

G L S E N
2000
CONFERENCE

10TH ANNUAL GLSEN/BOSTON CONFERENCE
SATURDAY, MARCH 25, 2000 TUFTS UNIVERSITY

TEACH
OUT

PRACTICAL TOOLS TO BUILD INCLUSIVE COMMUNITIES

WELCOME FROM THE EXECUTIVE DIRECTOR

TEACH OUT 2000 marks the Tenth Anniversary of GLSEN in Massachusetts. It is a time to reflect on how far we have come, how far we still have to go, and above all, to celebrate.

It is fitting that Kevin Jennings is "coming home" to share this occasion with us as our keynote speaker. When he and Kathy Henderson founded the "Gay and Lesbian Independent School Teachers' Network" ten years ago, there were but two Gay/Straight Alliances in the country: one at Concord Academy, where Kevin taught, the other at Phillips Andover, where Kathy taught. Today there are close to 200 in Massachusetts alone, and many of them are represented among the students and teachers here today.



We have more to celebrate. GLSEN/Boston has been fortunate to have received funding from the Governor's Commission on Gay and Lesbian Youth and the Massachusetts Department of Education from the beginning of the Safe Schools Program in 1993 to this day. Together, we have developed training programs and teacher resources that remain national benchmarks, and challenge the anti-gay, hetero-centric culture that still prevails in our schools. We are proud of the response we've had to programs launched this year to address the unique challenges facing athletes and coaches. We were even invited to present to 300 Athletic Directors convening in Hyannis this month!

But if the mainstream educational establishment is more ready—in some cases eager—to work with us and to hear our message than ever before, it is because the violence facing ALL students, but especially those who seem to be different, is on the rise and impossible to ignore.

Our most serious challenge ten years ago was to overcome our invisibility. In a very important sense, that is still true. While the number of administrators, teachers, and parents who try to insist that there are no gay or lesbian students or staff at their schools is decidedly down, the increased violence we are seeing is meant to intimidate us back to invisibility, or at least to be satisfied with subordination to the majority culture. Claudia Smith-Jacobs and Corey Johnson, this year's Visionary Award winners, are being recognized for the leadership they have demonstrated in challenging the still widely held belief that it is better to hide differences for the sake of preserving commonly held attitudes about what it takes to be a "team" or part of a "community." Theirs is a message that speaks to the pride and power to be found in all of us when we live our lives fully and fearlessly.

Welcome, and thank you for joining us as we celebrate ten years of teaching and respect for all.

Respectfully,
Wallace Bachman, Executive Director,
GLSEN/Boston

 **GLSEN**
teaching respect for all in our schools
B O S T O N



WELCOME FROM CONFERENCE COORDINATORS

Dear Conference Participants,

Welcome to the 10th Annual GLSEN/Boston Conference, co-presented by Project 10 East, Inc again this year! The title of this year's conference, "TEACH OUT: Practical Tools to Build Inclusive Communities" is the result of collaborative meetings between high school students and adults. We are excited this year to provide a forum for youth and adults to speak about practical approaches to transforming schools and communities into safe spaces for gay, lesbian, bisexual, transgender, and questioning people and their allies.

The conference opens with a keynote speech by GLSEN founder, Kevin Jennings. Kevin began GLSEN while he was a teacher at Concord Academy in 1990. He has become a national leader and spokesperson on GLBT issues. After Kevin Jennings' keynote address, conference participants have more than 50 workshop choices in three different time slots. We are excited to offer workshops on specific curriculum and subject areas including High School English, World History, Health Education, Middle School Social Studies and Elementary School. A number of workshops are interactive and give participants concrete ideas to bring back to their schools. There are also a number of workshops that deal with collaborations among students, teachers, administrators, parents, and community members, expanding our work from individual classrooms to the communities.

After the workshops, we will celebrate two leaders in our community in the third annual GLSEN/Boston *Visionary Awards* ceremony. We will end the day with a moving and inspiring performance entitled, *When Voices Grow Wings*, about the varied and diverse experiences of gay, lesbian, bisexual, transgender and questioning youth, directed by Thomas Grimes and performed by area youth. We would especially like to thank the committee of youth and adults who have worked tirelessly for the past six months to bring TEACH OUT to you today: Jared Ackerman, Doug Allison, Judith Brown, Jay Calderin, Carlos Covarrubias, Mary Davies, Rick Gosselin, Abbie Kinnebrew, Mike Mayo, Meesh Mazaka, Austin Naughton, and David Shephard.

We hope today's conference will provide you with the practical tools to create real and lasting change in schools and communities. Together, we are making a difference in the lives of GLBTQ people. Just by attending today's conference, all of us are already taking action.

Have a fun, inspiring and meaningful day!

Adam Glick
GLSEN/Boston
Conference Coordinator

Chris Markowski
Project 10 East
Conference Coordinator





GLSEN MISSION STATEMENT

The Gay, Lesbian, and Straight Education Network strives to assure that each member of every school community is valued and respected, regardless of sexual orientation. GLSEN believes that we can end homophobia in this generation by educating today's students, who will be the voters, co-workers, and neighbors of tomorrow. Our work focuses on three main goals: programming, advocacy and community organizing.

PROJECT 10 EAST, INC. MISSION STATEMENT

To create and sustain safe space for young people in schools and communities throughout the country, where they can experience mutual respect with a focus on personal excellence, regardless of gender identity or sexual orientation, or the perception thereof.

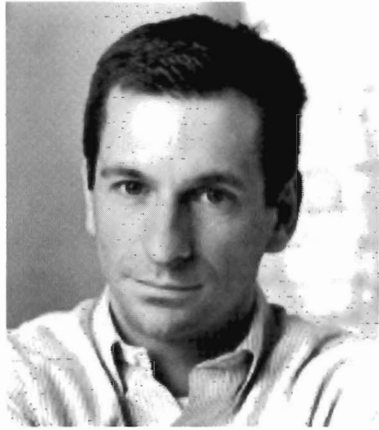
SCHEDULE OF EVENTS

- 8:00 Registration & Coffee
- 9:00 Welcome
Aidekman Arts Center
- Keynote Address
Kevin Jennings/GLSEN Founder
- 10:05-11:10 Workshop A
- 11:30-12:40 Workshop B
- 12:45-2:00 Lunch
A hot lunch will be provided.
- 2:10-3:15 Workshop C
- 3:35-3:50 Networking Reception
Coffee & Dessert, Alumni Lounge
- 3:50-4:10 Visionary Awards Ceremony
- 4:10-4:45 "When Voices Grow Wings"
A Thomas Grimes Production



KEYNOTE ADDRESS

Kevin Jennings is Executive Director of GLSEN, the largest organization of its kind in the United States, with chapters in more than 80 cities. A native of Winston-Salem, North Carolina, Kevin graduated magna cum laude from Harvard College. In 1993 he was named a Joseph Klingenstein Fellow at Columbia University, from which he received his M.A. in 1994. In 1999 Kevin received his M.B.A. from the Leonard N. Stern School of Business at New York University. He has taught history at the Moses

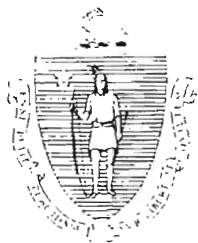


Brown School in Providence, Rhode Island (1985-87) and at Concord Academy in Concord, Mass. (1987-1994), where he has also served as Chair of the History Department. In 1992, he was named one of fifty "Terrific Teachers Making a Difference" by the Edward Calesa Foundation.

Kevin has become best known for his work in the fight for equality for gay & lesbian youth. In 1990 he co-founded the Gay, Lesbian and Straight Education Network, which brings together gay and straight teachers, parents, and community members who are working to end anti-gay bias in K-12 schools. In 1992, Kevin was appointed to co-chair the Education Committee of the Governor's Commission on Gay & Lesbian Youth by Massachusetts Governor William Weld. He was the principal author of its report, *Making Schools Safe for Gay & Lesbian*

Youth, whose recommendations were adopted as policy by the Massachusetts State Board of Education in May 1993. The Commission led the fight which made Massachusetts the first state in the nation to outlaw discrimination on the basis of sexual orientation against public school students and to establish a state-wide program called "Safe Schools for Gay and Lesbian Students" to combat anti-gay bias in K-17 schools in December 1993.

Kevin is the author of several books, including *Becoming Visible: A Reader in Gay Lesbian History for High School and College Students*, the first book of its kind designed specifically for a high school audience, and *One Teacher in Ten: Gay and Lesbian Educators Tell Their Stories*, a finalist for the 1995 Lambda Literary Award for best anthology. His latest book, *Telling Tales Out of School: Lesbian, Gay and Bisexual People Remember their School Years*, won the 1998 Lambda Literary award. Kevin also wrote and produced the historical documentary, "Out of the Past," which won the 1998 Sundance Film Festival Audience Award for Best Documentary. Kevin was named one of *Out Magazine's* "Top Newsmakers and Earthshakers" for his work in 1995 and 1996. In 1997 he was named to *Newsweek Magazine's* Century Club as "one of the 100 people to watch in the new century."



The Commonwealth of Massachusetts Department of Education

350 Main Street Malden, Massachusetts 02148-5023

Telephone: (781) 338-3000
TTY N.E.T. Relay 1-800-439-2370

David P. Driscoll
Commissioner of Education

March 2000

Dear Participant:

I am proud that Massachusetts has taken a leadership role in creating safer schools for gay, lesbian and bisexual students. More than at any other time, through the efforts of community-based organizations such as GLSEN and PFLAG, Massachusetts students, educators and parents are participating in Safe Schools programs that make a positive difference. However, much remains to be done.

It is vital to continue supporting activities and programs that help ensure all students' right to be free from harassment and discrimination in school. Students who feel safe and protected are more likely to have greater success in school, and I am delighted that the Safe Schools program helps.

Sincerely,

David P. Driscoll
Commissioner of Education



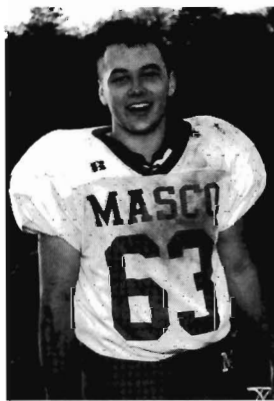
1999-2000 VISIONARY AWARDS



CLAUDIA SMITH-JACOBS

CLAUDIA SMITH-JACOBS, the GSA advisor at Barnstable High School, has been an inspiration to adults and young people in Barnstable and throughout the Cape.

She has helped to make the Barnstable GSA one of the strongest in the state and a model for other Gay-Straight Alliances. In addition to the work she has done at Barnstable HS, Claudia and members of her GSA have also developed two projects that carry the message of support throughout the state. One project is a photo exhibit designed by and featuring Barnstable GSA members. Another project shares the experiences of homophobia in childhood and families through video. By introducing people to the images, faces and experiences of GLBT youth, Claudia and her GSA have helped GLBT young people to feel visible, heard and understood.



COREY JOHNSON

THE MASCONOMET REGIONAL HIGH GAY/STRAIGHT ALLIANCE, AND THE MASCONOMET REGIONAL HIGH FOOTBALL TEAM

COREY JOHNSON, captain of his football team, and co-chair of his school's Gay/Straight Alliance, was discouraged by many people from coming out at school. He was advised to wait until he graduated and was warned about the likelihood of negative reactions from fellow students and teammates. Corey, however, felt he owed it to himself and others to live as openly gay, and to feel good about himself. He came out to his team. Quickly the entire school knew. Corey, currently the only openly gay student at his school, did experience opposition. "Football Fag" was written on a door at school and players from opposing teams taunted him. Corey's teammates and coaches have actively

supported Corey both on and off the field.

Corey's co-captain and other teammates have spoken with Corey at trainings for other athletes and coaches, stressing the need to make schools safe for students and athletes of all sexual orientations. It is clear that many of these actions would not have occurred without a culture of support that the Masconomet Gay/Straight Alliance has worked hard to create. It is often the less visible and less noticed individuals who step forward to initiate change. For the past several years, the GSA has spearheaded several safe schools initiatives, including bringing the 'Shared Heart' photo exhibit to the school this year. With this year's theme of "building inclusive communities," we are pleased to present this year's Youth Visionary Award to Corey Johnson, The Masconomet Regional High Gay Straight Alliance and The Masconomet Regional High School Football Team.





GLSEN/BOSTON WOULD LIKE TO RECOGNIZE THE FOLLOWING INDIVIDUALS FOR THEIR WORK AND COMMITMENT TO MAKING THE WORLD A SAFE AND AFFIRMING PLACE FOR GLBTQ PEOPLE:

MOLLIE BRACKEN, FRANCIS W. PARKER CHARTER SCHOOL

Mollie is a senior at Parker Charter, and one of the students who braved a snowstorm to attend a Safe Schools regional workshop last year. She helped to organize a GSA in the school's first year of existence. The GSA then took on projects around the school, including a full faculty training with DOE staff, and a full student body training, where Mollie came out as bisexual to the entire student body, to resounding support. She has been an inspiration to students and teachers at Parker Charter.

BARBARA LANDIS CHASE, HEAD OF SCHOOL, PHILLIPS ACADEMY, ANDOVER, MA.

In her sixth year as Head of School Barbara Landis Chase has successfully navigated a five-year process that led to our Board of Trustees' erasing a restrictive policy prohibiting GLB committed partners from residing in dormitory housing. She fought tirelessly for this issue, despite a tremendously negative campaign she faced from some disapproving alums. She also formed the first Head of School level committee to discuss issues of sexual orientation in private-independent schools. She has taken the lead on numerous public discussions all over the country on the need to hire, develop, and retain GLB teachers, and the importance of eliminating homophobic policies. She is an avid supporter of the Phillips Academy GSA, and GSA kids from other schools. Her vision and courage will have a positive influence on so many generations of young people who come through the doors of Phillips Academy.

MARGARITA DELGADO, WORCESTER NORTH HIGH SCHOOL GSA ADVISOR

Margarita Delgado's energy and enthusiasm have helped to keep Worcester North's GSA alive in a system where there has been little support for GLBT students. She is a fantastic counselor and someone who brings life and excitement to everything that she does and to everyone with whom she works.

TJ KELLY, BARNSTABLE HIGH SCHOOL

TJ has been involved in the Safe Schools Program since his freshman year at Barnstable. He has brought tremendous energy to all of his work, including video and photo projects. He is also involved in CIGYA, with whom he frequently does speaking engagements, as well as with DOE & GLSEN.

JAMIE KURATEK, NANTUCKET HIGH SCHOOL

As an openly gay student at Nantucket, Jamie has handled challenging situations with dignity and pride since his freshman year. The GSA was fledgling when Jamie started, and he has been very involved in its activities over the past few years. He is a member of the school's swim team, and has addressed intense homophobia in a community which, because of its location, is more isolated than most.

BOSTON PUBLIC SCHOOLS SUPERINTENDENT THOMAS PAYZANT

Seeing that a laissez-faire practice toward the creation of Gay/Straight Alliances was resulting in having GSAs in only four of the district's fifteen high schools, and recognizing that GLBT students are denied equal access to education when they fear going to school in larger numbers than their straight counterparts, Superintendent Payzant put in place a task force composed of administrators, teachers, students, the Department of Education, and GLSEN/Boston to address the problem of too few GSAs and too few faculty and staff trainings. On January 24, he held a press conference to announce the creation of a Safe Schools program manager. At this public ceremony, Superintendent Payzant vowed that Boston's Safe Schools Initiative would be a sustained effort, with the goal of establishing GSAs and of training the faculty and staff in every high school in the system.



WORKSHOPS

WORKSHOP A (10:05–11:10)

1A: Ask the Transsexuals

Stacey Montgomery, Alyssa Marino, and Thomas K. Lewis, SpeakOut Representatives

Three brave and enticing transsexuals tell their stories and answer your questions about transgender issues. *Also offered in Workshop C. Olin 102*

2A: Choosing and Using Films and Television for Discussion of GLBT Issues

Eric Pliner, Program Coordinator, Safe Schools Program for Gay and Lesbian Students, Mass. Department of Education
What are some issues to consider when choosing a film/TV show to initiate classroom or extracurricular discussions about GLBT people and experiences? We'll examine and discuss intentional and unintentional messages of some popular choices and how they can be used effectively in schools. *Also offered in Workshop B. Olin 012*

3A: Community Building Through Storytelling: An Exploration in Using Performance as a Teaching Tool

Elizabeth Dahmen, Youth Coordinator, Q & A Project at NYU
In this workshop, participants will learn how to use improvisation and theatre techniques to identify issues in their community, and then explore those issues through storytelling and performance. Participants will both engage in the games and dialogue, as well as learn how to take the techniques back to their schools, peer organizations and classrooms. *Also offered in Workshop C. Aidekman 22*

4A: Creating a 'Zine in One Day (Part 1 of 2)

Jay Laird, Project 10/Cambridge; Erica Sagrans, Student
How to produce and distribute a 'zine—brainstorming, writing, drawing, layout and publishing all during the conference. A fun, interactive and productive workshop which will produce and distribute an original 'zine by the end of the day! *Olin 106*

5A: Early Childhood Educators: How to Decide Whether to Come Out at Work or Not

Mona Posinoff, M.Ed., College Instructor and Adult Education Trainer

This is an interactive session for those involved in teaching and working with our youngest children. We will look at levels of safety, what holds us back, how to gain support and the ramifications of this issue when working with staff and families in the child care center. *Also offered in Workshop B.*

6A: Finding the Right Words...

Shantanette Patrice, LCSW, GLSEN/Boston Board of Directors, Clinical Social Worker, Trainer, Consultant

Have you ever been asked a question about GLBT issues and

didn't know what to say? This workshop will help you find your voice, your answers and a way to feel more comfortable in these moments. This is an interactive workshop. Come share your ideas, challenge yourself to find your voice and the answers that feel right for you. *Also offered in Workshop C. Olin 107*

7A: A Gallery of Artwork by Young GLBTQ Artists

Jared Ackerman, Project 10 East Youth Corps
This room will be set up as a gallery for people to visit at any point throughout the day. The theme is exploration of identity through art. Please visit this work and meet other conference attendees in this wonderful space for networking and inspiration. (all-day exhibit) *Olin 116*

8A: GLSEN & Us: Opportunities for Youth Involvement in the Work of GLSEN

Emily Swisher, Youth Activist; Judy Vreeland, Board of Directors, GLSEN/Boston

A youth-led forum to explore how GLSEN can involve youth in their board, committee work, and decision making. Come share ideas and input on ways in which GLSEN can better provide for the students, teachers and schools it strives to serve. *Olin 220*

9A: If You are Harassed, What Can You Do? Hate Crimes & Civil Rights Protections for Students

David Rudewick, Student Civil Rights Director, Governor's Task Force on Hate Crimes

This workshop will discuss how to report and document civil rights violations and models to prevent and reduce hate violence and harassment. Participants will identify concrete and specific steps they can take as individuals or as groups to decrease hate in their school. *Olin 113*

10A: The Important Role of Straight Allies

Florence Canavan, Co-Advisor Taunton High School GSA; Kathleen Doherty, The Bromfield School, GSA Advisor

Why is it important for straight people to get involved in support of GLBTQ students? Isn't this primarily work for the gay and lesbian teachers? Come hear two heterosexual allies share how they came to become GSA advisors and why straight staff and students have an important role in creating safe schools for GLBTQ youth. *Also offered in Workshop C. Olin 108*

11A: It's Elementary in Our Town: Getting Gay & Lesbian Issues Included in Elementary School Staff Development, Curriculum Development, and the PTA

Liz Coolidge, Elisabeth Sackton, Meg Soens, and Kathie Keagul, Parents of Elementary School Children



How lesbian parents approached and worked collaboratively with school system administration to develop plans for integrating gay and lesbian issues in elementary anti-bias curriculum. How we approached multiple levels, integrated our goals with anti-bias curriculum and explicit core values of the Lexington Public Schools. Also offered in Workshop B. *Olin 109*

12A: Lesbian Avengers: How to Promote Queer Friendly Activism in Your Schools and in Your Lives

Maggie Malin, Boston Avengers, Project 10 East Board Member

This workshop will teach youth and advisors how to be active in constructive and safer ways. Come with your ideas and obstacles and we will brainstorm how to plan an action for your particular school climate. *Olin 001*

13A: Making Athletics Safe for GLBT Players and Coaches

Polly Bixby, coach and GSA advisor, Mahar Regional High School; Bob Quist, coach, Malden Catholic High School; Corey Johnson, co-captain Masconomet Regional High football team; Jeff Perrotti & Deb Levy, Safe Schools Program of GLSEN/Boston

What is the experience of LGBT athletes, and how can we work with athletes and coaches to address homophobia? How does sports culture in schools affect LGBT students? In this workshop we will present resources for training athletic departments and teams on LGBT issues. We will discuss the privileged status of athletes, their power to influence the norms of a school, and strategies for working with athletes and coaches to create a safe school environment. Also offered in Workshop C. *Olin 011*

14A: The SaFTI Program: Development of a GLBT Youth Service Within a Latino Community Agency

Marcel Descheneaux, MSW, Therapist, La Alianza Hispana; Charlene Suffante, MSW, Therapist, La Alianza Hispana

This workshop will share the experiences, obstacles and successes encountered in developing and implementing a culturally sensitive program to support GLBT youth and their families within their home environment. *Olin 101*

15A: Strategies and Curriculum Ideas for Addressing GLBT Issues in a High School English Curriculum

Frank Pantano, English Teacher, Boston High School; GLSEN/ Boston Board Member; Michael Kennedy, English Teacher, Newton South HS

This session will explore strategies and give examples of how to include and foster discussion of GLBT issues in your English curriculum. These veteran teachers will give examples of assignments and discussions they have used to make their classes inclusive of GLBT issues while teaching standard English Curriculum within their school's and the state's standards and frameworks. Also offered in Workshop B. *Olin 110*

16A: The Struggles and Triumphs of Including Homosexuality in a Middle School Curriculum

Christine L. Hoyle, Special Education Teacher

The steps of expanding a Holocaust unit into a Diversity/ Anti-prejudice unit, inclusive of homosexuality will be outlined. Suggestions will be given as to how to get around roadblocks. Presenter will share unit and resources. Also offered in Workshop C. *Olin 002*

17A: Tales, Tips & Tactics for Developing Effective Community Forums on Gay & Lesbian Issues

George Clattenburg, Greater Boston PFLAG Board Member; Frances Morse, Greater Boston PFLAG Board Member

As part of its Safe Schools Program, PFLAG over the past several years has been conducting community forums. We have developed several models that can be used to construct a variety of effective community events. We will describe several of our forums and provide information on partnering with other organizations, garnishing a broad representation of the community, and structuring and promoting an event. *Olin 111*

18A: Teachers Coming Out

Susan McCray, Humanities Teacher, Gramh and Parks School, Cambridge, MA; Patricia Nicolari, Health/PE Teacher, Ansonia High School, Ansonia, CT

Come hear teacher's experiences of coming out at their schools and discuss issues and concerns related to coming out as a classroom teacher. (This workshop is open only to adults) Also offered in Workshop C. *Aidekman 20*

19A: Tired of Knocking on the Administration's Door?

Kim Westheimer, Coordinator of Safe Schools Program for Lesbian and Gay Students, Mass. Department of Education

You know you want to create a safer school for glbt students in your school. You're committed and ready to go. Your frustration is growing because it is so hard to get your administration or other potential allies to help you reach your goals. If this description sounds remotely like you, come to this workshop, let us know your frustrations and discuss strategies for creating change despite the resistance you've experienced. Expect to leave with specific achievable short-term goals that complement your vision for a better school. (This workshop will be limited to the first 15 people.) Also offered in Workshop C. *Olin 218*

20A: What They Didn't Tell You About Queer Sex & Sexuality in Health Class (A workshop for youth only, ages 14-21)

Margot E. Ables & Julie Netherland, Coordinators, HIV/AIDS Program, Mass. Department of Education

This workshop for youth addresses what is different for glbt youth when it comes to sex, dating, relationships, HIV etc. Come and discuss the questions you couldn't or didn't ask in health class. What's it like to be young, queer and beginning to date? Are lesbians at risk for HIV? What does it mean to identify as queer and still be sexually active with the



opposite sex? Who can you talk to about these things? And, why aren't queer issues addressed in Sex Ed classes? We will address the information you want about queer sexuality and some of the politics that prevent us from getting our needs met. *Aidekman 12*

21A: Why Gay People Need To Fight Racism: Making The Link Between Homophobia and Racism

Rheua S. Stakely, Consultant and Trainer on GLBT Issues
As gay people, we are in a unique position to understand and take action to reduce racism. We will discuss white privilege, subtle racism, and steps we can take daily to reduce racism in ourselves. *Olin 112*

22A: Workshop Techniques & Activities: Spicing Up the Ordinary Engagement

Dawn Dougherty, Consultant, Trainer & Writer
Participants will learn new and exciting ideas to use at GSA meetings, workshops, lectures, speaking engagements and more. We'll practice unique icebreakers and gay-themed activities. Detailed handouts will be available to take home after this very fun workshop. *Aidekman 13*

23A: Youth Coming Out in High School

A Panel of Youth from the Massachusetts Governor's Commission Youth Speak Out Project
A panel of youth shares their experiences of coming out in different high school settings. Also offered in Workshop B. *Aidekman 09*

WORKSHOP B (11:30-12:40)

1B: Are You Hooked Up: Using the Internet as an Outreach Tool in Our Work With GLBT Youth

Michelle Golden, Program Director Boston GLASS; Nathan Tia, Boston GLASS Outreach Specialist
Recognizing that the Web has, in some ways, replaced the street as the place that many GLBTQ youth go to look for answers and make connections, Boston GLASS (a community center for glbtq youth ages 13-25) began an outreach project on the Web. Our site strives to put a face on GLASS, for youth considering coming to the center for the first time, but also tries to provide information and links to resources for glbtq youth who cannot come to a place like GLASS for referrals. We will discuss our efforts doing outreach in this new terrain, and encourage participant sharing of Internet sites and resources that can help us in our work with GLBTQ youth. *Olin 101*

2B: BAGLY: 20 Years of Youth Serving Youth

Mark Taggart, Boston Alliance of Gay and Lesbian Youth (BAGLY) Program Coordinator; Youth Peer Leaders from BAGLY
Join us for a look back at the first 20 years of BAGLY's history of youth-run, adult-supported programming for the

GLBTQ youth of Boston. A chance to learn from each other's successes and challenges. Also offered in Workshop C. *Olin 001*

3B: Choosing and Using Films and Television for Discussion of GLBT Issues

Eric Pliner, Program Coordinator, Safe Schools Program for Gay and Lesbian Students, Mass. Department of Education
What are some issues to consider when choosing a film/TV show to initiate classroom or extracurricular discussions about GLBT people and experiences? We'll examine and discuss intentional and unintentional messages of some popular choices and how they can be used effectively in schools. Also offered in Workshop A. *Olin 012*

4B: Creating a 'Zine in One Day (Part 2 of 2)

Jay Laird, Project 10/Cambridge; Erica Sagrans, Student
How to produce and distribute a 'zine—brainstorming, writing, drawing, layout and publishing all during the conference. A fun, interactive and productive workshop which will produce and distribute an original 'zine by the end of the day! *Olin 106*

5B: Developing a School Harassment and Civil Rights Policy

David Rudewick, Student Civil Rights Director, Massachusetts Governor's Task Force on Hate Crimes
This workshop will focus on specific steps that staff and administrators can take to prevent hate and ensure safety in their schools. Responding to incidents and development of school policies will be discussed. *Aidekman 09*

6B: Diesel Dykes and Lipstick Lesbians: Defining & Exploring Butch/Femme Identity

Dawn Dougherty, Consultant, Trainer and Writer
Ever wonder what all the butch/femme fuss is all about? Join us at this FUN and interactive workshop to explore contemporary notions of butch and femme. Whether you were born butch, considering femme, or simply very curious/confused—you'll love this workshop. *Aidekman 13*

7B: Doing Anti-Homophobia Work as a Multicultural Organization: Case Study of The Campaign to End Homophobia

Dr. Barbara Zoloth, Cooper Thompson, Priscilla Prutzman and Dr. Steven Jones from The Campaign to End Homophobia
Panel discussion on the Campaign to End Homophobia's experiences and efforts to create a multicultural organization, with an emphasis on the importance of process as well as racial/ethnic composition. Audience participation is encouraged. *Olin 107*

8B: Early Childhood Educators: How to Decide Whether to Come Out at Work or Not

Mona Posinoff, M.Ed., College Instructor and Adult Education Trainer
This is an interactive session for those involved in teaching and working with our youngest children. We will look at

CONTINUED ON PAGE 12

WORKSHOP A (10:05-11:10AM)

- 1A..... Ask the Transsexuals (Olin 102)
- 2A..... Choosing and Using Films & Television For Discussion Of GLBT Issues (Olin 012)
- 3A..... Community Building Through Storytelling: An Exploration in Using Performance as a Teaching Tool (Aidekman 22)
- 4A..... Creating a 'Zine in One Day: Producing Writing and Art (part 1 of 2) (Olin 106)
- 5A..... Early Childhood Educators: How to decide whether to come out a work or not. (Olin 103)
- 6A..... Finding the Right Words... (Olin 107)
- 7A..... A Gallery of Artwork By Young GLBTQ Artists (Olin 116)
- 8A..... GLSEN & Us: Opportunities for youth involvement in the work of GLSEN (Olin 220)

- 9A..... If You Are Harassed, What Can Rights Protection For Students
- 10A..... The Important Role of Straight
- 11A..... It's Elementary in Our Town (O
- 12A..... Lesbian Avengers: How to Prom your school (Olin 001)
- 13A..... Making Athletics Safer for GLBT
- 14A..... SAFTI Program: Development of Service within a Latino Commu
- 15A..... Strategies & Curriculum Ideas f High School English Curriculum

WORKSHOP B (11:30-12:40PM)

- 1B..... Are you Hooked Up? Using the Internet as a tool (Olin 101)
- 2B..... BAGLY: 20 Years of Serving Youth (Olin 001)
- 3B..... Choosing and Using Films & TV For Discussion Of GLBT Issues (Olin 012)
- 4B..... Creating a Youth 'Zine In One Day: layout and production (part 2 of 2) (Olin 106)
- 5B..... Developing a School Civil Rights and Harassment Policy (Aidekman 09)
- 6B..... Diesel Dykes & Lipstick Lesbians: Defining & Exploring Butch/Femme Identity(Aidekman 13)
- 7B..... Doing Anti-Homophobia Work as a Multicultural Organization (Olin 107)

- 8B..... Early Childhood Educators: How work or not. (Olin 103)
- 9B..... Experiential Cooperative Learning
- 10B..... A Gallery of Artwork By Young
- 11B..... Homophobic Comments: How C
- 12B..... How to Run your GSA as a Succ
- 13B..... It's Elementary In Our Town (O
- 14B..... Not Your Average Family Outing
- 15B..... Putting the "Sex" Back in Sexua gies for Health & Sexuality Edu

WORKSHOP C (2:10-3:15PM)

- 1C..... Ask the Transsexuals (Olin 102)
- 2C..... BAGLY: 20 Years of Serving Youth (Olin 001)
- 3C..... Clinical Concerns: Including and Excluding GLBT Youth (Aidekman 13)
- 4C..... Community Building Through Storytelling: An Exploration in Using Performance as a Teaching Tool (Aidekman 22)
- 5C..... Creating Safe & Inclusive Environments In Elementary Schools (Olin 011)
- 6C..... e-GSA's: Organizing and Working Together On The Internet (Olin 110)
- 7C..... Finding the Right Words...(Olin 107)

- 8C..... From Lesbos to Stonewall: Incorporating History Curriculum (Olin 103)
- 9C..... A Gallery of Artwork By Young
- 10C..... Gay, Greek & Proud: Unlearning ties & Sororities (Olin 109)
- 11C..... The Important Role of Straight
- 12C..... Making Athletics Safer for GLBT
- 13C..... Not Your Average Family Outing
- 14C..... Rights, Supports and Protection tors (Olin 112)



What You Do?: Hate Crimes and Civil
 Rights (Olin 113)
 Straight Allies (Olin 108)
 (Olin 109)
 Promote Queer Friendly Activism in
 Schools (Olin 101)
 GLBT Players & Coaches (Olin 011)
 Impact of a Clinical GLBT Youth and Family
 Therapy (Olin 101)
 Strategies for Addressing GLBT Issues in a
 Classroom (Olin 110)

16A..... Struggles & Triumphs of Including Homosexuality in a Middle
 School Curriculum (Olin 002)
 17A..... Tales, Tips & Tactics on Developing Effective Community Forums
 on GLBT Issues (Olin 111)
 18A..... Teachers Coming Out (Aidekman 20)
 19A..... Tired of Knocking on the Administration's Door? (Olin 218)
 20A..... What They Didn't Tell You About Queer Sex & Sexuality in Health
 Class: A Workshop for Youth Only ages 14-21) (Aidekman 12)
 21A..... Why Gay People Need To Fight Racism: Making the link between
 homophobia and racism (Olin 112)
 22A..... Workshop Techniques & Activities: Spicing Up the Ordinary
 Engagement (Aidekman 13)
 23A..... Youth Coming Out in High School (Aidekman 09)



How to decide whether to come out a
 classroom (Olin 111)
 Training for Educators (Olin 111)
 Supporting GLBTQ Artists (Olin 116)
 How Can I Respond? (Olin 011)
 A Successful Support Group (Olin 102)
 (Olin 109)
 Training (PFLAG) (Olin 220)
 Sexual Orientation: Classroom Strate-
 gies for Educators (Aidekman 12)

16B The Religious Wrong: Dealing Effectively W/ Opposition in Your
 Community (Olin 002)
 17B Rights, Supports and Protections: Union Issues for GLBT Educa-
 tors (MTA) (Olin 112)
 18B School's Out: Finding Support After School (Olin 113)
 19B Strategies & Curriculum Ideas for Addressing GLBT Issues in a
 High School English Curriculum (Olin 110)
 20B A Strategy to Educate Faculty: Lexington HS's Presentation to
 Faculty (Olin 108)
 21B..... Write it Out: Writing Workshop (Aidekman 22)
 22B Youth Coming Out in High School (Aidekman 20)



Incorporating Sexuality into World
 History (Olin 111)
 Supporting GLBTQ Artists (Olin 116)
 Addressing Homophobia in College Fraternal
 Organizations (Olin 111)
 GLBT Players & Coaches (Olin 101)
 Training (PFLAG) (Olin 220)
 Union Issues for GLBT Educa-

15C..... Starting a GSA in Your School (Olin 012)
 16C..... Struggles & Triumphs of Including Homosexuality in a Middle
 School Curriculum (Olin 002)
 17C..... Success, Struggles & Surprises in the work to make schools safe:
 Improv in the Ocean State (Aidekman 09)
 18C..... Teachers Coming Out (Aidekman 20)
 19C..... Tired of Knocking on the Administrator's Door? (Olin 113)
 20C..... Who is? Who Ain't? Prejudice within the GLBTQ Community (Olin
 108)



levels of safety, what holds us back, how to gain support and the ramifications of this issue when working with staff and families in the child care center. Also offered in Workshop A. *Olin 103*

9B: Experiential Cooperative Learning for Educators

Kaitlin Stevens O'Shea, Ph.D.

This experiential cooperative learning workshop will give participants the opportunity to become students while learning about classroom exercises that teach issues of diversity (sexuality, race, social class and gender). Lesson plans provided after! *Olin 111*

10A: A Gallery of Artwork by Young GLBTQ Artists

Jared Ackerman, Project 10 East Youth Corps

This room will be set up as a gallery for people to visit at any point throughout the day. The theme is exploration of identity through art. Please visit this work and meet other conference attendees in this wonderful space for networking and inspiration. (all-day exhibit) *Olin 116*

11B: Homophobic Comments: How Can I Respond?

Rheua S. Stakely, Consultant and Trainer on GLBT Issues

"How can I respond appropriately when I hear 'fag,' 'dyke,' 'that's so queer,' or jokes from students or colleagues?" Daily put-downs can have devastating effects on a young person's self-esteem when heard year after year. Anyone who works with students needs to know how to stop name-calling and other forms of homophobia. This workshop will offer a variety of styles and useful approaches to help educators respond to homophobia. This session will offer attendees a chance to learn from others and practice responding. *Olin 011*

12B: How to Run Your GSA as a Successful Support Group

Glenn Johnson, GLSEN Safe Schools Trainer

How do you run a support group so that everyone can vent, be listened to, and feel supported? You'll bring back practical skills and a sample format to make your support group work for everybody. *Olin 102*

13B: It's Elementary in Our Town: Getting Gay & Lesbian Issues Included in Elementary School Staff Development, Curriculum Development, and the PTA

Liz Coolidge, Elisabeth Sackton, Meg Soens, and Kathie Keagul, Parents of elementary school children

How lesbian parents approached and worked collaboratively with school system administration to develop plans for integrating gay and lesbian issues in elementary anti-bias curriculum. How we approached multiple levels, integrated our goals with anti-bias curriculum and explicit core values of the Lexington Public Schools. Also Offered in Workshop A. *Olin 109*

14B: Not Your Average Family Outing

Alice Clattenburg, Ann Schlesinger, and Herb Webb, Greater Boston PFLAG

Family members from PFLAG (Parents, Families & Friends of Lesbians and Gays) talk about how they have learned from a loved-one's coming out, and the journeys they have taken to foster understanding and acceptance of GLBT people in their communities. Also offered in Workshop C. *Olin 220*

15B: Putting the "Sex" Back Into Sexual Orientation: Classroom Strategies for Health & Sexuality Educators

Margot E. Abels and Julie Netherland, Coordinators, HIV/AIDS Program, Mass. Department of Education

What does it mean to say "being gay, lesbian and bisexual isn't about sex?" Where do queer youth get their information about sex and sexuality? How can we deny that sexuality is central for all of us? How do we learn to address the unique concerns of queer youth? What about the epidemiology and risk behavior data concerning sexual activity, HIV and pregnancy for queer kids? This workshop is for educators to examine strategies for integrating sexuality education and HIV prevention content specific to gay, lesbian and bisexual students into the classroom and GSA's. Data will be presented, exercises from the GSA/HIV Prevention Project will be shared and additional strategies will be discussed. *Aidekman 12*

16B: The Religious Wrong: Dealing Effectively with Opposition in Your Community

Leif Mitchell, Community Educator/Trainer for Planned Parenthood of CT, GLSEN/CT and GLSEN National Board Member

Facilitated by someone who follows the Religious Wrong "religiously," this workshop will explore ways to counteract the messages used by the Wrong. Participants will learn exactly what the Wrong is saying about "us" (and who that includes) as well as develop strategies to tackle opposition to teaching respect for all in your communities. *Olin 112*

17B: Rights, Supports and Protections: Union Issues for GLBT Teachers

Kathy Glennon, Chair of the Lesbian & Gay Task Force, Mass. Teacher's Association; Austin Naughton, Teacher, Brookline, MA and Member of MTA Lesbian and Gay Task Force

This session will address the wide range of job-related issues which impact GLBT teachers in public schools. Contract language, bargaining issues, domestic partner issues, professional teacher status, performance evaluations, coming out in the workplace and other topics will be addressed. There will also be ample time for questions. Also offered in Workshop C. *Olin 112*

18B: School's Out: Finding Support After School

A Boston GLASS (Gay, Lesbian Adolescent Social Services) Staff Member and a Panel of Youth

A panel of youth will share their stories and will talk about the value of having a safe place that isn't the streets or the clubs. Come hear about this program which provides groups, social events and a safe space for GLBTQ youth ages 13-25. *Olin 113*



WORKSHOP C (2:10–3:15)

19B: Strategies and Curriculum Ideas for Addressing GLBT Issues in a High School English Curriculum

Frank Pantano, English Teacher, Boston High School, GLSEN/ Boston Board Member; Michael Kennedy, English Teacher, Newton South HS

This session will explore strategies and give examples of how to include and foster discussion of GLBT issues in your English curriculum. These veteran teachers will give examples of assignments and discussions they have used to make their classes inclusive of GLBT issues while teaching standard English Curriculum within their school's and the state's standards and frameworks. Also offered in Workshop A. *Olin 110*

20B: A Strategy to Educate Faculty: Lexington HS's GSA Presentation to Faculty

Melissa Buttarò, Guidance Counselor, GSA Advisor, Lexington High School; Michael Lerner, Science Teacher, GSA Advisor, Lexington High School; Student Members of the Lexington HS GSA

Come hear how the Lexington High School presented their needs and experiences to the faculty of their school. Members of the GSA will review materials that were given out, how their discussion and presentation of materials were structured and the results of this truly significant and meaningful day. This was a GSA who found a way to bring their issues from the students to the entire faculty in a manner that created incredible dialogue and change throughout the school. *Olin 108*

21B: Write it Out

Letta Neely, Poet, Prevention Programming Coordinator at Boston GLASS

Join Letta Neely for a writing workshop. Writing to express your feelings can: help you have brighter days, help lessen feelings of depression, be more powerful than a vitamin, give you strength, help you cry or be strong, help you make it through life. Participants will leave with two nearly finished poems. *Aidekman 22*

22A: Youth Coming Out in High School

A Panel of Youth from the Massachusetts Governor's Commission Youth Speak Out Project

A panel of youth shares their experiences of coming out in different high school settings. Also offered in Workshop A. *Aidekman 20*

1C: Ask the Transsexuals

Stacey Montgomery, Alyssa Marino, Thomas K. Lewis, SpeakOut Representatives

Three brave and enticing transsexuals tell their stories and answer your questions about transgender issues. Also offered in Workshop A. *Olin 102*

2C: BAGLY: 20 Years of Youth Serving Youth

Mark Taggart, Boston Alliance of Gay and Lesbian Youth (BAGLY) Program Coordinator; Youth Peer Leaders from BAGLY

Join us for a look back at the first 20 years of BAGLY's history of youth-run, adult-supported programming for the GLBTQ youth of Boston. A chance to learn from each other's successes and challenges. Also offered in Workshop B. *Olin 001*

3C: Clinical Concerns: Including and Excluding GLBT Youth

Patrick Truman, LCSW, Programming Coordinator, Boston GLASS

Discussion on adolescent development and GLBT identity development; risk factors and mental health concerns; pros & cons of including GLBT material in the classroom; brainstorming ways to address GLBT issues. *Aidekman 13*

4C: Community Building Through Storytelling: An Exploration in Using Performance as a Teaching Tool

Elizabeth Dahmen, Youth Coordinator, Q & A Project at NYU

This is a workshop where participants learn how to use improvisation and theatre techniques to identify issues in their community, and then explore those issues through storytelling and performance. Participants will both engage in the games and dialogue, as well as learn how to take the techniques back to their schools, peer organizations and classrooms. Also offered in Workshop A. *Aidekman 22*

5C: Creating a Safe and Inclusive Community in Elementary Schools: Supporting Gay and Lesbian Students, Families and Staff

Robert Parlin, Teacher at Newton South HS, GLSEN/Boston Board Member; Laura Perkins, MSW, Franklin School and the Newton Early Childhood Program

Rationale for integrating glbt issues in the early elementary years will be presented. Guidelines for parent communication, and interventions for name calling will be suggested and classroom lessons demonstrated. *Olin 011*

6C: e-GSAs: Organizing and Working Together on the Internet

Carlos Covarrubias, GLSEN/Boston, Systems Administrator

Learn how to create communities on the internet and through e-mail. Break down the physical and geographical barriers that stop you or your GSA from having a safe space to talk, listen, and share. *Olin 110*



7C: Finding the Right Words...

Shantanette Patrice, LCSW, GLSEN/Boston Board of Directors, Clinical Social Worker, Trainer, Consultant

Have you ever been asked a question about GLBT issues and didn't know what to say? This workshop will help you find your voice, your answers and a way to feel more comfortable in these moments. This is an interactive workshop. Come share your ideas, challenge yourself to find your voice and the answers that feel right for you. Also offered in Workshop A. *Olin 107*

8C: From Lesbos to Stonewall: Incorporating Sexuality into a World History Curriculum

Michael Kozuch, M.Ed., World History Teacher, Newton South HS., Consultant

This workshop will explore the "whys" and "how tos" of incorporating discussions of bisexuality and homosexuality into a world history curriculum. As new research continues to uncover gay, lesbian and bisexual voices from the past, history teachers have a greater ability and responsibility to bring these voices to our students. We can paint a more accurate picture of history and make it more relevant to our students' lives. *Olin 103*

9C: A Gallery of Artwork by Young GLBTQ Artists

Jared Ackerman, Project 10 East Youth Corps

This room will be set up as a gallery for people to visit at any point throughout the day. The theme is exploration of identity through art. Please visit this work and meet other conference attendees in this wonderful space for networking and inspiration. (all-day exhibit) *Olin 116*

10C: Gay, Greek & Proud: Unlearning Homophobia within College Fraternities and Sororities

Leif Mitchell, Educator and Trainer, Planned Parenthood of CT, Board Member, GLSEN CT and GLSEN national

In this multi-media, fun-filled, interactive presentation, Leif will share his personal triumph of being out in a college fraternity and the effects of homophobia and other forms of discrimination on the Greek community and on college campuses in general. Participants will also hear concrete ways to make fraternities and sororities more inclusive of GLBT people. *Olin 109*

11C: The Important Role of Straight Allies

Florence Canavan, Co-Advisor Taunton High School GSA; Kathleen Doherty, The Bromfield School, GSA Advisor

Why is it important for straight people to get involved in support of GLBTQ students? Isn't this primarily work for the gay and lesbian teachers? Come hear two heterosexual allies share how they came to become GSA advisors and why straight staff and students have an important role in creating safe schools for GLBTQ youth. Also offered in Workshop A. *Olin 111*

12C: Making Athletics Safe for GLBT Players and Coaches

Polly Bixby, coach and GSA advisor, Mahar Regional High School; Bob Quist, coach, Malden Catholic High School; Corey Johnson, co-captain Masconomet Regional High football team; Jeff Perrotti & Deb Levy, Safe Schools Program of GLSEN/Boston

What is the experience of LGBT athletes, and how can we work with athletes and coaches to address homophobia? How does sports culture in schools affect LGBT students? In this workshop we will present resources for training athletic departments and teams on LGBT issues. We will discuss the privileged status of athletes, their power to influence the norms of a school, and strategies for working with athletes and coaches to create a safe school environment. Also offered in Workshop A. *Olin 101*

13C: Not Your Average Family Outing

Alice Clattenburg, Ann Schlesinger, Herb Webb, Greater Boston PFLAG

Family members from PFLAG (Parents, Families & Friends of Lesbians and Gays) talk about how they have learned from a loved-one's coming out, and the journeys they have taken to foster understanding and acceptance of GLBT people in their communities. Also offered in Workshop C. *Olin 220*

14C: Rights, Supports and Protections: Union Issues for GLBT Teachers

Kathy Glennon, Chair of the Lesbian & Gay Task Force, Mass. Teacher's Association; Austin Naughton, Teacher, Brookline, MA and member of MTA Lesbian and Gay Task Force

This session will address the wide range of job-related issues which impact GLBT teachers in public schools. Contract language, bargaining issues, domestic partner issues, professional teacher status, performance evaluations, coming out in the workplace and other topics will be addressed. There will also be ample time for questions. Also offered in Workshop C. *Olin 112*

15C: Starting a Gay/Straight Alliance (GSA) in Your School

Eric Pliner, Program Coordinator, Safe Schools Program for Gay & Lesbian Students, Mass. Department of Education

What are the purposes of a Gay/Straight Alliance, and what steps will you need to take to form one? Learn about GSAs, hear from student members of a successful GSA, create an action plan for starting a GSA in your school or bringing new life to one that currently exists. *Olin 012*

16C: The Struggles and Triumphs of Including Homosexuality in a Middle School Curriculum

Christine L. Hoyle, Special Education Teacher

The steps of expanding a Holocaust unit into a Diversity/Anti-prejudice unit, inclusive of homosexuality will be outlined. Suggestions will be given as to how to get around roadblocks. Presenter will share unit and resources. Also offered in Workshop A. *Olin 002*



17C: Success, Struggles & Surprises in the Work to Make Schools Safe: Improv in the Ocean State

Mimi Coughlin, Safe Schools Institute Director; Michelle Duso, Director of Advocacy, Youth Pride Inc., RI

This is an interactive workshop in which participants will explore the surprises and uncertainties inherent in the work of making schools safer for LGBTQ Youth. *Aidekman 09*

18C: Teachers Coming Out

Susan McCray, Humanities Teacher, Graham and Parks School, Cambridge, MA; Patricia Nicolari, Health/PE Teacher, Ansonia High School, Ansonia, CT.

Come hear teacher's experiences of coming out at their schools and discuss issues and concerns related to coming out as a classroom teacher. (This workshop is open only to adults) Also offered in Workshop A. *Aidekman 20*

19C: Tired of Knocking on the Administration's Door?

Kim Westheimer, Coordinator of Safe Schools Program for Lesbian and Gay Students, Mass. Department of Education

You know you want to create a safer school for gbt students in your school. You're committed and ready to go. Your frustration is growing because it is so hard to get your

administration or other potential allies to help you reach your goals. If this description sounds remotely like you, come to this workshop, let us know your frustrations and discuss strategies for creating change despite the resistance you've experienced. Expect to leave with specific achievable short-term goals that complement your vision for a better school. (This workshop will be limited to the first 15 people.) Also offered in Workshop A. *Olin 113*

20C: Who is? Who Ain't?: Prejudices in the LGBTQ Community

Shades of Color, a Group of Peer Educators from Boston GLASS

This presentation involves various skits about prejudices in our community, which are meant to be thought-provoking and conversation-stirring. There will be opportunities for audience participation in the skits, and for conversation following the skits. The workshop is presented by Shades of Color—a group of Peer Educators from Boston GLASS who learn first and then outreach to other lgbtq youth on issues of HIV/AIDS, STD prevention, homophobia, racism, safety, coming out, decision-making and self-love. *Olin 108*

WHEN VOICES GROW WINGS

"When Voices Grow Wings" is a 30-minute performance piece of music, poetry and monologues by five of Boston's most talented and courageous up-and-coming artists. Ranging in age from 15-26, these gay, lesbian, bisexual and transgender performers take us on a personal journey paved with the ugliness of misunderstanding to the ultimate beauty of self-acceptance.

These actors, poets and musicians are the trend setters, the risk takers, the trail blazers who leave footprints big enough for future generations to walk in.

PERFORMERS

NIA CLARK

CHRISTOPHER DANIELS

MICHAEL DiRENZO

ANA LARA

P. NELSON LE

**DIRECTED AND FACILITATED
BY THOMAS GRIMES**



from L to R, Nia Clark, Michael DiRenzo, Ana Lara, Christopher Daniels



THANK YOU

This Conference would not have been possible without the generosity and support of the following businesses:

1369 Coffeehouse
Brattle Square Florist
Bread and Circus, Alewife
Cambridge Common
Finagle A Bagel
Francesca's
Gail Ann Coffee Shoppe
in newsworthy

Nellie's Wildflowers
PageTurner Publications, Inc.
Starbucks, Cambridge
Sweet Tooth
Tea Tray in the Sky
To Go Bakery
Trader Joe's
Watermark Donuts

CONFERENCE DONORS

We would like to thank the following people for their contributions to **TEACH OUT 2000**. Their generosity made it possible for us to once again price the conference at affordable levels. Thanks to them, no student was turned away for lack of funds.

Russell Aims
Anonymous
Richard Bankhead, DDS & Paul Groipen, DDS
Dean Bauer
Michael & Cynthia Beer
Manny Berger
Amy Boger, M.D., F.A.A.P.
Robert Bogosian & Anthony Moretti
Melissa Buttaro
Donna M. Costa
Carol Corcoran
Christian Draz
Willis Emmons
Paul Faraca
Jan E. Forte
Joel Goldstein & Reed Goodman
John Gorman
Michael Harding
Holly Heslop & Charlie Christopher
James Iannoni
Joyce Kauffman & Katherine Triantafillou
Ann Kwong & Ursula Kwong-Brown
Jasper Lawson
Mark & Devon Laycox
Jean & Eric Lind
Laurie Lindop & Ellen Abdow
Bruce & Marta MacDonald
Massachusetts Teachers' Association

Kenneth Mayer
Rick McCarthy & Gary Bailey
Frank Pantano
Arthur W. & Deborah Parlin
PFLAG Williamstown/Berkshire
Mona Posinoff
Thomas C. Richardson
Jonathan Rotenberg & Mike Rataczak
Steven Rumpel
Michael Salvatore
Carolee & George Schaffer
Betsey Scharlack
Earnest Van B. Seasholes
Elizabeth V. Simon
Jean Chapin Smith
Sidney R. Stern
James Stiles
C. David Stokes & Darin Mardock
Walter E. Stone, Jr., Ed.D.
Carl & Linda Swenson
Chartis Tebbetts
Cynthia J. Telingator, M.D.
John Tirrell
Daniel Velez-Rivera
Judy Vreeland
Judith & Douglas Weinstock
Richard F. J. Williams
David L. Wilson & Robert D. Compton
David Yalen



SPONSORS

GLSEN/Boston has been able to grow and offer new programs and services this year thanks to the generous support of the following individuals and organizations:

CUM LAUDE SOCIETY (\$10,000+)

Wallace Bachman

HONOR SOCIETY (\$5,000+)

Workbench Furniture, Inc.

DEAN'S LIST (\$2,500+)

Susan A. & Donald P. Babson Foundation

Michael Kuber

A+ CLUB (\$1,000+)

Richard Bankhead, DDS, & Paul Groipen DDS

Bren Bataclan

Paul Faraca

Massachusetts Teachers' Association

David Powers & Marc Boesch

Caleb Stewart

Dane Vannatter

STUDENT COUNCIL (\$500+)

Esmond Harmsworth

Philip W. Lovejoy and James Moses

Ellen McFarland

Harvey Makadon, M.D.

Arthur & Deborah Parlin

William & Jody Prinzivalli

The Rise Club

SPECIAL RECOGNITION

GLSEN/Boston has been privileged to receive funding from the Governor's Commission on Gay and Lesbian Youth and the Massachusetts Department of Education for the development and delivery of their Safe Schools Program for Gay and Lesbian Students every year since the program's inception in 1993.

BOARD OF DIRECTORS

Judy Vreeland, *President*

Bob Parlin, *Vice President*

David W. Powers, *Treasurer*

Rick Gosselin, *Clerk*

Jesus Bautista

Rob Bogosian

Calvin L. Gidney

Adam Glick

Michael J. Harding

Shirley A. Hayden

Jenny Kramer

Frank Pantano

Shantanette Patrice

Laura K. Perkins

Grace Sterling Stowell

STAFF

Wallace Bachman

EXECUTIVE DIRECTOR

Deb Levy

SAFE SCHOOLS PROGRAM DIRECTOR

Abigail Kinnebrew

OFFICE MANAGER & PROGRAM COORDINATOR

Carlos Covarubbias

MANAGER OF INFORMATION SYSTEMS

Pam Chamberlain, Caroline Gould,

Jeff Perrotti, Al Toney

SAFE SCHOOLS REGIONAL COORDINATORS

**Congratulations GLSEN/Boston
for 10 years of service
to the community!**

**Wilson, Marino & Bonnevie, P.C.
Attorneys at Law**

**288 Walnut Street
Newton, MA
(617) 964-8090**

Adam Glick, LICSW

Individual, Group & Family Therapist

Specializing in issues of sexual identity,
coming out, depression, and intimacy

Openings are currently available in a 10-week
Coming Out Group for Adult Men and Women

For more information
or to set up an appointment,
please call 617-482-2166

Sliding fee and some insurance accepted

New Words

A Women's Bookstore

*I just love
New Words!*



We feature...

- A huge selection of GLBT youth titles
- video rentals
- zines & comics by & about girls & women
- t-shirts, posters, stickers, & pride items
- CDs and tapes of women & grrl artists
- monthly Friday night events with cultureshock
- author readings & signings

**AND, AS ALWAYS, THE LARGEST SELECTION OF
FEMINIST & WOMEN'S BOOKS IN NEW ENGLAND!**

*Mon. 10-6, Tues.-Fri. 10-8,
Sat. 10-6, Sun. noon-6*

*We mail order anywhere!
Out of state, call 800-928-4788*

Come see what's new at New Words.
www.newwordsbooks.com

186 Hampshire Street, Cambridge, MA 02139 • 617-876-5310

TURN TO
PAGETURNERS

Letterhead
Invitations
Business Cards
Presentations
Corporate Images
Brochures
Newsletters
Writing
DOCUMENTATION
Signs
Fliers
Folders
Direct Mail
Print Ads
COLLATERALS

SMART MARKETING

CONCEPT. WRITING. DESIGN. PRODUCTION.

Specializing in
striking yet
affordable CORPORATE
IMAGES AND MARKETING
MATERIALS.
GAY-OWNED.
GAY-AFFIRMING.

 **PAGETURNER Publications, Inc.**
SMART MARKETING DESIGN
617-846-6756

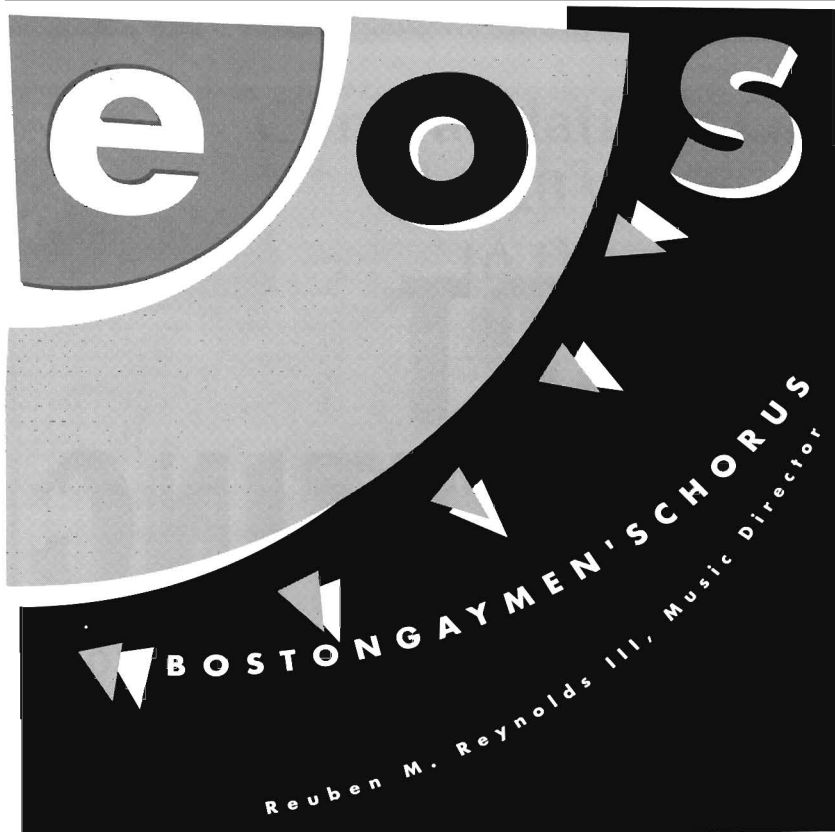
Our Mission:

To create and sustain safe space for young people in schools and Communities throughout the country, where they can experience mutual respect with a focus on personal excellence, regardless of gender identity or sexual orientation, or the perception thereof.



- Open Doors Project
- Project Voice
- Roxbury Outreach Committee
- Youth Out in History
- Safe House Project
- Youth Action Corps
- Training and Mentoring
- Information and Networking

And So Much More...
(617)864-GLBT



Congratulations GLSEN/Boston! Join the BGMC this weekend for the world premiere of "Eos," a work that celebrates the past, present, and future of the gay/lesbian community.

***Time knows.
Time heals.
Time reveals.***

**Saturday, March 25 at 8 pm
Sunday, March 26 at 7 pm**

**New England Conservatory's
Jordan Hall**

Tickets: \$30, \$25, \$18, \$12
Available at the door
or call the box office: (617) 536-2412

ASL interpreted
Wheelchair accessible

BAGLY, Inc.

BAGLY—Celebrating 20 Years Of Youth Empowerment—1980-2000

The Boston Alliance of Gay, Lesbian, Bisexual, and Transgendered Youth

(617) 227-4313 Phone

(617) 983-9845 TTY

www.bagly.org

bagly@bagly.org

(617) 227-3266 FAX

1(800) 42-BAGLY InfoTel

PO Box 814

Boston, MA 02103

BAGLY congratulates GLSEN/Boston on its 10th Anniversary year!

BAGLY is a youth-led, adult-supported social support organization for
GLBT youth ages 22 and under.

Youth Meetings are Wednesdays 6-9 p.m.

@ St. John the Evangelist Church

35 Bowdoin St. Beacon Hill, Boston

Boston GLASS Community Center
is for gay, lesbian, bisexual,
and transgender
youth 13-25.

**Looking for
a cool place
to hang out
and be yourself...**



drawing by Harry Anderson

Hours

3-8 Monday - Thursday
3-7 Friday

93 Mass Ave. 3rd floor
Boston • MA • 02115

Phone: 617•266•3349

E-mail

glass@jri.org

Check out our website at
www.bostonglass.org

for our monthly calendar & newsletter



**Boston GLASS and the Sidney Borum Health Center
are Programs of JRI Health.**



***Free Health Care and Counseling
for young people,***

including anonymous HIV counseling and testing.



**Sidney
Borum**

Community Health Center

Phone: (617) 457-8140

Walk-in Hours:

3-7 Mon-Thurs and 1-5 Friday

130 Boylston St. • Boston • MA • 02116

(appointments also available)

JRI Health in collaboration with Positive Directions offer social support
groups for young HIV positive individuals.
POZ 20's phone 617•988•2600 ext.208

"JOURNEY TO A HATE FREE MILLENNIUM"

East Coast Premiere of the Documentary Film and National Kick-Off of Educational Program

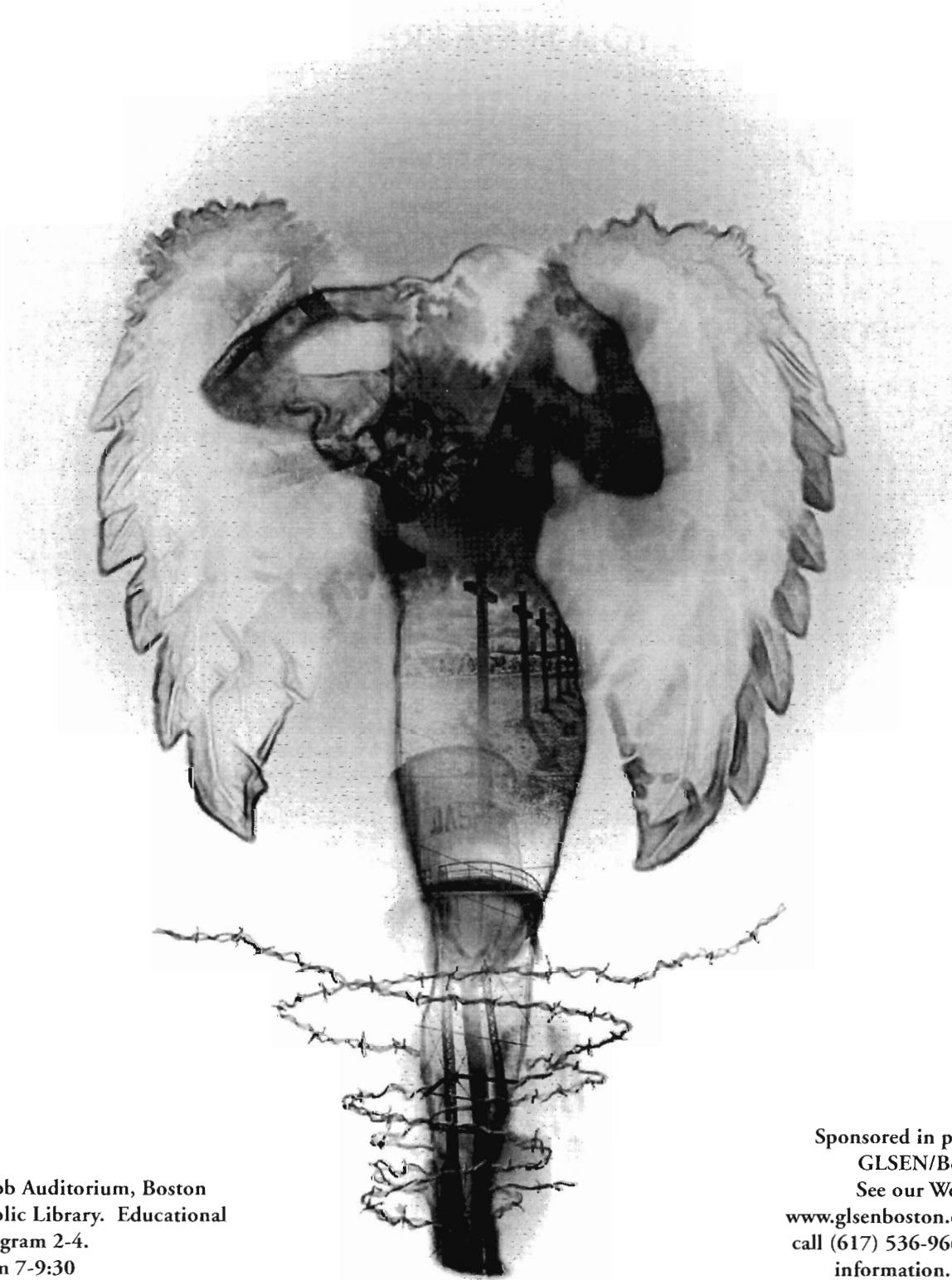
Featured Guests:

SATURDAY, APRIL 1, 2000

"The Journey Begins..."

Judy Shepard, mother of
Matthew Shepard

Mylinda Byrd Washington,
sister of James Byrd, Jr.



Rabb Auditorium, Boston
Public Library. Educational
Program 2-4.
Film 7-9:30

Sponsored in part by
GLSEN/Boston.
See our Web site
www.glsenboston.org or
call (617) 536-9669 for
information. Free.