



Washington State

Saying It Out Loud Conference

April 23, 2018

Beyond the Binary

A Conference
Committed to Increasing
Competency in Serving
LGBTQ+ Individuals and
Communities



Washington State
Department of Social
& Health Services

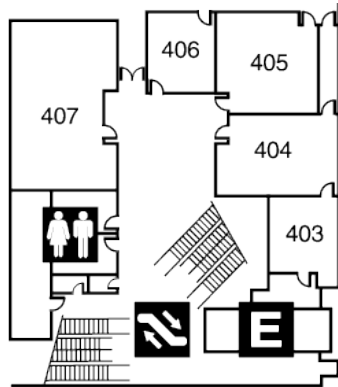
Transforming lives

**17th Annual
SIOL Conference
Monday, April 23, 2018
Tacoma, WA**

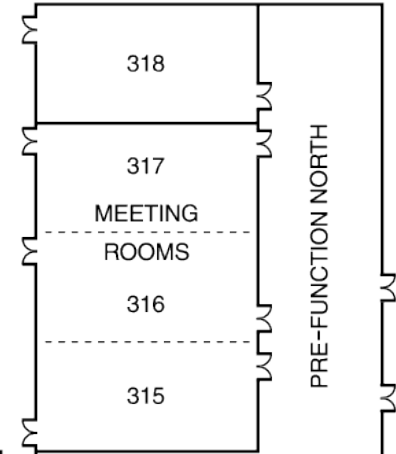
Greater Tacoma Convention Center Map

4

Meeting Rooms



Meeting Rooms



15th Street Entrance

3

Ballroom
Pre-function
Meeting Rooms
Registration Area



Beyond the Binary

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A Special Thank You to our Planning Committee Members

Marsha Botzer

Teresa Claycamp

Zephyr Forest

Harvey Funai

Amanda Lewis

Aleks Martin

Cathy Matson

Rachael McDougall

Deborah O'Willow

Tera Risenhoover

Sunny Rivera

Dae Shogren

Suemary Trobaugh

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2018 SIOL Conference





David Haack

The Saying It Out Loud acknowledgment award is DSHS's opportunity to recognize leaders who devote their time, knowledge, and efforts in building support, enrichment, and resiliency for the LGBTQ+ community. Our recipient this year, David Haack, is a leader in long term care who has dedicated his life's work to improving the services and to enriching the quality of life for all seniors by focusing on patient safety, and equal access. For a little background, David Haack's 30 year career in long-term care spans working as a nursing assistant while putting himself through college, furthering his career with his nursing license, and working on

long-term care organizational issues in Medicare cost reporting and consumption management. In David's later work in pharmacy services, he spearheaded regional and national programs in controlling patient costs in medication services, while focusing on system solutions in reducing unnecessary medications and promoting patient safety.

More recently, while not working full-time as the chief marketing officer at Living Care Lifestyles, David co-founded the Northwest LGBT Senior Care Providers Network with his good friend. This informal network of senior care providers of all kinds work together to provide advocacy to improve the quality of care for the LGBTQ seniors of Washington State. In 2016, DSHS's Aging and Long-Term Support Administration chose to partner with the NW LGBT Senior Care Providers Network in establishing an LGBTQ elder conference, and Fabulous Aging was born. David established the twice-running conference to raise awareness on the health disparities and the unique issues facing LGBTQ elders in order to improve their services. To do so, David was instrumental in building a coalition of committee members from the DSHS, the Seattle Counseling Center, staff members from SEIU, the Home Care Registry, Seattle Parks and Rec, faculty members from the UW and Seattle University, and representatives from assisted living facilities. David rolled up his sleeves and did whatever needed to be done for the conference, from personally raising the majority of the funds, to ironing the conference table cloths the night before the last conference in order to make sure the event was truly "fabulous."

David has also been an active part of the Western Washington Aging Community in many ways – from serving as President of the South End Senior Care Coalition for three years, to founding The Puget Sound Healthcare Professionals. Both of these organizations have worked on developing a better communication bridge between long-term care providers and the local community. David has worked with many organizations from AARP to the Washington Healthcare Association, and has been involved in the Washington D.C. based Senior's Coalition on challenges regarding prescription drug coverage and expense. David has had extensive involvement in the Department of Social and Health Services Diversity Affairs Office, and has chaired the DSHS, GLBT Advisory Committee. David was also involved in the Governors Blue Ribbon Commission, as an advisor for the LTC New Funding Advisory Committee specifically with the goal of ensuring that all wording and practices placed forth from the Commission are sensitive to equal access of services for all residents of Washington State. David continues to do this work as a member of the Governors LTC Advisory Committee, and serves on many boards such as the Department of Social and Health Services Advisory Chair, Equal Rights Washington, and Senior Services of Seattle.

David, thank you for your leadership, and all that you have done in support of LGBTQ elders, and all seniors.





Sunny Rivera

Sunny is currently the Vocational Rehabilitation Supervisor for the Division of Vocational Rehabilitation (DVR), where she has worked for over forty years. She was the first DVR employee to “come out” in her agency. She has always been a tireless advocate and leader in the areas of diversity, inclusion, and non-discrimination throughout her State service. Sunny has a strong commitment to serving people with disabilities and making her VR office a safe place to receive services.

On a more personal note, Harvey Funai describes Sunny as the poster person for being kind, considerate, thoughtful, empathetic, and generous to everyone....the nicest person you will ever meet.”

Sunny and Pam, who have been together now for 40 years and officially married, made a decision in the early '80s to have children and are the parents of two incredible adult children: Cameron and Elliot. Sunny and Pam were the front runners in Seattle who were choosing to have children as a lesbian couple.

Sunny worked on the first committee within the Department of Social and Health Services (DSHS) to look at LGBTQ issues and statistics. This was in the '80s. She and the rest of the committee had to fight to get the report printed with a pink cover. The printing department had refused to print it with a pink cover. They were resistant and it showed us an indication that we had a long way to go in fighting discrimination. In the '80s, Sunny worked on Capitol Hill in Seattle supporting gay men with HIV/AIDS by educating DVR's administrators and staff and stated, “I lost many clients and it was a really hard time.”

Sunny is a longstanding member of the SIOL Conference Planning Committee and is a large reason for the SIOL Conference's success. She was a charter member of the DSHS Sexual Orientation Initiative Committee and served on the DVR Diversity and Inclusion Committees; and volunteers on an annual Pride Scholarship Committee. She was also the past President of the Lesbian Mothers' National Defense Fund that provided support to lesbian parents so that their children would not be taken from them in custody battles. She was involved with the first Safe Schools group. Sunny had also participated in many events where she and Pam did educational presentations to the medical field, and community organizations on LGBTQ awareness.

Featured Speakers

Talcott Broadhead



Keynote Speaker

Talcott Broadhead is a white, queer, transgender Social Worker in private practice in Olympia, Washington. Talcott's expertise in social and equity work are situated within a transgender liberation and intersectional feminist analysis. Areas of expertise include human-trafficking, gender-based violence prevention, anti-racist organizing, conflict studies, access issues, education, LGBTQ policy analysis and development, anti-oppression training, organizational development, psychotherapy, and consultation. Talcott is also a parent, an author, an artist, an activist, and a bibliophile.

Aleksa Manila



Mistress of Ceremonies

Drug counselor by day, drag queen by night. Aleksa Manila is a celebrated and respected drag personality. Aleksa was recently recognized as "Community Leader of the Year" at the 2018 Greater Seattle Business Association's Business and Humanitarian Awards, the prestigious Dr. Bob Wood Award for Excellence in HIV Prevention in 2013, and was 2014 Grand Marshal at the 40th Seattle Pride Parade alongside her hero, Mr. George Takei.

In her professional career, Aleksa when "not-in-face" is the Program Coordinator of Project NEON (a harm reduction program for men who use meth) and Program Supervisor of Addiction Services at Seattle Counseling Service, the oldest social service agency for the LGBTQ community. She's honored to continue to support SIOL over the years and be part of its success in educating providers in culturally-competent care. Follow her at www.ALEKSAMANILA.com



Beyond the Binary

Performances & Entertainment



Arnaldo!

Arnaldo! started as a soloist with the Seattle Men's Chorus (SMC) and has performed with SMC in some of the major concert halls in the US, Europe, New Zealand and Australia. In 1995, Arnaldo! started a group called Cabaret Q where the "drag chanteuse" persona began. In 1999, Arnaldo! began his solo cabaret shows in Seattle's Capitol Hill and has since performed his one person cabaret in Portland, Las Vegas, Palm Springs, Puerto Vallarta, New York and Manila. Arnaldo! has also collaborated with various directors, choreographers and songwriters in the Seattle area. In 2005, he completed the Cabaret Summer Conference Workshop at Yale University. In 2006, a group of cabaret performers spearheaded by Arnaldo! started the Pacific Northwest Cabaret Association and continues to organize "March is Cabaret Month" featuring local and visiting artists. 2007 marked Arnaldo!'s New York cabaret debut and in 2008, Arnaldo! was honored with a New York Backstage Bistro Award. 2014 was Arnaldo!'s Manila debut where he received "Most Innovative Concert Artist" in Manila by Gawad Musika. In 2016, Arnaldo! was presented by The Filipino Community of Seattle with a Lifetime Achievement Award for promoting culture & the arts.



Sweet Spot Combo

Sweetspot Combo mines its material from the deep vein of gold that is mid 20th century music.

They share a passion for the swing, jazz and popular music of that era. From the Mills Brothers to the Four Freshmen to the Rat Pack and beyond, they love it all.

Upright bass, guitar, cocktail drums and 3 voices make for a lush wall of sound. A swinging good time is often the result.

*From left to right:
Ben Lang - voice, guitar, Matthew Stull - Drums, voice, David Salonen - voice, upright bass*

Youth Track Workshops

10:30 AM – 11:45 AM

ROOM 316

LGBTQ Information & Education: A Personal Perspective

Matthew John Wilson, Director of Programs, Oasis Youth Center

A selected panel of individuals will engage in conversation by sharing knowledge and personal experience to provide a space for further education and understanding surrounding LGBTQ topics. Participants will be given time to ask specific and directed questions that are relevant while respecting panelists.

12:45 PM – 2:00 PM

ROOM 316

Gender Diversity: Understanding Transgender and Gender Diverse Children & Teens

Aidan Key, Founder and Director, Gender Diversity

While societal awareness is gradually increasing, many therapists, social workers, educators, and other professionals are understandably at a loss for how to address the needs of transgender children and their families. How do we address the needs of these youth when it seemed, only fifteen years ago, that there was “no such thing” as a transgender child? We will address some of the following topics and provide time for audience engagement: Rapidly increasing numbers of trans and gender diverse youth in our society; Past and present approach to children with gender identity/expression differences; Distinctions between adult gender transitions and those of children; Core foundational framework & terminology needed to address the needs of trans youth; Examining common questions like, “Could this be a phase? Aren’t they too young to know? What if they change their mind?”; Addressing important questions and concerns with respect to cultural, faith-based, and political perspectives; Navigating potential volatility with respect to bathrooms, housing, locker rooms and other gender-segregated spaces; How to best support trans and gender diverse children for optimal life outcomes.

Join gender education specialist Aidan Key in examining the topics of gender diversity in children and teens, the challenges faced by these children, youth, and their families, and identifying the best approaches for creating an inclusive, supportive environment for all.

2:15 PM – 3:30 PM

ROOM 316

When Clinical Instincts Are Not Enough: Assessment Considerations for Transgender Children and Teens

Aidan Key, Founder and Director, Gender Diversity

Christina Malecka, MA, LMHC, Gender Diversity

Transgender and gender diverse children and youth are increasingly visible in today’s society, yet there is still much misinformation and misunderstanding about how to assess and support trans kids. While it is true that clinical evaluation and treatment for gender diverse children comes with challenges, complexities and uncertainties, it is important for adults to be aware that their fear, or lack of information can result in serious, if unintentional, harm. Therapists, social workers, teachers, and even the family members of these children are often deeply cautious of taking definitive steps to fully embrace a child’s gender identity. This restrained “wait and see” approach is not the passive, benign step that many hope it to be. Rather, it is potentially invalidating and harmful behavior that can cause a child or teen to feel pathologized and to spiral into depression, anxiety and self-harm. How can a therapist or caseworker know the right steps to take when the situation (or the child itself) is not clear? Through discussion and case examples we will explore best practices when it comes to affirming mental health care for gender diverse and transgender young people.



Beyond the Binary

Elder Track Workshops

10:30 AM – 11:45 AM

ROOM 407

VA Benefits for LGBT Veterans

*Johnnie Hawkins, Department of Veterans Affairs
Mary Goreczny, Department of Veterans Affairs*

The Department of Veteran Affairs (VA) is dedicated to serving all eligible service members, Veterans and their families including the Lesbian, Gay, Bisexual, Transgender (LGBT) community. An estimated one million Veterans identify as Lesbian, Gay, Bisexual, or Transgender (LGBT). In addition, more than 36,000 gay men and lesbians are on active duty, and likely up to 87,000 men and women in the service are gay or lesbian, including the National Guard or Reserves. LGBT Veterans face increased health risks and unique challenges in accessing quality healthcare. VA strives to be a national leader in the provision of health care to LGBT Veterans and assures that care is provided in a sensitive, safe environment at VA health facilities nationwide. The goal of this workshop is to identify challenges for LGBT seniors, understand the range of benefits available to veterans, and learn how to engage LGBT veterans in conversation.

12:45 PM – 2:00 PM

ROOM 407

We've Come a Long Way, But...LGBTQ Aging Challenges

Rita Smith, M.Ed., Generations Aging with Pride

Overview of particular perspectives and needs of the aging LGBTQ community. Expected Outcomes: Understand unique challenges that impact service delivery to LGBTQ people; Understand how everyday bias affects service delivery; Develop critical consciousness regarding LGBTQ and other identities; Improve service delivery by creating welcoming strategies.

2:15 PM – 3:30 PM

ROOM 407

Viewing of Gen Silent

Cathy Cooper, MSW, Providence Sound HomeCare and Hospice

Come watch Gen Silent, which is the critically acclaimed documentary from filmmaker Stu Maddux, that asks six LGBT seniors if they will hide their friends, their spouses, their entire lives in order to survive in the long-term care system. The title of the film is a reference to the generations of older LGBT people who remain in the closet or re-enter the closet out of concern for their safety or quality of life. Use this film as a guide to conduct similar approaches for staff on raising awareness of elder LGBT issues, or as an example of how to host inclusive programming at your location for residents, and how to identify appropriate facilitators in your area.

2018 SIOL Conference



Repeating Workshop Sessions

10:30 AM – 11:45 AM ♦ 12:45 PM – 2:00 PM

Are there no Genders?!

ROOM 315

Marsha Botzer, MA

Ebo Barton, Program Director at Ingersoll Gender Center
The Lady B, Co-Chair, Board of Directors of Ingersoll Gender Center

For many, the expanding world of gender identity discussion is personally rewarding, for others it is a welcome opportunity to do needed research, for others still it is a confusing new universe of terms, experiences and challenge. Most bring joy, others opposition and attack. Come and claim a place in this whirlwind of discussion! How do you understand it all? Let's bring our SIOL diversities to this Workshop, along with local providers and Ingersoll Gender Center's forty years of experience, and try to make some real progress (needed for the struggles ahead)! Everything from basic terms to The Next Step is on the table for our examination.

Uncovering Unconscious Bias

ROOM 317

Bam Mendiola, B.A., Home Care Referral Registry

Uncovering Unconscious Bias is a facilitated conversation about the implicit beliefs, opinions, and attitudes that affect how we interact with institutions, society, and each other. In this workshop, we will deconstruct the language of foundational concepts, build awareness of our biases, and discuss tools for clear allyship. Bam will also share poignant stories of his experience navigating both the outdoors and society as a queer person of color (QPOC).

Telling Our Stories; For Us and By Us

ROOM 318

Talcott Broadhead, MSW

Join Author and Illustrator Talcott Broadhead, MSW in this interactive workshop empowering Queer and Trans people to take control of our own narratives. We will discuss and explore creative ways to share our voices and leverage our experiences and expertise through media. Talcott will open this workshop with a reading from their children's book "Meet Polkadot," to be followed by the books own 'origin story.' Writing tools, art materials and paper will be provided for participants to engage directly with their inspiration during the workshop. The objective is that participants leave with a heightened understanding that their story is valid and it is theirs to tell.

LGBTQ Intersections and Mental Health

ROOM 404

Christopher Skaggs, LMFTA, Seattle Counseling Service
Bethany Cole, LMHCA, Seattle Counseling Service
Brandon Gibs, LMHCA, Seattle Counseling Service
Monica Green, CPC, Seattle Counseling Service
Blair Hill, LSWAIC, Seattle Counseling Service

A panel discussion and exploration of how, as mental health providers and helping professionals, our individual identities intersect with the work we do and the people we serve.

LGBTQ+ 101: An Introduction to Sexual Orientation & Gender Identity

ROOM 405

Maggie Hendrickson, M.Ed., Pacific Lutheran University

This session will provide a foundation of language and concepts used within the LGBTQ+ community to understand and live out our sexual orientations and gender identities; a crucial baseline of understanding for those who seek to support, advocate for, and create inclusive services for this community. Participants will come away with a glossary of terminology used within the LGBTQ+ community, educational tools for conceptualizing and learning about gender identity and sexual orientation, and an outline of the diverse ways that the marginalization of queer genders and sexualities impacts individuals and communities, through a holistic and intersectional lens.



Beyond the Binary

Workshop Sessions

2:15 PM — 3:30 PM

Improving Systems of Care for LGBTQ+ Youth ROOM 315

*Nicholas Oakley, JD, Center for Children & Youth Justice (CCY)
Dae Shogren, MPA, Children's Administration*

How can we improve our systems for LGBTQ+ youth? This workshop addresses this question through reflecting on the lessons learned from the pilot implementation of the Protocol for Safe & Affirming Care—a guide for systems professionals on how to better serve LGBTQ+ youth. Learn about the development of the Protocol and its implementation, and then apply these lessons as you strategize on how you can make your organization safer and more affirming. Outcomes—Participants will: 1) Acquire or a basic understanding of or review terminology and concepts relevant to LGBTQ+ youth; 2) Understand how the Protocol for Safe & Affirming Care can be used as a tool, how it was developed, and how it is being implemented in pilot sites; 3) Review the pilot implementation's administration of a sexual orientation, gender identity, and gender expression (SOGIE) questionnaire to youth and the benefits and challenges of discussing SOGIE with youth; and 4) Work interactively to identify concerns regarding talking to youth about SOGIE and addressing the needs of LGBTQ+ youth as well as strategize around addressing those concerns.

LGBTQ Breast Health Toolkit Training

ROOM 317

Silvia Kennedy, Susan G. Komen Foundation

Have you wondered how to make your practices, providers, places, and policies more welcoming and inclusive for people of all genders? 98% of the LGBTQ community agrees or strongly agrees that health care providers in Washington need to undergo LGBTQ cultural sensitivity training. 29-36% of transgender and gender non-binary individuals have delayed seeking preventative care beyond recommended guidelines.

Komen Puget Sound has created the LGBTQ Breast Health Toolkit to provide a more person-centered care model inclusive of all genders. Objectives for this practical and participatory workshop: Understand terminology and use affirming language to interact with consumers of all genders and sexualities; Provide affirming care to all consumers by creating welcoming places, comprehensive inclusive intake forms and more accurate, affirming sexual histories; Understand mammography screening guidelines for people of all genders and answer frequently asked questions the LGBTQ community may have about breast health; Identify and seek to rectify barriers to health care for the LGBTQ community. You will receive a list of local and national LGBTQ resources.

Unique needs of LGBTQ Immigrants, Refugees, and Undocumented Individuals ROOM 318

*Amy Lloyd Wagner, Director of Community Programs, Refugees Northwest, Lutheran Community Services NW
Jadivan Elzughbi, MA AAC*

This workshop is for service providers who would like to better serve LGBTQ immigrant, refugee and undocumented clients. The session will begin with a review of some basic visa types and conditions under which individuals emigrate, including eligibility for services once in the United States. It will continue with a reflection on the complexity of specific intersectional identities and expressions, with specific personal experiences to demonstrate how variegated "LGBTQ culture" can be. The presentation will end with a discussion of community resources and programs (including pointers on mindful referrals!), tools for case management, and best practices. Q & A will be a safe place for both basic foundational questions as well as deeply contextual ones.

HIV Care Continuum; A Panel Conversation of Accomplishments & Challenges in Washington State ROOM 404

*Aric Lane, MPA, U.S. Dept. of Health and Human Services
Lorenzo Cervantes, Pierce County AIDS Foundation (PCAF) in Tacoma
Julie Dombrowski, MD, MPH, Seattle & King County HIV/STD Program
Tobi Hill-Meyer, Gay City*

Seattle and King County achieved what is known as the 90-90-90 goal: 90 percent of residents infected with HIV know their infection status, 90 percent are on HIV antiretroviral treatment, and 90 percent are virally suppressed. The 90-90-90 goal of the World Health Organization was achieved by Seattle three years ahead of schedule. What efforts lead to this achievement as what are the areas and populations in Seattle/King County that have not reached the 90% goals. This panel will include remarks from staff of Gay City and Seattle Counseling Services and will be moderated by Aric Lane, Regional Resources Consultant with the Department of Health and Human Services.

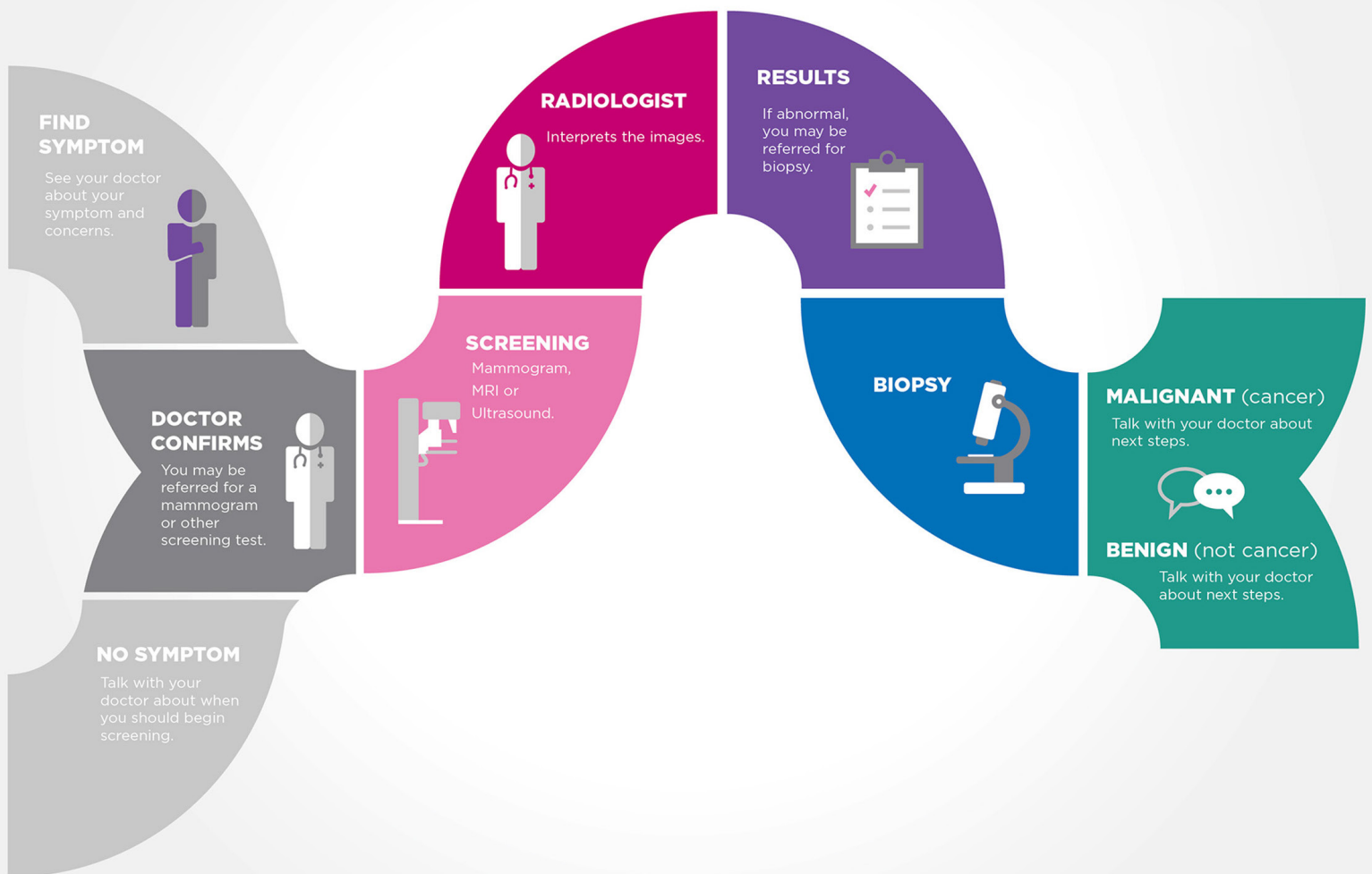
Identifying Challenges to Accessing Care in Rural Washington ROOM 405

*Tylene Carnell, B.A., Pride Foundation
Gretchen Graber, B.S., Co-founder of LOVE ARMY Tri-Cities*

Join in a conversation identifying some of the barriers LGBTQ people experience when accessing healthcare and overall support east of the Cascade Divide, and in rural areas. This is an opportunity to ask questions about those barriers, and learn how they influence overall wellbeing and access to healthcare. Attendees will leave with a greater knowledge of resources available to both themselves, and to their patients or clients, when serving those in rural Washington.

HOW TO FIND BREAST CANCER

Knowing these steps will help you be more confident in taking charge of your health and seeking answers.



Sponsors & Exhibitors

This conference is hosted by:



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Department of Social
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Be sure to visit our exhibitors!

American Behavioral Health Systems
www.americanbehavioralhealth.net

ADA Clearinghouse
adaiclearinghouse.org

Coordinated Care
www.coordinatedcarehealth.com

Crisis Clinic: Washington Recovery Help Line
www.warecoveryhelpline.org

DSHS - Aging and Long-Term Support
Administration (AL TSA)
www.dshs.wa.gov/altsa

DSHS - Division of Behavioral Health and
Recovery (DBHR)
www.dshs.wa.gov/bha/division-behavioral-health-and-recovery

DSHS - Division of Vocational Rehabilitation
(DVR)
www.dshs.wa.gov/office-of-the-secretary/division-vocational-rehabilitation

DSHS - Office of the Deaf and
Hard of Hearing
www.dshs.wa.gov/altsa/office-deaf-and-hard-hearing

End of Life Washington
www.endoflifewa.org

Gay City: Seattle's LGBTQ Center
www.gaycity.org

Gender Diversity
www.genderdiversity.org

Hidden Spring Book Company
www.mkt.com/shirtsandbooks

Ingersoll Gender Center
ingersollgendercenter.org

Lambert House
www.lamberthouse.org

Metropolitan Development Council
www.mdc-hope.org

Seattle Counseling Service
www.seattlecounseling.org

Sea Mar Behavioral Health
www.seamar.org

Seattle Parks and Recreation
www.seattle.gov/parks

Susan G. Komen
www.komenpugetsound.org

Washington State Department of
Health / PrEP
www.doh.wa.gov/YouandYourFamily/IllnessandDisease/HIVAIDS/Planning



Speaker Contact Information

Talcott Broadhead

P: 360-402-0240
talcottronic@gmail.com
talcottbroadheadmsw.com
dangerdot.com

Marsha Botzer

P: 206-601-8942
Mbotzer@botzerconsulting.com

Tylene Carnell

Pride Foundation
tylene@pridefoundation.org
Website: www.pridefoundation.org

Lorenzo Cervantes

Pierce County Aids Foundation
lcervantes@piercecounyaids.org

Cathy Cooper

Providence Sound HomeCare and Hospice
Cathy.cooper@providence.org
Website: Washington.providence.org

Julie Dombrowski

University of Washington
Seattle & King County HIV/STD Program
P: 206-744-5640
jdombrow@uw.edu

Mary Goreczny

Veterans Benefits Administration
mary.goreczny@va.gov

Johnnie Hawkins

Veterans Benefits Administration
P: 206-341-8593
Johnnie.Hawkins@va.gov

Maggie Hendrickson

Pacific Lutheran University
P: 860-597-9220
hendrime@plu.edu

Tobi Hill-Meyer

Gay City
tobi@gaycity.org

Silvia Kennedy

Susan G. Komen Puget Sound
silvia@pskomen.org
Website: www.komenpugetsound.org/

Aidan Key

Gender Diversity
P: 1-855-4GENDER
info@genderdiversity.org

Aric Lane

U.S. Dept of Health and Human Services
P: 206-615-2475
Aric.Lane@hhs.gov

Christina Malecka

Gender Diversity
P: 1-855-4GENDER
info@genderdiversity.org

Aleksa Manila

aleksa@aleksamanila.com
www.AleksaManila.com

Bam Mendiola

Home Care Referral Registry
P: 253-353-9958
bam@equalityoutdoors.com

Nicholas Oakley

Center for Children & Youth Justice (CCYJ)
P: 206-696-7503 ext. 25
noakley@ccyj.org
www.ccyj.org

Dae Shogren

Children's Administration
P: 360-902-7704
shogrda@dshs.wa.gov

Christopher Skaggs

Seattle Counseling Service
christophers@seattlecounseling.org
www.seattlecounseling.org

Rita Smith

Generations Aging with Pride
P: 206-953-7627
Website: gapseattle.org

Amy Lloyd Wagner

Lutheran Community Services
Northwest
P: 206-816-3241
alloydwagner@lcsnw.org
Website: http://lcsnw.org/

Matthew John Wilson

Oasis Youth Center
P: 253-271-8252
matthew@oasisyouthcenter.org

AGENDA AT A GLANCE

7:30 – 8:30 AM	Registration & Check-in <i>Continental Breakfast provided</i>
8:30 – 8:50 AM	Opening Remarks <i>Aleksa Manila, Chris Imhoff, Cheryl Strange</i>
8:50 – 9:00 AM	Awards <i>David Haack & Sunny Rivera</i>
9:00 – 10:15 AM	Keynote <i>Talcott Broadhead, MSW</i>
10:15 – 10:30 AM	Break
10:30 – 11:45 AM	Workshops <i>Please see below for Workshop Breakdown</i>
11:45 – 12:45 PM	Lunch (provided) <i>Entertainment by Arnaldo! & Sweet Spot</i>
12:45 – 2:00 PM	Workshops <i>Please see below for Workshop Breakdown</i>
2:00 – 2:15 PM	Break
2:15 – 3:30 PM	Workshops <i>Please see below for Workshop Breakdown</i>
3:30 – 3:45 PM	Closing Remarks <i>Talcott Broadhead, MSW</i>
3:45 PM	Conference Adjourns

Workshop Breakdown Key

- YOUTH TRACK WORKSHOP**
- ELDER TRACK WORKSHOP**
- REPEATING WORKSHOP**
- ONE TIME WORKSHOP**

	Room 316	Room 407	Room 315	Room 317	Room 318	Room 404	Room 405
10:30 AM – 11:45 AM	LGBTQ Information & Education	VA Benefits for LGBT Veterans	Are there no Genders?!	Uncovering Unconscious Bias	Telling Our Stories; For Us and By Us	LGBTQ Intersections and Mental Health	LGBTQ+ 101
12:45 PM – 2:00 PM	Understanding Transgender and Gender Diverse Children & Teens	We've Come a Long Way, But...	Are there no Genders?!	Uncovering Unconscious Bias	Telling Our Stories; For Us and By Us	LGBTQ Intersections and Mental Health	LGBTQ+ 101
2:15 PM – 3:30 PM	When Clinical Instincts Are Not Enough	Viewing of Gen Silent	Improving Systems of Care for LGBTQ+ Youth	LGBTQ Breast Health Toolkit Training	Unique needs of LGBTQ Immigrants, Refugees, and Undocumented Individuals	HIV Care Continuum	Identifying Challenges to Accessing Care in Rural Washington