pride Chamber of Commerce and Tennessee Pride Chamber Foundation, **Jennifer Redican** (she/her), Senior Leader, Asurion

In the last year, the LGBTQ+ business climate rapidly evolved in the face of trending corporate DEI backlash and national and state-wide legislative policies that affect LGBTQ+ people's ability to participate in our economy equitably. Within this shifting landscape, the Tennessee Pride Chamber presents a panel discussion featuring diverse community and business leaders who will share their insights and experiences on current trends. Businesses are increasingly aware of the importance of inclusivity and diversity in their operations. A diverse workforce that feels embraced by their employers leads to increased innovation and profitability. Consumers are more likely to spend money at companies that reflect their values. What roles and obligations do employers and businesses have in advocacy and impacting social change?

*Sponsored by Tennessee Pride Chamber*

**Plenary Panel Discussion—Bringing Your Whole Self to Work** | 3:30 p.m. – 4:45 p.m.

**Dr. Kelly Manix** (she/her; moderator), Assistant Professor, Management, Middle Tennessee State University, **Roxanne Hallisey** (she/her), Clinician, Hampton House Counseling, **Erin Floyd** (she/her), Director of Grants and Community Initiatives, United Way of South Central Tennessee, and others

This panel explores the "bottom line value" organizations place on their capacity to create a culture where differences are respected, and inclusion is strategically leveraged as an organizational strength. Students will gain insights into how employers' policies and practices address various dimensions of identity. Workplace professionals and community leaders will benefit from open and honest dialogue for the benefit of the work unit and organization.

*Sponsored by Middle Tennessee State University Department of Management and Middle Tennessee State University Jennings A. Jones College of Business*

## LGBT PLUS COLLEGE CONFERENCE RECEPTION & FILM FESTIVAL



### RECEPTION - TN PRIDE CHAMBER BREWING UP BUSINESS

**5:30PM | STUDENT UNION BUILDING - BALLROOM**

*Sponsored by Tennessee Pride Chamber*

### FILM FESTIVAL

**6:30PM | STUDENT UNION BUILDING - BALLROOM**

**Allie Sultan** (she/her; host), Associate Professor of Media Arts, Middle Tennessee State University

Immerse yourself in a curated selection of LGBTQ+ themed films from around the globe, showcasing diverse stories and perspectives. The festival is hosted by Emmy Award-winning filmmaker Allie Sultan, an Associate Professor of Video and Film Production at Middle Tennessee State University.

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

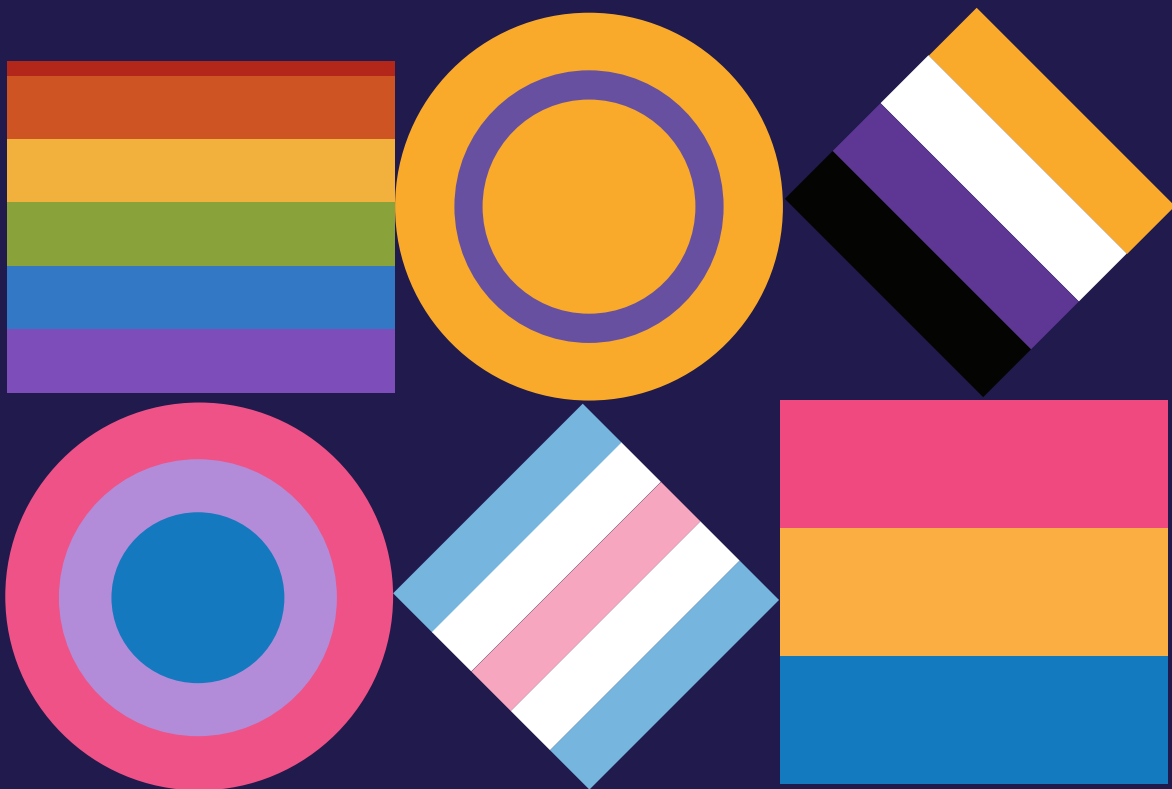


## CREATIVE COMMONS: A COLLABORATIVE ART EXPERIENCE

*Available During Conference Hours Each Day*

Visit our dynamic art space where creativity and community intersect. Express yourself through various artistic media - from textiles to poetry. Add your voice to our growing gallery of conference artwork or take in the diverse expressions of fellow attendees. Friendly art guides will be available during scheduled hours to help you explore different techniques and materials. Whether you're an experienced artist or just curious to create, this welcoming space offers a peaceful retreat to process, reflect, and connect through art. Drop in anytime during conference hours to contribute to our collective masterpiece.

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



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## THE LAVENDER CLOSET EXPERIENCE

**SATURDAY, APRIL 5 - 10:45AM – 1:15PM**

Celebrate queer joy and self-expression at the Lavender Closet Experience! This affirming pop-up boutique offers free business, casual, and formal wear—plus accessories, beauty consultations, and styling tips. Leave with new looks, new friends, and renewed confidence.

*Sponsored by the Lavender Closet Project and RuCo Pride*

DAY 2 FRIDAY, APRIL 4

STUDENT UNION BUILDING - BALLROOM  
REGISTRATION BEGINS 8:30 A.M.

**Day Host Rebecca Montgomery (she/her), Middle Tennessee State University  
Lambda Association**

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

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

**Opening Plenary Discussion—Asian American x Nonbinary** | 9:30 a.m. – 10:45 a.m.

**Don Srisuriyo** (they/them; moderator), College of Liberal Arts Student Engagement Coordinator, Middle Tennessee State University, **Atlas McClintick** (they/them), double major in animal science and general science, Middle Tennessee State University, **Heather Moser** (they/them), Asian American Pacific Islander (AAP) Intercultural Center, Northern Virginia Community College, Anonymous Participant

There is a lack of knowledge and awareness of LGBTQIA+ through an Asian American lens in the US, and a variety of longstanding stereotypes obscure the visibility and understanding of LGBTQIA+ Asian Americans. Panelists will draw on their lived experiences and personal interpretations of culture and gender to discuss their identity. The panel will take questions from the audience.

*Sponsored by Middle Tennessee State University College of Liberal Arts*

## DOCUMENTARY KEYNOTE PRESENTATION & DISCUSSION

**Any Other Way: The Jackie Shane Story** | 11:00 a.m. – 1:00 p.m.

**T. Minton** (they/them; moderator), Belcourt Theatre, **Andreee Majors Douglas**, **Vonnie Crawford Moore**

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

Jackie Shane was one of music's pioneering Black trans performers. On the edge of stardom, why did she disappear? *Any Other Way: The Jackie Shane Story* hands the mic over, revealing her extraordinary journey in her own unmistakable voice. Discussion to follow with T. Minton (they/them) from the Belcourt Theatre and two of Jackie Shane's nieces, Andreee Majors Douglas and Vonnie Crawford Moore.

*Produced and distributed by the National Film Board of Canada.*

*Sponsored by Gay Straight Alliance at Nissan*





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**Plenary Training—Question, Persuade, Refer (QPR) | 1:15 p.m. – 2:30 p.m.**

**Linda Williams** (she/her), Center for Health and Human Services, Middle Tennessee State University

Question, Persuade, Refer (QPR) is a suicide prevention training that teaches individuals how to recognize warning signs, engage in supportive conversations, and connect someone in crisis to professional help. QPR can equip students, staff, and colleagues with the skills to support others by fostering a safer, more informed community.

*Sponsored by Center for Health and Human Services at Middle Tennessee State University*

**Strategy Session—Building Trust with Institutions | 2:45 p.m. – 4:00 p.m.**

**Rio Martinez** (he/him; moderator), President, Middle Tennessee State University Lambda Association, **Justin Reed** (he/him), Director of Student Unions, Middle Tennessee State University, **Danielle Rochelle** (she/her), Intercultural and Diversity Affairs, Middle Tennessee State University, **Mary Kaye G. Anderson** (she/her), Director, Middle Tennessee State University Counseling Center, **Brian Hinote** (he/him), Vice Provost for Faculty and Strategic Initiatives, Office of the Provost, Middle Tennessee State University, **Dr. Andrea Jenkins** (she/her), Associate Professor, Womack Educational Leadership – Professional Counseling, Middle Tennessee State University, **Rick Chapman** (he/him), Director, Middle Tennessee State University Student Health Center, **Dr. Eric Clark** (he/him), Medical Director, Middle Tennessee State University Health Services

This discussion addresses concerns that emerged after a student died by suicide at Middle Tennessee State University, focusing on opportunities to improve engagement between students and university officials. Designed to demystify campus support services, the event will feature representatives from Counseling Services, Health Services, Intercultural and Diversity Affairs, Student Affairs, and Academic Affairs explaining their roles and intervention protocols. The format includes presentations from each department followed by an open forum where students can voice their hesitations about seeking help, concluding with a collective reflection on the university's response to last fall's tragedy. While potentially uncomfortable, this necessary conversation aims to improve future crisis responses.

*Sponsored by Middle Tennessee State University Vice President for Student Affairs*

## LGBT PLUS COLLEGE CONFERENCE GAME NIGHT

**6:00 PM | STUDENT UNION BUILDING - GAME ROOM**

**William Langston** (he/him; host), Professor of Psychology, Middle Tennessee State University

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*



**DAY 3****SATURDAY, APRIL 5****STUDENT UNION BUILDING - BALLROOM****REGISTRATION BEGINS 8:30 A.M.**

**Day Host KyKy Crandall (he/him), Middle Tennessee State University Lambda Association**

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

**Dr. Jessica Gaby** (she/her), Assistant Professor, Psychology, Middle Tennessee State University

**Plenary Discussion—*Personal Reflections on Driving Change*** | 9:30 a.m. – 10:30 a.m.

**Panelists** selected from conference attendee volunteers

Audience members will be invited to participate in a panel reflecting on the conference theme.

*Sponsored by Middle Tennessee State University Department of Psychology*

## THE LAVENDER CLOSET EXPERIENCE

10:45 a.m. – 1:15 p.m.

**Eric Hughes** (he/they; host), Faculty, Women's and Gender Studies, Middle Tennessee State University

The Lavender Closet Experience will offer an encompassing, affirming experience for attendees. The Lavender Closet Project's clothing boutiques will offer free business wear, casual wear, and formal wear, along with accessories. Stylists will be on hand to offer fashion advice and tips; hair and beauty professionals will also be available for consultations. At the event's conclusion, attendees can leave with a few new beauty products and any clothes or accessories they like. Community members, including volunteers from the Lavender Closet Project, RuCo Pride, and other affirming community groups, will attend for support, socializing, and fun! This experience is to celebrate our vibrant queer community while offering invaluable support to attendees, from those just beginning their journey to those wanting to enhance their look.

This event is a joint production of the LGBT Plus College Conference, the Lavender Closet Project, and RuCo Pride. The Lavender Closet Project is a mutual aid organization that provides affirming clothing for LGBTQIA+ people in the Murfreesboro, Tennessee, area at no cost. Rutherford County Pride is a mutual aid organization dedicated to fostering inclusivity, support, and empowerment within the LGBTQ+ community of Rutherford County and beyond.

*Sponsored by the Lavender Closet Project and RuCo Pride*

# DON'T MISS



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## **Networking and Religious and Community Organizations Fair | 1:30 p.m. – 3:00 p.m.**

Conference attendees will have an opportunity to network with participating religious and community organizations.

## **LGBT Plus College Conference Lavender Celebration of Graduates | 3:15 p.m. – 4:15 p.m.**

**Michelle Conceison** (she/her; host), Chair, Department of Recording Industry, Middle Tennessee State University, **Olivia Hill** (she/her; keynote), At-Large member, Nashville's Metro Council

The Celebration of Graduates recognizes LGBTQ+ students of all backgrounds from any institution and acknowledges their achievements and contributions.

*Sponsored by Middle Tennessee State University College of Education*

# 2025 LGBT PLUS COLLEGE CONFERENCE AWARDS DINNER

**APRIL 5, 2025 | 7:00PM**  
**STUDENT UNION BUILDING - BALLROOM**

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



## **SPEAKER BIOGRAPHICAL SKETCHES**

### **Mary Kaye Anderson (she/her)**

Dr. Mary Kaye G. Anderson is a licensed psychologist and the director of MTSU's Counseling Center. She has been a dedicated member of MTSU Counseling Services since 2009. She began as a staff psychologist, was promoted to Associate Director in 2010, and became Director in 2018.

Originally from Michigan, Dr. Anderson earned her undergraduate degree from Michigan State University and a master's in Organizational Communication from Wayne State University. She then completed a combined master's and doctoral program in Clinical Psychology at the Illinois School of Professional Psychology. A licensed psychologist and health service provider in Tennessee since 2008, she has nearly two decades of experience spanning forensic, school, community mental health, and higher education settings.

Dr. Anderson considers her work with college students to be the most rewarding part of her career. As director, she blends clinical expertise with years of hands-on practice to ensure MTSU students receive compassionate, high-quality care. In her free time, she enjoys yoga, running, basketball, and spending time with family and friends.

### **Rick Chapman (he/him)**

Rick Chapman serves as Director of the Student Health Center. Before joining the staff at MTSU, Mr. Chapman obtained his B.S. in Economics and Finance from Union University in Jackson, Tennessee. He attended the University of Alabama in Birmingham, where he obtained both a Master of Business Administration and a Master of Science in Health Administration. Over a period of ten years, Mr. Chapman has been employed at three different hospitals in Kentucky and joined the MTSU Student Health Center in the fall of 2000.

### **Roberta Chevrette (she/her)**

Roberta Chevrette is a queer, feminist, anti-racist writer and educator based in Nashville, Tennessee. She co-authored the book *Dangerous Dames: Representing Female-Bodied Empowerment in Postfeminist Media* and has published 20+ book chapters and journal articles. She works as an associate professor of communication studies at Middle Tennessee State University, where her interdisciplinary research and teaching focus on how rhetorics of gender, sexuality, and race are used to de/humanize others, as well as on the uses of communication for activism and social justice. Her current memoir and documentary project, *A Ghost Story: Queer Death, Family Secrets, and the Politics of Remembering*, explores family secrets surrounding her father's sexuality, his contracting HIV/AIDS in the 1980s, and his subsequent death by suicide. Positioning this narrative within a socio-historical landscape, this project centers on how queer stigma, shame, and silences haunt our families and our culture and seeks to contribute to the ongoing familial, cultural, and political work of queer survival.

### **Dr. Eric Clark (he/him)**

Dr. Eric Clark joined the staff at MTSU Student Health in August of 2004. He completed his undergraduate degree in Mechanical Engineering at Tennessee Tech University in 1988. After working three years in polymer engineering for Dow Chemicals in Louisiana, he attended LSU Medical College in Shreveport, LA. After medical school, Dr. Clark completed his family practice residency at the University of Tennessee-Jackson Madison County General Hospital. He was in private practice in Murfreesboro for six years before joining MTSU. He is board-certified in family practice.

### **Michelle Conceison (she/her)**

Michelle Conceison is an artist manager, professor, and organizer. She founded Mmgt in 2004, a music management and marketing firm. She teaches management, marketing, and strategic planning at MTSU, where she is Chair of the Department of Recording Industry. Prior to music, she worked in digital media, leading teams at global ad agencies. She served on the boards of Folk Alliance International (former President), International

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Bluegrass Music Association (former Secretary), Women In Music (founding Nashville Chapter Chair), and is now Global Chair of Mentorship for Women In Music. She is a member of Leadership Music (2024) and Leadership Bluegrass (2019). She holds a BA in English from Tufts, an MBA from Simmons, and is pursuing a Public History PhD at MTSU. Her research fields include music business, popular music studies, LGBTQ+ and gender studies, change-making, stakeholder analysis, representation, and leadership in music organizations.

## **KyKy Crandall (he/him)**

KyKy Crandall is the Historian for Middle Tennessee State University Lambda Association, MTSU's all-inclusive LGBTQ+ student organization.

## **Erin Floyd (she/her)**

Erin Floyd lives in Murfreesboro, Tennessee, and works in the nonprofit sector, currently serving as the Director of Grants and Community Initiatives for United Way of South Central Tennessee. Erin brings over eight years of experience in the nonprofit sector, having worked across diverse areas, including child advocacy, family services, food insecurity, and homelessness. In addition to her nonprofit expertise, Erin is a writer, contributing to various publications for ecumenical publishers like Cokesbury and GenOn. Erin holds an M.A. in Christian Education from Garrett Theological Seminary and a B.A. in Religious Education from Oklahoma City University. She is also certified in nonprofit leadership, specializing in Board Governance, Diversity, Equity & Inclusion, Grant Writing, and Marketing & Communications.

As a queer woman living and working in the South, Erin is deeply committed to advocacy, equity, social justice, and driving social change. In her free time, Erin enjoys writing poetry, singing songs to her dog, and spending time with her wife and chosen family.

## **Jessica Gaby (she/her)**

Jessica Gaby is a proud mother and an assistant professor of psychology at Middle Tennessee State University, where her research and university service include a focus on LGBTQ+ advocacy and increasing belonging for individuals of all backgrounds.

## **Roxanne Hallisey, MS, LPC-MHSP (temp) (she/her)**

Roxanne Hallisey is a master's-level clinician living and working on the land of the Tsalaguwetiyi (Cherokee), Shawandasse Tula (Shawnee), and S'atsoyaha (Yuchi) peoples. She recognizes the ongoing impact of colonization, oppression, and white supremacy, particularly within the mental health field on Indigenous communities and seeks to deconstruct these harms in her practice at Hampton House Counseling.

She specializes in working with neurodivergence, existential questioning, trauma, self-actualization, and grief, as well as psychedelic integration. Roxanne works primarily with adults, with a focus on LGBTQIA2S+ and BIPOC populations.

Her therapeutic approach is grounded in the belief that all folks possess 'inner healing intelligence'- an innate capacity for growth and transformation that can be unearthed and fostered by being in relationship with others. She practices from a Decolonized lens, integrating depth psychology, parts work and feminist and relational theories into her work and is also trained in ketamine-assisted therapy from Polaris Insight Center.

Roxanne has conducted research on the ethical implications of psychedelic-assisted therapy across diverse clinicians, as well as veteran perceptions of psychedelics treatments at Austin Peay State University where she earned her degree. She is also the founder of Alpenglow, a training and development consulting firm that trains clinicians in best practices for psychedelic-assisted therapies and collaborates with nonprofits to develop psychedelic preparation and integration literature tailored to diverse audiences.

## **Olivia Hill (she/her)**

Olivia Hill is a U.S. Navy combat veteran, public servant, and advocate dedicated to breaking barriers and driving change. With a decade in the Navy and 40 years in the utility industry, she's built a career on resilience, leadership, and a deep commitment to progress.

In 2023, Olivia made history as the first Trans person elected in Tennessee, securing an At-Large seat

on Nashville's Metro Council. Her victory shattered political and societal barriers, paving the way for future LGBTQ+ leaders. As an elected official, she fights for equality, sustainability, and policies that uplift all communities.

Beyond politics, Olivia was named one of the top 100 most influential people in the country by Out Magazine and serves on the Nashville Opera board. She is also a sought-after speaker, sharing her journey through her business, Olivia Speaks. A lifelong cyclist, author, and fierce advocate for civil rights, she champions women's rights, LGBTQ+ rights, and social justice.

With unwavering determination, Olivia continues pushing for progress, proving that courage and authenticity can change the world.

#### **Brian Hinote (he/him)**

Brian Hinote is a Professor of Sociology and serves as Vice Provost for Faculty and Strategic Initiatives in the Office of the Provost. Entering his 18th year at MTSU, he currently oversees all matters dealing with the faculty, but he has also worked closely with MTSU students during his time in the Office of Student Success and, more recently, in the Provost's Office. Today, Dr. Hinote leads many Academic Affairs data and technology initiatives, along with MTSU Online, and works closely with the Office of Institutional Equity & Compliance, Disability & Access Center, and other campus partners. He also serves as affiliated research faculty in the Free Speech Center. Hinote's research agenda stretches globally from South America to the former Soviet Union to the United States. In addition to clinical and research experience in areas as diverse as pediatrics, neurology, and cell biology, his interdisciplinary work appears in multiple books and peer-reviewed journals in social science, nursing, and medicine. In his time away from the office, Hinote enjoys being outdoors, especially hiking, camping, and backpacking. He also serves as Assistant Scoutmaster in Scout Troop 1108 and coaches youth softball in the Murfreesboro community.

#### **Eric Hughes (he/they)**

A Tennessee native, Dr. Eric Hughes is an alumnus of MTSU, earning his Ph.D. in English in 2021. He is a lecturer in the English department and a faculty member of the Women's and Gender Studies program at MTSU. His current research focuses on rural queer studies and contemporary AIDS literature.

#### **Andrea Jenkins (she/her)**

Dr. Andrea Jenkins is an Associate Professor in the Professional Counseling program in the Womack Educational Leadership Department in the Middle Tennessee State University College of Education.

#### **William Langston (he/him)**

Dr. William Langston is a psychology professor at Middle Tennessee State University. Dr. Langston is the faculty advisor for MTSU Lambda Association (MTSU's all-inclusive LGBTQ+ student organization). Dr. Langston is also a member of MTSU's Community Engagement Advisory Group. Dr. Langston organizes the LGBT Plus College Conference and is a founding board member of Murfreesboro's BoroPride 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.

#### **Lore/tta LeMaster, Ph.D. (she/they)**

Lore/tta LeMaster, Ph.D. (she/they) is an award-winning scholar and artist who engages the intersectional constitution of cultural difference with a particular focus on trans and queer life, art, and embodiment. Their work braids the social sciences with the humanities in service of liberatory political praxes. Recent research includes critical qualitative

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investigations into trans life, meta-interrogations of disciplinary complacencies in U.S. settler empire-making, the rhetorical construction of transness in monstrous terms, and performative explorations of sensorial economies. Their research has been published in academic handbooks, anthologies, and journals, and she is co-editor (with Amber L. Johnson) of the award-winning anthology *Gender Futurity, Intersectional Autoethnography: Embodied Theorizing from the Margins* (Routledge, 2020). Her recent book, *Pedagogies of the Enfleshed: Critical Communication Pedagogy, Otherwise* (Rowan & Littlefield, 2025) interrogates education philosophy in the context of U.S. settler colonialism with a focus on liberatory pedagogical potential in turn. They are a settler who lives, loves, and creates on stolen O'otham (Pima) and PiiPaash (Maricopa) land currently called Arizona and where she serves as Associate Professor of Critical/Cultural Communication Studies in the Hugh Downs School of Human Communication at Arizona State University.

## **Chelsea Dawn Liddell (she/her)**

Chelsea Liddell is a graduate of Arkansas Tech University in Russellville, Arkansas, where she received both her bachelor's and master's degrees in Psychology. She is currently earning her doctorate at the University of Memphis in Educational Psychology and Research and plans to graduate Spring of 2026. Her research gives focus to LGBTQIA+ young adults, their experiences with queer identity development, and their roles in creating queer safe spaces. She has worked as Program Manager for Student Inclusion Programs in the Office of Multicultural Affairs at the University of Memphis since 2020 and currently serves as an Assistant Director for Camp Indigo Point.

## **Jackie "JJ" Light (he/him)**

JJ is a proud Nashvillian with over a decade of experience at Dell Technologies. He currently holds the position of Senior Sales Manager within the Enterprise segment. In addition to his professional role, JJ is deeply committed to fostering inclusivity, serving as the Global Pride Employee Resource Group (ERG) lead and Nashville Site Director. Outside of his work, JJ is married to his husband,

Nick, and together they share their home with two beloved fur babies. Passionate about exploration, JJ and Nick love traveling and are always working on a new project.

## **Stephanie Mahnke (she/her)**

Stephanie is the Executive Director of the Tennessee Pride Chamber of Commerce and Tennessee Pride Chamber Foundation. Prior to her role at the Pride Chamber, she served as the Director of LGBTQI Life at Vanderbilt University and Assistant Professor of English at Utah Valley University, where her teaching and research centered around community engagement, cultural rhetorics, and queer rhetorics. For the last decade, she has worked as an educator and consultant for non-profits, businesses, and state boards of education in their intersectional work with indigenous, LGBTQ+, and AAPI communities.

## **Dr. Kelly Manix (she/her)**

Dr. Kelly Manix is an Assistant Professor of Management at the Jones College of Business at Middle Tennessee State University. Dr. Manix earned her B.S. in Music Business Management and her M.B.A. from MTSU. She has taught at the collegiate level for the past nine years and completed her Ph.D. in Management at the University of South Alabama in 2022.

Her research focuses primarily on humility, ethics, and moral leadership and influence. Through her work, she seeks to enhance individual virtue and well-being in organizational and societal contexts. She has been published in several prestigious outlets, including *American Business Review*, *Applied Psychology: An International Review*, and *Journal of Personal Selling and Sales Management*, among others. In 2021, her research won Best Doctoral Student Ethics Paper and Best Doctoral Student Innovative Teaching Paper at the annual Southern Management Association conference. Before her academic career, she held several management roles in the recording industry and food service/retail industries and ran two small businesses.

Kelly has been married to her best friend, Matt, a live broadcast engineer, for 17 years, and they have



a 12-year-old daughter, Luci. The family has two cats, Mochi and Mango, and they love traveling, Marvel movies, and trying new foods.

### **Rio Martinez (he/him)**

Rio Martinez is the president of MTSU Lambda Association, MTSU's all-inclusive LGBTQ+ student organization.

### **Atlas McClintick (they/them)**

Atlas McClintick is a double major in animal science and general science at Middle Tennessee State University (MTSU). They are a half-Vietnamese Genderfluid student interested in attending veterinary school. They hold the position of Vice President of the Pre-Vet Society at MTSU.

### **Miranda D. McDonald-Brown, MPA (she/her)**

Miranda is an emerging leader and the Director of ONE Community Programs for the Tennessee Titans. She manages the Titans' philanthropic platform, focusing on uplifting entrepreneurs, neighbors, and students. Miranda's career spans various sectors, including her role as Director of Community Development at Calvert Street Group, where she led stakeholder engagement strategies. Previously, she served as Vice President of Metro Policy for the Nashville Area Chamber of Commerce, prioritizing policies for economic growth and community development. She also worked as a Policy Associate for the National Conference of State Legislatures and gained experience in the D.C. office of former U.S. Rep. Jim Cooper. A proud alumna of Tennessee State University, Miranda holds both a bachelor's and master's degree and is pursuing a Ph.D. in Leadership and Policy Studies at Lipscomb University. She recently completed the Nashville Area Chamber of Commerce's Leadership Public Education program and serves on the Chamber's Education Report Committee. Active in her community, Miranda is a member of the Hendersonville Area (TN) Chapter of The Links, Incorporated, the Associate Board of STARS Nashville, and serves on the Board of Directors for the Tennessee Pride Chamber. She's also a mentor with Play Like a Girl (PLAG) and was recognized as a PLAG International Women's Day Honoree in 2023. Miranda resides in Nashville's Historic Bordeaux neighborhood with her husband, Jamari Brown.

### **T. Minton (they/them)**

T. Minton is a writer, educator, musician, and historian who holds a B.A. in Sociology from Belmont University (2008) and an M.A. in Public History from Middle Tennessee State University (2021). Their M. A. Thesis on the development of the Chitlin' Circuit in Middle Tennessee has been presented for the Tennessee Historical Society and was also consulted during pre-production for the film ANY OTHER WAY (2024). Minton currently works for the Belcourt Theatre in Nashville, Tennessee, where they lead education and engagement programming about local, state, and national film and cinema history. Their book about Belcourt's history commemorates the theater's forthcoming centennial and is currently under contract with Vanderbilt University Press.

### **Rebecca Montgomery (she/her)**

Rebecca Montgomery is a retired lawyer embarking on a retrospective learning journey as she seeks a second bachelor's degree at Middle Tennessee State University. As an integrated studies major, Rebecca is a proud member of MT Lambda.

### **Heather Moser (they/them)**

Heather Moser works at Northern Virginia Community College in the Asian American Pacific Islander (AAPI) Intercultural Center. Funded by an AANAPISI Grant, NOVA's AAPI Center fosters student success through initiatives such as an AAPI-focused peer mentorship program; college-wide events aimed at promoting AAPI identity, culture, and experiences; consultation for staff and faculty regarding culturally relevant pedagogy; existence as a physical entity on campus for students to congregate and share space; and more. In their role, Heather supports and facilitates all AAPI Center initiatives alongside the leadership of the Center's director.

Born and raised in Northern Virginia, Heather identifies as AAPI (mixed race Japanese American) and as trans/non-binary, and they graduated from the University of Virginia with a B.A. in Anthropology, East Asian Studies, and Asian Pacific American Studies. They recently completed a Career Studies Certificate (C.S.C.) in Public History



# DRIVING CHANGE



and Historic Preservation at Northern Virginia Community College, finishing the program with a historical research project on AAPI populations in Northern Virginia.

## **Jennifer Redican (she/her)**

Jenn is a dedicated diversity, equity, and inclusion professional currently serving as a senior leader at Asurion. A proud graduate of Middle Tennessee State University (MTSU), she brings over 20 years of expertise in leadership and development, focused on fostering personal and professional growth. In addition to her role at Asurion, Jenn is actively involved as a board member of the Tennessee Pride Chamber of Commerce, where she advocates for LGBTQ+ rights and strives to create inclusive environments through educational initiatives. Outside of her professional achievements, she is also a devoted wife and mother.

## **Justin Reed (he/him)**

Justin Reed is the Director of Student Unions at Middle Tennessee State University (MTSU), where he provides leadership and strategic oversight of the university's student union facilities, including the MTSU Student Union, Keathley University Center, and the James Union Building. With a strong background in student affairs and higher education, Justin manages a dedicated team of full-time and part-time staff, oversees event coordination, and plays an integral role in the development of university-wide initiatives.

In addition to his leadership role, Justin serves as a senior member of the Student Affairs Leadership Team and is actively involved in multiple university committees aimed at enhancing student life and advancing strategic goals. Justin brings over a decade of experience, having previously worked as a Production Manager at MTSU, where they managed large-scale productions, mentored students, and coordinated major capital projects. With a focus on continuous improvement, he has played a key role in overseeing multimillion-dollar renovations and securing funding for department-wide projects.

Throughout his career, Justin has demonstrated expertise in facilities management, budget development, emergency management, and policy development, alongside a commitment to creating meaningful student experiences. His dedication to fostering student engagement and developing strategic initiatives has earned him recognition as a leader in student affairs and higher education.

## **Marisa Richmond (she/her)**

Dr. Marisa Richmond is a member of the Metro Historical Commission and, until earlier this year, the Presidential Advisory Commission on Advancing Educational Excellence, Equity, and Economic Opportunities for Black Americans. She previously served as a member and Past Chair of the Metro Human Relations Commission, the ad hoc Nashville Mayor's Council on the Status of Women, and the Davidson County General Sessions Court Judicial Equity Collective. She also served many years as the President and Lobbyist for the Tennessee Transgender Political Coalition.

Last summer, she served as a Tennessee Delegate to the Democratic National Convention for the fourth time, having been a delegate in 2008, 2012, and 2020. She is a Co-Chair of the Transgender Advisory Committee of the Democratic National Committee and a Member of the Out for Harris National Working Group. She previously served as the first and only Transgender Person of Color on the Democratic National Committee and is the immediate Past President of the Tennessee Federation of Democratic Women.

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 recently retired from teaching history and women's and gender studies at Middle Tennessee State University, and 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.

## **Danielle Rochelle (she/her)**

Danielle Rochelle currently works as Director of Intercultural and Diversity Affairs under the Center for Student Involvement and Leadership at Middle Tennessee State University (MTSU). She has worked in higher education for over 10 years, starting her higher education journey as an academic advisor.

She received her undergraduate degree from MTSU before completing her master's in art therapy at Florida State University; she is now pursuing her doctorate in Assessment, Learning, and Student Success with a concentration in Higher Education at her alma mater, MTSU.

Danielle and her husband, Chris, share two children, ages 6 and 9, who are both convinced their parents work at the coolest place ever (they visit on fun days). Chris is the Assistant Director at the Daniel's Veteran Center on campus. In addition to the kids, they also have two dogs, Marbles and River, so the Rochelle household rarely has a dull moment.

Danielle's love for the field rests with the day-to-day work with students and the ability to assist them in finding their place within the college environment and working towards their full potential. Although working within this field can be a heavy lift, Danielle finds it rewarding and meaningful as there are more good days than not.

## **Don Srisuriyo (they/them)**

Don Srisuriyo is the College of Liberal Arts (CLA) student engagement coordinator at Middle Tennessee State University (MTSU). CLA is a dynamic college committed to the ideals of a classical liberal arts education, which helps students craft a framework within which to understand the world, and students learn to communicate effectively, think critically, work with diverse people, tackle uncertainty, and solve complex problems. Don is responsible for undergraduate recruitment, the Liberal Arts Mentoring Program (LAMP), internship assistance, and co-curricular activities and programming development.

Born and raised in middle Tennessee, they are a multi-ethnic Asian American (Thai-Lao-Chinese) and are nonbinary. They graduated with a B.A.

in Foreign Language (Spanish), B.S. in Biology (Organismal Biology and Ecology), and M.Ed. in Administration and Supervision (Higher Education) from MTSU. They hold the rank of 4th dan in Wado Ryu karate through the United States Eastern Wado Ryu Karate Federation (USEWF). Their research interests are in Southeast Asian American communities and education.

## **Allie L. Sultan (she/her)**

Allie Sultan is an Emmy 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. 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.

## **Ray White (he/him)**

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 designation. He is additionally credentialed as a National Certified Counselor (NBCC) and Approved Clinical Supervisor (CCE).

His professional career involves both counseling and teaching in higher education at regional undergraduate and graduate institutions. Additionally, he maintains a professional private practice as Whitewood Counseling & Consultation, where he specializes in working with marginalized communities and providing clinical supervision to counselors seeking their LPC/MHSP license. ([www.whitewoodcounseling.org](http://www.whitewoodcounseling.org))

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**The 2025 LGBT Plus College Conference** is a partnership between Middle Tennessee State University Lambda Association and the Middle Tennessee State University College of Behavioral and Health Sciences.

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