

SNEP SYMPOSIUM 2024 PROGRAM + SCHEDULE

Framework

SNEP's goal is to provide empowering educational materials and content to classroom teachers and school administrators. SNEP shares best practices and information on developing curriculum and policies to educate children and young people about LGBTQ history. Over its ten years, we have created a national network of professionals who are committed to presenting positive images of LGBTQ individuals, and finding ways to eliminate barriers to a quality education and purposeful life for young people. SNEP advocates for the safety, inclusion, and value of LGBTQ students, with a focus on improving student achievement, attendance, and graduation rates.

SNEP has connected thousands of educational professionals which in turn has impacted the lives of millions of LGBTQ youth and their classmates from major cities to small towns across the nation. Material from our activities has informed inclusive lesson plans, progressive social programs, and unambiguous School Board policies regarding LGBTQ youth. Our work is year-round and always available.

Audience

This symposium is targeted to educators, schools administrators, education advocates, LGBTQIA+ advocates, youth safety advocates, and national organizations/agencies.

Goals and Objectives

Goal 1: Highlight the different practices and workshops that prioritize LGBTQIA+ students in the classroom and their lived experiences.

Goal 2: How to curate culturally specific approaches for our historically excluded communities

Goal 3: Networking opportunities and the chance to co-plan with educators from across the country.

Goal 4: Workshops on how to respond to anti-LGBTQIA+ policies and procedures, and gender inclusive language practices.

Note: We will be starting promptly every day at the indicated time. Please be respectful of everyone's time and make an effort to get to the sessions on time. Thank you!

Thursday, April 11th, 2024, at the Stonewall National Museum, Archives and Library, 1300 E Sunrise Blvd, Fort Lauderdale, FL, 33304

**2:13 PM, 3:15 PM,
and 4:15 PM**

Stonewall National Museum, Archives, and Library Tour

Facilitator: Ana Sanz Saumeth
SNEP Manager
Stonewall National Museum, Archives, and Library

Speaker: Robert Kesten
Executive Director
Stonewall National Museum, Archives, and Library

Description: Come explore the abundance of materials Stonewall has to offer! During this tour, attendees will be able to take a closer look at how we preserve and share our history and culture.

5:00 PM “Open Dialogue: Queer Allies” Short Documentary Screening with Producer Jeff Rusnak

The third in the "Open Dialogues" anthology series of documentary shorts produced by the Art and Culture Center/Hollywood. "Open Dialogues: Queer Allies" offers six compelling narratives and lived experiences of people who identify as LGBTQ+ (Queer) and those who love and support them (*featuring our Speaker, Lisa La Monica Braun, a Public School Ally for Equality (SAFE) Liaison at Dr. Michael M. Krop Senior High in Miami-Dade County*). Lisa is a SNEP alumna.

5:25 PM SNEP Welcome Speech

Facilitator: Robert Kesten
Executive Director
Stonewall National Museum, Archives, and Library

Speaker: Lisa La Monica
TRUST Counselor, Dr. Michael M. Krop Senior High
S.A.F.E. Liaison
G.S.A. Sponsor

Description: Lisa will speak on her experience as an advocate for LGBTQIA+ youth within the education system and how her past experience as a SNEP

attendee impacted her capacity to further make our classrooms more inclusive.

5:35 PM Ice Cream Social provided by Wilton Creamery

Help yourself to some delicious ice cream while you socialize and network with fellow SNEP attendees for the evening!

8:00 PM

A D J O U R N M E N T

***Note: REGISTRATION WILL BEGIN AT 8:30 AM TOMORROW.**

THANK YOU!

Friday, April 12th, 2024, at the African-American Research Library and Cultural Center, 2650 Sistrunk Blvd, Fort Lauderdale, FL 33311

8:30 AM

R E G I S T R A T I O N

9:00 AM Welcoming/ Introduction + Review of Symposium and Housekeeping

Facilitator: Ana Sanz Saumeth
SNEP Manager
Stonewall National Museum, Archives, and Library

Speaker: Robert Kesten
Executive Director
Stonewall National Museum, Archives, and Library

Description: SNMAL's Executive Director will welcome attendees and give a brief overview of Stonewall and SNEP.

10:00 AM **SESSION 1 All Means ALL: Elevating LGBTQIA+ Identities Within NYS Schools**

Organization/ Agency: **NEW YORK STATE EDUCATION DEPARTMENT**

Speakers: Dr. Diane Wynne
Executive Director
Office of Diversity, Equity, and Inclusion

Judy Swierczewski, Esq.

Supervising Attorney
Office of Counsel

Michael Montoya
Associate in Educational Planning and Evaluation
Office of Diversity, Equity, and Inclusion

Description: The New York State Education Department is committed to ensuring that all students feel welcomed and supported in every school. In this workshop, NYSED representatives will share policies and resources that support LGBTQIA+ students including the Board of Regents Policy on DEI and the Culturally Responsive-Sustaining (CR-S) Education Framework. Affirmation of identity and student privacy are guiding principles in supporting students and in the development of the NYSED Transgender and Gender Expansive Legal Update and Best Practices. The development and background for this legal update will be shared, with a focus on sharing the process for ensuring inclusion of multiple voices in its development. Specific strategies for effectively partnering with parents while honoring students and addressing challenges when advancing this work will be provided, with time for Q and A.

11:00 AM **SESSION 2- A** **Safe Schools Consortia Project – Everyone Must be in Included In The Process**

Organization/ Agency: **ILLINOIS SAFE SCHOOLS ALLIANCE**

Speaker: Julio Flores
Program Director
Illinois Safe Schools Alliance

Description: The vision of the Consortia project is to create and support regional networks of educators and leaders who are committed to ensuring their school district(s) are safe and affirming environments for youth who hold LGBTQ+ identities. The project focuses on educational leaders in Regional Offices of Education (ROEs) so that those they can impact change across the districts they support. In this session we will discuss lessons learned from a recently completed pilot of the Consortia Pilot with an Illinois K-8 school district. The findings include the importance of engaging youth leaders, identifying district and teams' strengths, resources for LGBTQ+ inclusive curriculum across grade levels, exploring policy change, and implementing measurements for sustainability.

SESSION 2- B Reframing Problematic Language: Recognizing Explicit & Implicit Bias through an LGBTQIA+ Lens

Organization/ Agency: **DISTRICT OF COLUMBIA PUBLIC SCHOOLS**

Speakers: Adalphie Johnson
Specialist LGBTQ+ and Sexual Health Program
District of Columbia Public Schools

Wesley Thomas
Manager LGBTQ+ and Sexual Health Program
District of Columbia Public Schools

Description: This workshop aims to delve into the nuances of problematic language, both explicit and implicit, through the lens of LGBTQ+ students. Participants will embark on a journey of understanding and exploring the impact of language on students within the LGBTQ+ community. Through interactive discussions and thought-provoking activities attendees will learn to recognize common forms of bias embedded in language, whether overt or subtle, and how these biases can contribute to systemic discrimination.

12:00 PM

LUNCH

1:00 PM SESSION 3- A BET: Building Equity Together to Create Safe and Affirming Spaces for LGBTQ+ Students in Atlanta

Organization/ Agency: **ATLANTA PUBLIC SCHOOLS**

Speakers: Kyle Bolt
Coordinator, Special Population
Atlanta Public Schools, Office of Equity and Social Justice

Dr. Carina Windom
Coordinator, Workplace DEI
Atlanta Public Schools, Office of Equity and Social Justice

Description: This workshop aims to provide educators and administrators with the knowledge and tools necessary to foster LGBTQ+ equity within their schools and school districts. Through a culturally responsive and community based lens, participant will gain insights into best practices, strategies, and policies to create a more inclusive and supportive educational environment for LGBTQIA+ identifying students.

SESSION 3- B **Community- Based Solutions to Building LGBTQ Equity in Education**

Organization/ Agency: **YOUTH PRIDE ASSOCIATION, CALIFORNIA**

Speaker: Cameron Bartosiewicz
 President
 Youth Pride Association

Description: In supporting efforts to create an inclusive classroom, the presentation will focus on successful strategies and methods used in programing by national nonprofits to address the hardships faced by LGBTQ students. This will consider actions for intersectional program development, stakeholder accessibility, and resource limitations.

2:00 PM **SESSION 4** **Cultivating Procedures for Inclusive Schools**

Organization/ Agency: **BROWARD PUBLIC SCHOOLS**

Speakers: Kylie Elizabeth Summers, M.Ed., M.A.T.
 Instructional Facilitator, Equity, Diversity & Climate
 Broward Public Schools

 Tom Albano, Coordinator
 Coordinator, Equity, Diversity & School Climate
 Broward Public Schools

 Roberto Fernandez, III
 Instructional Facilitator, Equity, Diversity & School Climate
 Broward Public Schools

Description: In this presentation, participants will explore the importance of cultivating procedures for inclusive schools. Attendees will discuss the challenges that educators face when creating an inclusive environment and be provided strategies to help overcome these challenges. Participants will also examine the benefits of inclusive schools, both for students and for the broader community. By the end of the session, participants will have a better understanding of how to create and implement procedures that promote inclusion and equity in their school.

3:00 PM **SESSION 5** **African-American Research and Cultural Center + SNMAL Panel**

Organization/ Agency: **AFRICAN-AMERICAN RESEARCH AND CULTURAL CENTER and STONEWALL NATIONAL MUSEUM, ARCHIVES, & LIBRARY**

Speakers: AARLCC Staff
SNMAL Staff

Description: Why are archives and libraries so important and how to access their treasures for your advantage.

4:00 PM **SESSION 6** **“*Out From the Wings*” Short Film by Michael Montoya**

The film is a study of the cisgender heteronormative gender role expectations typically taught and reinforced in dance training and performance and the negative effects they have on LGBTQIA+ dancers.

5:00 PM

ADJOURNMENT

**Saturday, April 13th, 2024 at the Center for Spiritual Living , Fort Lauderdale,
4849 Dixie Hwy, Oakland Park, FL 33334**

9:00 AM **Welcome + Review**

Facilitator: Ana Sanz Saumeth
SNEP Manager
Stonewall National Museum, Archives, and Library

Speaker: Robert Kesten
Executive Director
Stonewall National Museum, Archives, and Library

Description: Robert Kesten will review some details. Ana will review housekeeping..

9:30 AM **SESSION 7-A** **A LGBTQ Inclusive Sexual Health and HIV Prevention**

Education Curriculum

Organization/ Agency: **THE LGBT COMMUNITY CENTER OF GREATER CLEVELAND**

Speaker: Jennifer C. Caldwell, Ph.D.
Project Manager
The LGBT Community Center of Greater Cleveland

Description: This session provides 1) an overview of sexual health education research and gaps, 2) the development of an evidence based, LGBTQ+ inclusive sexual health curriculum, 3) pilot data from 52 young participants, 4) feedback from 24 community stakeholders' review, and 5) a review of major findings and next steps in creation of a replicable sexual health education model for broader dissemination.

SESSION 7-B Safe and Supportive School Environments for LGBTQ+ Youth: Data-driven Demonstration Projects

Organization/ Agency: **SEATTLE PUBLIC SCHOOLS & CHILDREN'S HOSPITAL LOS ANGELES**

Speakers: Desai Mona, MPH
Research Manager
Children's Hospital Los Angeles

Sam Cristol, M.Ed.,
Program Coordinator - LGBTQ+ Support
Seattle Public School

Angela Fielden
Resource Teacher
Albuquerque Public Schools

Mia Humphreys Pozo, MSW
Program Manager
Children's Hospital Los Angeles

Description: Participants at this session will walk away learning about non-traditional approaches to fostering and sustaining safe and supportive environments in a school setting. During the 2023/2024 school year, Children's Hospital Los Angeles worked with 6 school districts/schools across the United States who created and implemented a structural

level change related to their school environment.

10:00 AM **SESSION 8** **Making the Case: Communication Strategies on LGBTQ+ Issues**

Organization/ Agency: **NATIONAL EDUCATION ASSOCIATION, WASHINGTON D.C.**

Speakers: Tracey Hobbs, NCSP
School Psychologist
NEA Social Justice Training Cadre Member

Diane Schneider
Trainer
NEA

Description: This communications module provides educators with an overview of effective messaging and communication strategies to confidently advocate for LGBTQ+ students. Whether you're talking to peers, stakeholders, or others about the importance of LGBTQ+ affirming policies and practices, this module offers guidance, insight, and role-play.

12:00 PM

LUNCH

1:00 PM **SESSION 9** **Inclusion in LGBTQ Athletics**

Organization/ Agency: **NEW YORK STATE UNITED TEACHERS/ SPORTS EQUALITY FOUNDATION**

Speaker: Anthony Nicodemo
Athletic Director/Head Coach Greenburgh-North Castle UFSD
New York State United Teachers/Sports Equality Foundation

Description: Attendees will learn best practices for assuring inclusion in LGBTQ athletics. Using specific examples and methods attendees will return to their schools with best practices that will benefit student-athletes. The Sports Equality Foundation curriculum will be incorporated into this presentation.

2:00 PM **SESSION 10- A** **Exploring Experiences of LGBTQ+ Parents & Their Children in K-12**

Organization/ Agency: **FAMILY EQUALITY**

Speaker: Nikhil Vashee
Director of Education Law and Policy, Senior Policy Counsel
Family Equality

Description: This presentation will delve into the significant findings of experiences of students with LGBTQ+ caregivers and their Families in K-12 schools , a comprehensive report from GLSEN, Family Equality, and COLLAGE, that investigates the experiences of LGBTQ+ parents and their children within the realm of public schools. The research explores the bullying, harassment, and discrimination faced by students with LGBTQ+ caregivers and offers insightful recommendations to foster a more inclusive and supportive educational environment.

SESSION 10- B **The Power and Importance of Student Voice:
Strengthening your genders and sexualities alliances**

Organization/ Agency: **ALBUQUERQUE PUBLIC SCHOOLS**

Speaker: Angela R. Fielden
Resource Teacher
Albuquerque Public Schools

Description: Albuquerque Public Schools defines student voice as authentic feedback, whether unsolicited feedback as part of a casual conversation with other Gender & Sexuality Alliance (GSA) students, the GSA monitor (adult leads), or feedback gathered by providing guided questions. Building strong relationships with students is key to providing a safe space where students can share their voices. When students can see their feedback and suggestions implemented, it empowers them and increases their buy-in. APS staff help to ensure that students know they can provide feedback and suggestions at any time, not just during a meeting or when district personnel attend a meeting. Authentic student voice is vital for successful student-led GSA clubs in elementary, middle, and high schools.

3:00 PM **SESSION 11- A** **Not Your Typical Rainbow: An Exploration of LGBTQ+
Inclusivity in the Classroom**

Organization/ Agency: **DISTRICT OF COLUMBIA PUBLIC SCHOOLS**

Speakers: Adalphia Johnson
Specialist LGBTQ+ and Sexual Health Program
District of Columbia Public Schools

Wesley Thomas

Manager LGBTQ+ and Sexual Health Program
District of Columbia Public Schools

Description: The workshop examines and explores *Our Why* and identifying the challenges faced by LGBTQ+ students, including discrimination, bullying, and lack of representation in curriculum and school policies. Participants will gain a deeper understanding of the importance of creating affirming environments where all students feel valued and respected. Through interactive discussions and activities, participants will explore practical strategies for creating and sustaining LGBTQ+ inclusivity in schools. This includes implementing inclusive curriculum and teaching practices, establishing supportive policies and procedures, and creating safe spaces for LGBTQ+ students to express themselves authentically and reframing problematic language.

SESSION 11- B **ROUNDTABLE DISCUSSION WITH PRISM**

Organization/ Agency: **PRISM FL, INC., MIAMI, FLORIDA**

Speaker: Maxx Fenning
 Executive Director
 PRISM FL, INC.

Description: Join PRISM, a youth-led LGBTQ+ nonprofit, for a roundtable discussion on how you can bring the rich history of the LGBTQ+ community into the classroom. Learn from the stories and experiences of educators across the country as they share how laws and school environments influence their approach to these topics.

4:00 PM **SESSION 12** **BIG PRIDE + Stonewall Panel Discussion**

Organization/ Agency: **BIG BROTHERS, BIG SISTERS OF BROWARD COUNTY
and STONEWALL NATIONAL MUSEUM, ARCHIVES, &
LIBRARY**

Speakers: BIGPride Mentors & Mentees (3 pairs)
 Big Brother Big Sister of Broward County

Lisa Tumminello
Program Specialist, BIGPride

Description: We will hear from 3 pairs of big and little. brothers, sisters, and siblings from the BIG Pride program over at B.B.B.S. as they delve into questions as they navigate different spaces like their school, home, and their interpersonal relationships.

5:00 PM

ADJOURNMENT

Sunday, April 14th, 2024 at Stonewall National Museum, Archives, and Library, 1300 E Sunrise Blvd, Fort Lauderdale, FL, 33304

9:30 AM Welcome + Symposium Recap

Facilitator: Ana Sanz Saumeth
SNEP Manager
Stonewall National Museum, Archives, and Library

Speaker: Robert Kesten
Executive Director
Stonewall National Museum, Archives, and Library

Description: Robert Kesten will give a brief overview of the symposium's biggest take aways. Ana Sanz Saumeth will inform attendees on potential resources and tools they can have access to through the year.

10:00 AM **SESSION 13- A HONEY Works Community Healing Justice Workshop**

Organization/ Agency: **HONEY WORKS LLC, NEW YORK**

Speakers: Mustafa Sullivan
Honeyworks Director, Consultant
Honeyworks

Miguel Pena
Honeyworks Leadership Coach
Honeyworks

DJ Clutch

Honeyworks Arts and Leadership and Development Consultant,
Youth Organizer
Honeyworks

Description: We will use and interact with community healing tools that provide interactive collective games, theater tools, and group story sharing. Facilitators will draw from personal experiences and share experiences with bullying and community based conflict resolution to help people think through strategies to intervene in schools, communities, families, and school networks. The workshop will be interactive and engage all stakeholders in developing solutions to bullying and transphobia/homophobia within different settings using community based healing tools.

11:00 AM **SESSION 14** **Cultivating Resilience: Creating Healing Spaces for LGBTQIA+ Educators**

Organization/ Agency: **SEATTLE PUBLIC SCHOOLS**

Speaker: Sam E. Cristol
Program Coordinator, LGBTQ+ Support, Health Education
Office
Seattle Public Schools

Description: In this most recent wave of attacks on LGBTQIA-inclusive education, many queer and trans educators are experiencing isolation, fear, grief, and burnout. In this practical workshop, participants will learn how to use restorative practices to plan and implement “healing circles” for LGBTQIA+ educators. Designed to strengthen community, decrease isolation, and metabolize grief and anxiety, these powerful spaces can be facilitated by any reflective practitioner, and help queer and trans educators cultivate community resilience—so we can keep showing up for the youth who depend on us.

12:00 PM

ADJOURNMENT