



Professional Development Sessions:

Introduction to Sexual Orientation, Gender Identity and Expression (SOGIE). The purpose of this workshop is to learn about the three separate, yet related constructs of sexual orientation, gender identity, and gender expression. An introduction of basic terminology that relates to each construct is provided, as are the implications for schools, families, and work environments.

Gender Roles and Stereotypes Through the Lifespan. The purpose of this workshop is to explore gender stereotypes that are perpetuated throughout the lifespan. As part of our exploration, we focus on 5 agents of influence that contributed to our gender definitions in childhood. These include family, peers, school, religion, and media.

“Say What?” How to Have Gender Inclusive and Affirming Conversations with Youth. The purpose of this workshop is to explore ways to be affirming to youth of different ages, beginning with pre-school age (3-5 years old), elementary age (grades K-4), and middle and high school age (grades 5-12). We specifically review affirming language, practices for creating an affirming home environment, and frequently asked questions from both adults and kids.

The 4 Pillars of an Affirming Work Environment. The purpose of this workshop is to explore the 4 pillars that make an affirming work environment, which include: workforce protections, inclusive benefits, supporting an inclusive culture, and corporate social responsibility. We provide an overview of recent research on LGBTQ+ adult and youth mental health and discuss its implications for working or going to school in an affirming environment.

LGBTQ+ History and Legislation. The purpose of this workshop is to review the history of the LGBTQ+ rights movement from the late 1800s to present. We begin by providing examples of sexual orientation, gender identity, and gender expression across cultures and historical time periods. Then, we review current federal and state policies/protections for LGBTQ+ identifying adults and youth.

“Being Real” An Exploration of Identities and Intersectionality. The purpose of this workshop is to broaden the discussion of identities from the SOGIE identities to others, such as race, socioeconomic status, ethnicity, and body size, as well as to explore our experiences with privilege, oppression, bias, and microaggressions. A particular focus includes understanding the various intersections of multiple marginalized identities and how they impact the employee experience.

A Deep Dive into the Lives of Trans and Non-Binary Youth. The purpose of this workshop is to discuss ways in which transgender and non-binary youth experience puberty, transitioning, and navigating gender dysphoria. These challenges are contextualized with existing research on trans/non-binary youth, as are the implications for student learning and growth.

Advanced SOGIE and “Coming Out” Conversations. The purpose of this workshop is to explore more advanced terminology related to sexual orientation, gender identity, and gender expression. Additionally, we discuss the journey of coming out, the challenges and rewards of coming out, and best practices for supporting queer folks.

Appreciating Body Diversity. The purpose of this workshop is to explore the meaning of body diversity, body positivity, and body neutrality. We begin by discussing the messages we received about bodies from our family, friends, school environment, media, and medical practitioners throughout our lives. We then examine the privilege and oppression folks with different body types may experience. We conclude the workshop by debunking body myths and discussing the importance of a body neutral perspective for adults and youth.

Sex Positivity. The purpose of this workshop is to explore what it means to be sex positive, sex negative, and sex neutral. We then discuss non-normative sexual practices/relationships, as well as the stigma that is often associated with them. We conclude with recommendations for self-reflection and ways to employ a more sex positive lens in one’s life.

Supporting Transgender Adults and Youth. The purpose of this workshop is to explore the experiences of transgender and non-binary adults and youth. We begin with an overview of current data regarding various health outcomes for trans and non-binary folks and then review state and federal guidance for supporting this population. We conclude by providing suggestions for best practice in supporting trans and non-binary adults and youth in the workplace, in schools, and at home.

Advancing Healthcare Equity: Addressing LGBTQ+ Health Disparities. The purpose of this workshop is to equip healthcare professionals with the knowledge and skills necessary to provide inclusive and affirming care to LGBTQ+ individuals. The session will focus on understanding the unique healthcare disparities faced by LGBTQ+ people and exploring strategies to mitigate these disparities.