2013 Gender Spectrum Professional’s Workshop
*Gender: Just One Piece of the Puzzle*

**Agenda**

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<td>7:15 – 8:30</td>
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<td>Workshop Pre-session: Understanding Gender Basics</td>
<td>Angel/Belvedere</td>
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<td>Workshop Round 1</td>
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**Workshop Pre-session**

**Understanding Gender Basics**
*Joel Baum, MS*

This optional pre-conference session will ground participants in a common, multi-dimensional framework and vocabulary for understanding gender diversity. Designed for professionals interested in a refresher, or those just beginning to work with gender diverse young people, the workshop will touch upon key aspects of gender, including the relationship between sex and gender, cultural and historical perspectives of gender expression, and the difference between gender identity and sexual orientation.

**Opening Keynote**

**Cultural Humility and Gender Diverse Youth: Finding Strength in Not Knowing**
*Jei Africa, PsyD*

A professional stance grounded in cultural humility "*incorporates a lifelong commitment to self-evaluation and self-critique to redress the power imbalances in the patient-physician dynamic and to developing mutually beneficial and non-paternalistic clinical and advocacy partnerships with communities on behalf of individuals and defined populations.*" Working with gender diverse children and teens, and the constellation of caring adults who surround them, many professionals are looked to for their expertise and experience in this evolving area of practice. Yet even (perhaps especially) in this dynamic field, providers privileged with working with these extraordinary kids must also keep sight of the intersectional complexity of the youth and caregivers they serve. This opening session will serve as the foundation for the day’s exploration of a wide range of topics, pushing conference attendees to examine not only their own practices, but also the degree to which cultural intersections with their clients impact their work.
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**Education Workshops**

1. **Surfacing Multiple Identities: Gender Inclusion in the Context of Educational Equity**  
   *Joel Baum, MS; Johanna Eager, MEd; Liz Lusk, LCSW*  
   How does work focused on gender diversity align itself with overall district equity efforts and other school-based initiatives focused on academic achievement? What conditions are necessary for creating systemic change across a school district committed to greater inclusion for all students? This session will introduce you to a multi-year, collaborative model among Madison Metropolitan School District, Gender Spectrum, and Welcoming Schools that provides educators and staff with tools to create a more gender-inclusive school district within the context of multiple forms of identity and oppression.

2. **Making Sex Education Gender Inclusive**  
   *Darcy Allder*  
   Think back to your own experience with sex education as a student. What it could have been like if it was comprehensive sex ed with a queer twist! Professionals who teach any subject and want to learn how to use inclusive language without drawing attention away from the lesson will enjoy this workshop. Come acquire hands-on practice teaching anatomy and STI transmission. Remember anyone can learn how language helps individuals be more inclusive of transgender and intersex people.

3. **Facilitating Courageous Conversations**  
   *Rosetta Eun Ryong Lee*  
   Talking about gender, race, socioeconomic status, and more can raise anxiety for many people, and yet we must have the conversation in our schools and our lives in order to raise our awareness and inclusivity. What are the fears and common pitfalls that keep us from broaching these topics in the classroom and among adults? Gain practical skills for facilitating as well as participating in the conversation.

4. **Creating Gender Inclusive Schools**  
   *Joel Baum, MS*  
   This presentation will provide an overview of Gender Spectrum’s model for establishing Gender Inclusive School Climates. Using a strategic and sequential process for building staff, community and student understanding of gender’s complexity, Gender Spectrum has developed a comprehensive program of professional development, curriculum and resources designed to create more accepting conditions in schools at all grade-levels. Participants will be introduced to many of the tools and best practices for creating an accepting school culture, including training materials for school leaders and staff, examples of parent and community education, student curriculum, and various policy documents.

5. **Supporting Gender Creative and Transgender Youth in K-12 Schools**  
   *Elizabeth Meyer, PhD; Asaf Orr, Esq*  
   This workshop will address how to help professionals and the families they support respond to issues of bullying and harassment and building inclusive school climates. How can existing laws and policies be leveraged to insure greater inclusion? With an emphasis on gender and sexual diversity issues, participants will learn about legal guidelines, strategies, long-term interventions, and resources to help you more effectively work to create a safer and more inclusive environment for transgender and gender creative youth in schools. Interactive activities and group discussions will provide attendees with many of the key tools necessary for supporting schools to truly serve all kids.

**Interdisciplinary Workshops**

1. **Moving Beyond Stereotypes: Redefining the Gender Struggle in Black Community**  
   *Eb. Brown, ASW, MSW*  
   We are flooded with messages of African American gender stereotyping and African American's relationship to the LGBTQ community with very little back story and present day context. This workshop
will challenge those stereotypes and provide a platform to reconstruct your perspectives of gender expression, community connectedness and ethnic identity development in the African American community. Come prepared to interact, be open to ideas and leave with new skills!

2. **Working With Caregivers: Support, Information, and Advocacy**  
   *Jessie Rose Cohen, LCSW; Jennifer Hastings, MD*  
   Medical and mental health professionals must negotiate a delicate terrain of family culture and structure, views on Western medicine, beliefs about children's rights, high conflict divorce, ethnic/cultural or religious background, access to information, and community tolerance for "differentness" as they seek to provide services for gender diverse youth. This workshop will explore strategies to most effectively harness caregiver, family-unit, and children's strengths and wisdom to best support children. Particular attention will be paid to cases where either caregiver-child or caregiver-parental conflict is high for reasons mentioned above, or for other reasons workshop participants may generate. A gender affirmative perspective grounded in cultural humility and a developmental model of childhood masteries are the foundation from which this workshop offers expertise.

3. **Connecting the Pieces: Working Across Multiple Disciplines in Service of Coherent Care**  
   *Joel Baum, MS; Diane Ehrensaft, PhD; Ilana Sherer, MD; Steve Rosenthal, MD; Curtis Crane, MD; Asaf Orr, Esq.*  
   What does it look like to provide integrated care and support for gender diverse children and youth and the constellation of loving adults around them? Join the Directors of the Child and Adolescent Gender Center for a conversation about the opportunities and challenges of a collaborative approach between individuals, organizations, agencies and institutions that share common beliefs about affirmative care and support for gender diverse children and teens. What are the key principles for keeping the needs of the child at the center of the work? How do differing systems interact with one another?

4. **Talking About Bodies**  
   *Jennifer Hastings, MD; Abies Smitty Amabilis; Eli Erlich; Ari Zadel, MD*  
   How do we talk with our gender creative and transgender pediatric patients so that they feel safe, seen and respected, while providing them with appropriate care? For instance, how do we talk with a 5 year-old who does not identify as transgender but who does not identify as the gender they were born? What do you need to think about when considering conducting a genital exam on a gender diverse patient? How do we work with a 10 or 12 year-old to understand their body's development as they begin to consider puberty suppression and cross hormones? How do we speak sensitively with a 16 year-old transgender child whose body has already changed in ways that do not match their own sense of self? This workshop will offer an opportunity to hear from gender diverse voices about their own experiences with medical care providers, exploring approaches to communicating with young persons for whom the gender binary or their born sex is not their reality or truth.

5. **Who am I?: Mapping Our Intersectional Identities as Providers**  
   *Airial Clark*  
   It is crucial for professionals and service providers to have an intersectional understanding of gender as our gender identities are continuously shaped by experiences of both privilege and oppression. Each person carries within them multiple viewpoints, some are multiply marginalized, some are multiply privileged, most are a combination. Through identity mapping exercises, this workshop will help participants locate themselves within the matrix of oppressive and privileged social identifiers. Then participants will have the opportunity to locate their primary service group within that same matrix. We will specifically address how dominant identifiers, such as white privilege, economic privilege, professional role privilege and heterosexual or cisgender privilege impact interactions between professionals and the people they serve.

6. **Harm Reduction, Suicidality, and Gender**
Gender diverse and non-conforming youth are often the most marginalized members of an already underserved and criminalized youth population. We will begin by addressing some of the challenges and harms gender queer youth face including discrimination, violence (in and out of school settings), substance use, and suicidality. Participants will then learn Harm Reduction based strategies to develop more effective ways of creating safe spaces, engaging youth in services, and increasing the overall health and well being of the young people they work with.

7. Closing Session: Multi-Disciplinary Practices Come to Life
   Eli Erlick; Angelica Guerrero
   Our day will conclude with a short conversation with a transgender teen and a parent of an elementary-aged transgender child reflecting on the ways that professionals from various disciplines have worked together to support them. Sharing their experiences along the way, this closing session will demonstrate both the complexity and the potential of coherent support across multiple fields. Ultimately, this session will bring to life the hopeful possibilities that exist for gender diverse youth when supported appropriately.

Legal Workshops

1. Using the Law to Affirm and Advocate for Your Patients
   Asaf Orr, Esq
   Regardless of how affirming, welcoming, and supportive we make our offices, patients cannot escape the reality that they must live and spend most their time in the outside world. This session will provide professionals working transgender youth with the information they need to be effective advocates for their transgender patients in school and court. In addition to providing practical information about the legal rights of transgender youth and court processes such as petitions for gender markers, the session will give participants tools to effectively collaborate with their patients, lawyers, and other professionals, to address the patient’s needs and support their healthy development and long-term wellbeing.

2. Legal 201: Applying the Standards of Care and Best Practices to the Effective Representation of Gender Non-Conforming Youth
   Asaf Orr, Esq; Matt Wood, Esq
   Regardless of practice area, there are foundational skills that lawyers need in order to competently and effectively represent transgender or gender nonconforming youth. This session will synthesize all the information covered in prior sessions and provide participants with the tools to harness that information to benefit their clients. Furthermore, this session will address issue particular to legal practice from creating gender-affirming intake forms, counseling a client on disclosing transgender status, crafting a complaint on behalf of a gender nonconforming client, and pre-trial motion practice.

3. Gender Self Determinism in the Courts: M.C. v. Medical University of South Carolina (Case Examination)
   Anne Tamar-Mattis, Esq;
   This case will be brought on behalf of an intersex youth of color who was operated on while they were in foster care and who now identifies with a gender that is not that which they were surgically assigned. The youth has an incredibly supportive adoptive family (the adoption occurred following the surgery) that serves as a model for responding to this type of situation. This workshop will incorporate themes of gender self-determination in youth, medical intervention, and the law.

4. Supporting Gender Creative and Transgender Youth in K-12 Schools
   Elizabeth Meyer, PhD; Asaf Orr, Esq
   This workshop will address how to help professionals and the families they support respond to issues of bullying and harassment and building inclusive school climates. How can existing laws and policies be
leveled to insure greater inclusion? With an emphasis on gender and sexual diversity issues, participants will learn about legal guidelines, strategies, long-term interventions, and resources to help you more effectively work to create a safer and more inclusive environment for transgender and gender creative youth in schools. Interactive activities and group discussions will provide attendees with many of the key tools necessary for supporting schools to truly serve all kids.

**Medical Workshops**

1. **Biology of Gender**  
   *Stephen M. Rosenthal, MD*  
   This session will provide an endocrinologist’s perspective on current concepts in our understanding of the biology of gender, summarizing highlights from various scientific arenas (endocrine, genetic, and neuroanatomical). The workshop will also review the prevalence of gender nonconforming/transgender youth, and current concepts of endocrine care within the framework of a multi-disciplinary clinical program integrating medical, mental health, and advocacy services.

2. **Puberty Blockers and Cross Hormones**  
   *Johanna Olson, MD; Jennifer Hastings, MD; Stephen Rosenthal, MD*  
   This session will focus on the needs of children who are beginning the road to medical support around their gender. The mechanism of Puberty Blockers (GnRH analogues) and cross hormones, including timing, dosing, and follow up care will be presented. A discussion of the Dutch protocols, the Endocrine Guidelines and WPATH Standards of Care will be presented. The panel will discuss and debate newer recommendations for improved care for gender nonconforming children and the challenges of providing support for children and families who do not have access to care.

3. **Hopes, Flaws and Progress in Research on Gender Diverse Identities**  
   *Rachel Levin, PhD*  
   As parents and/or professionals, many of us look to science to validate gender diverse identities in some way. However, the answers given to us by science are influenced by how and why a research question is asked and the assumptions upon which it is based. Understanding this is critical as scientific research is often used as the platform upon which policy and treatment plans are built. In this workshop, we will trace the development of research on biological influences on gender identity, and discuss how underlying assumptions limit the conclusions which can be drawn from it. We will also look at new research, which takes an inclusive, non-binary approach to understanding gender diversity, and consider alternative ways to interpret this work. This workshop will include an open discussion of our different hopes for and expectations of science and how these can influence how we think about ourselves and others.

4. **Pathways to Family: Future Fertility Options for Gender Diverse Youth**  
   *Rebecca Goldfader; NP; Kathy Hsiao, MD; Collin Smikle, MD; Maya Scott-Chung, MPH; Kristin Kali, LM CPM*  
   Providers are often asked to support parents and youth around fertility questions. Both are often concerned about youth who physically transition being able to have biological children. This session will explore in detail different options for future biological children for those who have had or are thinking of medical interventions including puberty blockers and cross hormones. Recognizing that having biological children is not the only route to family, the panel will include experts from the fields of obstetrics and gynecology, reproductive endocrinology, social work, mental health and pediatrics.

5. **Surgical Options for Transgender Adolescents and Beyond**  
   *Curtis Crane, MD*  
   The focus of this workshop is to educate the community on the most advanced surgical techniques used today for sex reassignment surgery (SRS). Presenters will discuss current approaches and options for
various MtF and FtM procedures, including examples of recent outcomes. Dr. Crane also will answer specific questions after the presentation. The session will include some of the current dilemmas individuals and caregivers must navigate as they consider these approaches for helping to align one’s body and one’s sense of self.

**Mental Health Workshops**

1. **The Gender Affirmative Clinical Model in Practice**  
   *Karisa Barrow, PsyD; Susan Bernstein, MFT; Diane Ehrensaft, PhD*  
   Integrating clinical tools honed from psychoanalytic practice with practice goals of affirming a child’s authentic gender and providing social supports for the child and family, this course zeros in on specific interventions and relational experiences in the therapy office that facilitate finding the gender-nonconforming child in translation—that is, learning to listen to what the child is telling us in words and action that would inform us about that child’s true gender self. Clinical cases will be presented representing different age children who have entered treatment to sort out their gender or enhance their gender resilience, and close attention will be paid to concurrent work with the family and assessment of social and cultural contexts of the children who come to us, as well as sensitivity to our own gender, social, and cultural positioning vis-à-vis the child and family. The course will also address the necessity for interdisciplinary collaboration.

2. **Apples, Oranges and Collaborative Assessment: Discerning a Child’s Authentic Gender**  
   *Shawn Giammattei, PhD; Diane Ehrensaft, PhD*  
   This course will present a model for differentiating transgender children from children who are exploring their gender expressions but not questioning their core gender identity. Taking into account gender in all its variations, a critique will be made of other practice models that divide gender nonconforming children into persisters and desisters, substituting that paradigm with a model of gender creativity and gender multiplicity, based not on measures of gender dysphoria but measures of gender exploration. A technique of collaborative assessment will be discussed that is primarily a collaboration between mental health professional and child, but also includes parents, siblings, extended family, and other significant others in the child’s environment.

3. **Early Transitioning: Gender Transitions in Pre-Pubertal Children**  
   *Ry Testa, PhD; Shawn Giammattei, PhD*  
   This workshop will present the preliminary work of the Child and Adolescent Gender Center Mind the Gap research group studying children in North America who transition from one gender to another prior to the age of puberty. None of these transitions require any medical interventions, and are purely social in nature. The workshop will outline the increased practice of allowing children to transition to their affirmed gender at early ages and address the developmental and mental health issues that need to be tracked to determine both the benefits and potential risks of early transitions. Attention will be paid to the phenomenon of transitioning from and then transitioning back to assigned gender, again, looking at risks and benefits of such fluidity, and examining research to date on this phenomenon.

4. **Autism Spectrum and Gender: Sorting Out the Pieces of the Puzzle to Address the Needs of the Whole Person**  
   *Lisa Beavers, PhD, LPC; Shawn Stewart, PhD*  
   This workshop addresses the unique and specific needs of young people and their families during the process of gender exploration and development while dealing with the complexities of communication, expression, relationship development and interpersonal understanding associated with Autism Spectrum Disorder’s. This workshop will assist treatment providers in dealing with the challenges of these two distinct areas of development. The process of gender development includes interpersonal exploration,
expression of gender identity and understanding of goals, including transition. The ability to be an active participant in safety planning is critical to this process. The presence of Autism Spectrum Disorders can create barriers and increase risk for young people in social, community and educational settings. This session will include current directions of treatments, research and strategies to address these concerns.

5. Intersex 101

Jeanne Nollman

Come find out what Intersex is. Learn about children that are born with ambiguous genitalia, and other Disorders of Sex Development. I will compare the differences and similarities between intersex and transgender. Participants will explore the journey intersex people face, and commonalities of shame, secrecy, stigma and trauma. The session will also provide examples of intersex individuals who are transgender by choice and by the medical community’s forced gender reversal.

Presenter Bios

Jei Africa, PsyD, is the Health Equity Initiatives Manager of the Office of Diversity & Equity, under the Behavioral Health and Recovery Services Department with San Mateo County. Born and raised in the Quezon City, Philippines, Dr. Africa came to the US to pursue a doctoral degree in Clinical Psychology to learn how to help people who were touched by mental health issues. One of the few Tagalog-speaking licensed clinical psychologists who is also certified as a domestic violence and addiction counselor in the San Francisco-Bay Area, Dr. Africa's work has been recognized by KQED, Kaiser Permanente, and Union Bank for her leadership around LGBTQ and public health issues.

Darcy Allder works at Girls Incorporated of Alameda County. He studied human sexuality while completing his BA in Child Development at San Francisco State University and is a certified sex educator though San Francisco Sex Information (SFSI). Currently he is teaching comprehensive sex education to six graders in Oakland Unified School District and provides trainings for service providers about commercially sexually exploited children.

Abies Smitty Amabilis has been an activist and advocate around consent and safer sex for most of their adult life. They have done various trainings around non-violent communication, interpersonal (and domestic) violence, co-counseling, lateral facilitation, methodology of the oppressed, liberational paradigms, and conflict resolution. Smitty has also written a zine and various academic papers on the subject in addition to working in the field as an advocate.

Karisa Barrow, PsyD, is a clinical psychologist and adjunct faculty member at The Wright Institute and Argosy University. She is in private practice in Oakland providing psychotherapy and consultation for adults and children. She serves as President for Alameda County Psychological Association, is Chair on the Educational Committee for Northern California Society for Psychoanalytic Psychotherapy, participates in the Child and Adolescent Gender Center, and lends her support to the Mind the Gap collaborative. She specializes in working with gender non-conforming, transgender, and GLBQ children and their families.

Joel Baum, MS, is Director of Education and Training with Gender Spectrum. He facilitates trainings, conducts workshops, develops curriculum, consults with parents/professionals, and provides resources in service of a more compassionate understanding of gender. He works with a wide range of organizations, including schools, medical professionals, therapists, universities and more. He is a founding member and Director of Education and Advocacy with the Child and Adolescent Gender Center.

Lisa Beavers, PhD, LPC, works as a consultant, trainer and therapist at the Stewart-Beavers Institute and the Nashville Gender and Sexuality Center in Nashville, Tennessee. As an AASECT Certified Sex Therapist,
she has been recognized as a specialist in the complex areas of sexual diversity and gender development. She has provided consultation to state agencies and school systems, including the development of training curricula and program development for trainers.

Susan “Bernie” Bernstein, MFT, is a licensed psychotherapist with a private practice in San Francisco and Berkeley, California. For 15 years, Bernie has enjoyed working with children and adults. She is an active member of the Child and Adolescent Gender Center in the San Francisco Bay Area, a consultant for San Francisco Cooperative Preschools, and a seasoned therapist for A Home Within. She specializes in working with gender nonconforming children and their parents.

Eb. (Ebony) Brown, ASW, MSW identifies as a masculine-of-center queer, New York native of Caribbean Descent. Eb. has worked with youth and families as a social worker, teacher and community leader. Currently Eb. serves as a consultant for Gender Spectrum, member of the Bay Area Transformative Justice Collective, and the Program Director for Family Services at Alameda Family Services. Eb.’s primary areas of research are working within communities of African descent developing new models to address the intersections of gender, sexual orientation, systems of oppression and child sexual abuse.

Airial Clark is a San Francisco Bay Area based parenting expert and sexologist. After receiving a bachelor’s degree in both Anthropology and English Literature at U.C. Berkeley, she was offered admission to the only human sexuality master’s program in the U.S. at San Francisco State University. She completed research for her master’s thesis on race, family structures and alternative sexuality in 2012, all while raising her two sons as a single parent.

Jessie Rose Cohen, LCSW, is a staff clinician at Kaiser Oakland Child Psychiatry Department and the Regional Champion for Child/Teen Gender Support. She also sits on the Transgender Surgery Review Board at Kaiser and is a member of the mental health group of the Child and Adolescent Gender Clinic. Jessie has a private practice in Oakland and supervises ASWs toward clinical licensure.

Curtis N. Crane, MD, is the only surgeon in the world to have completed a residency in urology and plastic surgery and fellowships in reconstructive urology and transgender surgery in Belgium, Holland, and Serbia. He took over Dr. Brownstein's practice in January 2013, and was trained in his specific style of chest masculinizing surgery. Dr. Crane’s office is now one of the few centers in the world that offers all procedures from facial feminizing surgery to free flap phalloplasty.

Johanna Eager, MEd is a Regional Consultant for Welcoming Schools, serving the Midwest Region. She provides professional development to schools and school districts that are interested in implementing Welcoming Schools by using their tools, resources, and lessons. Extensively and passionately involved with equity issues in P-12 education for the past 20 years, Johanna’s areas of focus include P-12 Equity & Social Justice Professional Development, Diversity Organizational Change Initiatives, Intercultural Communications (Qualified Administrator of the IDI), Anti-Racism and White Privilege Education.

Diane Ehrensaft, PhD, is a developmental and clinical psychologist in the San Francisco Bay Area who has done consultation, therapy, and evaluations with gender nonconforming children and their families for over 30 years. She is the Director of Mental Health of the Child and Adolescent Center, the attending psychologist at the UCSF CAGC Child Gender Clinic, facilitator of the CAGC Mind the Gap mental health specialist consortium, and board member of Gender Spectrum. She writes, lectures, and does training and public speaking in this area, is a member of WPATH, and has been an activist/advocate for removing a psychiatric childhood gender diagnosis from both the DSM V and the ICD-11. She is the author of Gender Born, Gender Made, as well as of several recent journal publications.
Eli Erlick is a founder and director of Trans Student Equality Resources (TSER). She created TSER because of her experiences facing discrimination in schools that lacked vital knowledge of trans*-related issues and policies focusing on trans* students. She has been involved in the trans* community since she was eight years old. Eli has assisted several school districts in creating and adopting trans*-inclusive policies, educated teachers through trainings on LGBTQ information, and has spoken to media, educators, and healthcare providers about the status of trans* youth.

Shawn Giammattei, PhD, is a clinical psychologist and gender specialist in private practice in San Francisco and Santa Rosa specializing in family therapy with individuals, couples, and families in the queer and trans communities. He teaches graduate courses in LGBT psychology, transgender mental health, and family systems at Alliant International University. Shawn is a transman who is married to his partner of 21 years and spends his free time engaged in outdoor adventures.

Jennifer Hastings, MD, is Medical Director for the Westside Planned Parenthood in Santa Cruz. She started the Planned Parenthood Transgender Health Care Program in 2005 and is actively involved in Transgender Health Care Services for PlannedParenthoods nation-wide. She is on the Steering Committee for the UCSF Child and Adolescent Gender Center and on the Medical Advisory Board for the UCSF Center of Excellence for Transgender Health. An advocate for queer and gender diverse youth and adults, Jen works to increase medical access and understanding about the trans journey, and has been an active partner with Gender Spectrum since 2009.

micah hobbes is a black queer boi healer, doula/birthkeeper, facilitator/trainer, dj, and magic maker; living, loving, and laughing in Oakland, CA. he deeply believes that self-determination must always be connected to collective liberation, and is the founder of the living room project, an accessible healing justice and community space for queer/trans people of color (qtpoc). deeply rooted in healing justice, harm reduction, and transformative justice frameworks, principles, and practices, he is committed to creating spaces where healing and transformation are possible. micah uses his magic to help break and transform the cycles of trauma and violence in our families/communities. he is a skilled somatic bodyworker, and one of few black queer, mix gendered doulas, working to create safe space for qtpoc families to birth in ways that are empowered, resilient, and loving.

Kathy Hsiao, MD, is a board certified pelvic surgeon and ObGyn. She is an Assistant Clinical Professor at UCSF and is currently Surgeon and Chief of Gynecology at California Pacific Medical Center in San Francisco. Dr. Hsiao has been an advocate for LGBTQ family building in San Francisco for over 20 years and specializes in minimally invasive pelvic surgery. She has performed hysterectomies for transmen for over a decade. She is one of the founding group of volunteer physicians for the Asian Pacific Islander Wellness Center Free Clinic which is open to underserved LGBTQ clients of color and supports a transgender free hormone injection clinic. She is also a volunteer surgeon for Operation Access and has performed laparoscopic hysterectomies free of charge for uninsured, and disenfranchised FTM clients. Dr. Hsiao believes in equity and the provision of culturally competent care in a sex positive environment. She is a member of WPATH.

Kristin Kali, LM, CPM, is the Director of MAIA Midwifery and Fertility Services, LLC. She provides individualized fertility consultations, facilitates support groups for a wide range of prospective and expectant parents, teaches childbirth education classes for queer families, and conducts workshops on fertility, LGBTQ family-building, and related subjects throughout the greater community. Kristin is a member of California Association of Midwives, Midwives Alliance of Hawaii, Midwives Association of North America, and the American Society for Reproductive Medicine.

Rosetta Eun Ryong Lee is an experienced classroom educator and a trainer, facilitator, and presenter on topics ranging identity development, cross cultural communication, gender and sexuality, bullying and
bias, prejudice reduction, and coalition building. As a 6th grade science teacher, she explores anti-bias issues with middle school girls. Since 2004, she has also worked with national, regional, and local nonprofit organizations and over 50 K-12 schools on issues of cultural competence and inclusion.

Rachel N. Levin, PhD, is an Associate Professor of Biology and Neuroscience at Pomona College. She studies reproductive behavior and its underlying neuroendocrine mechanisms in both wild animals and humans. Currently, she is the principal investigator on a research project that examines biological influences on human gender diversity.

Liz Lusk, LCSW, is the GLBTQ Resource teacher for Madison Metropolitan School District, in Madison, Wisconsin. Liz has held this position for 3 years, the goals of which are "to improve the academic achievement, emotional security, and personal acceptance of GLBTQ youth and staff and to be a source of support and information to all students." Most of her years in social work have been spent in the schools, in MMSD (10 years) and a smaller school district (15 years). She has also worked with county and private non-profit agencies.

Kobi Mar, PsyD, is a Chinese American, gender complex, child and family clinical psychologist. He works with elementary school-aged children at Alameda Family Services and is in private practice in San Francisco. Kobi is a Community Advisory Board member at UCSF Alliance Health Project, an organization that provides mental health services to LGBTQ and HIV communities in San Francisco. He founded one of the few trans/gender diverse youth support groups in San Francisco at Dimensions, a LGBTQIQ youth health clinic. Kobi is a participating member in the Child and Adolescent Gender Center. He specializes in working with gender nonconforming and transgender children, LGBTQ adults and communities of color.

Elizabeth J. Meyer, PhD, is a former high school teacher and coach and an Assistant Professor in the School of Education at California Polytechnic State University. She completed her Ph.D. in Education at McGill University and is the author of two books: Gender, Bullying, and Harassment: Strategies to End Sexism and Homophobia in Schools (Teachers College Press, 2009) and Gender and Sexual Diversity in Schools (Springer, 2010).

Jeanne Nollman found the AIS-DSD Support Group for Women and Families many years after finding out she had a DSD, becoming a board member and President in 2009. She has spent the last 8 years educating doctors, lawyers, therapists, social workers, the criminal justice system, and college students on what intersex is and how people with DSD’s are impacted physically and psychologically. The story of Jeanne’s journey living with Swyer’s Syndrome has been featured on television shows, and was recently published in an online magazine. Since retiring from a 25 career in Probation, Ms. Nollman’s time is divided between getting the word out about intersex and as an emerging artist. She will host the 2014 Annual AIS-DSD Conference in San Francisco, CA.

Johanna Olson, MD, is an Adolescent Medicine physician specializing in the care of gender nonconforming and transgender youth. Dr. Olson has been an Assistant Professor at Children’s Hospital Los Angeles for the past five years, and is the Medical Director of the Transgender Youth Services. Dr. Olson speaks around the country about the importance of providing quality mental health and medical care for gender nonconforming children and adolescents.

Asaf Orr, Esq, is a Staff Attorney at the National Center for Lesbian Rights (NCLR) and works on issues related to families and youth. Prior to joining NCLR, Asaf was a solo practitioner in Los Angeles where he represented students in education-related matters including special education, discrimination, constitutional rights and discipline. He previously directed the Rainbow Rights Project, a project that represents youth in education-related matters who are denied their right to an education on the basis of their sexual orientation or gender identity. Asaf has provided trainings throughout the country to
students, parents, educators, health care providers, and lawyers on special education issues and the rights of LGBTQ youth in schools.

**Stephen M. Rosenthal, MD,** is Professor of Pediatrics, Director of Pediatric Endocrine Outpatient Services at UCSF, and Director of the recently created UCSF Pediatric Gender Program, in collaboration with the Child and Adolescent Gender Center (CAGC). A nationally and internationally sought after speaker, Dr. Rosenthal has co-chaired a steering committee leading to the creation of the CAGC, a University and community collaborative. Dr. Rosenthal is a passionate advocate for state-of-the art care for gender nonconforming youth and their families and is committed to contributing to research leading to enhanced understanding of the biology of gender and improving quality of life for gender diverse youth.

**Maya Scott-Chung, MPH,** has been a diversity and equity trainer and health care organizer for almost thirty years. She consulted with Dr. Melanie Tervalon at the Institute for Culturally Competent Care at Kaiser Permanente National Diversity programs in 2008. Maya now integrates cultural humility into fertility, reproductive justice and family diversity work in her role as Education/Marketing Coordinator at Laurel Fertility Care.

**Ilana Sherer, MD,** is a pediatrician in the San Francisco Bay Area who specializes in physician/medical education around gender. Ilana is also a founding member and Assistant Director for the Child and Adolescent Gender Center.

**Collin Smikle, MD,** is the founder and Medical Director of Laurel Fertility Care. Board certified in obstetrics and gynecology as well as reproductive endocrinology and infertility, he has extensive experience in IVF, all assisted reproductive technologies and advanced laparoscopic surgery. He is a highly respected physician, researcher, teacher and medical author.

**Shawn Stewart, PhD,** is a licensed psychologist at the Stewart-Beavers Institute and the Nashville Autism Center in Nashville, TN. He has consulted with corporations and schools nationally and internationally, has been a featured newspaper columnist, guest speaker and host of the radio show “On the Couch.” Recognized as a behavioral specialist, he specializes in the area of intervention for Autism Spectrum and other developmental disabilities.

**Anne Tamar-Mattis, Esq,** is the founder and Executive Director of Advocates for Informed Choice, the only legal organization advocating for the rights of children with intersex conditions or DSDs. Anne has over two decades of experience with the lesbian, gay, bisexual, transgender and intersex (LGBTI) and youth communities.

**Ryan Testa, PhD,** is a post-doctoral fellow at Palo Alto University assigned to work with Center for LGBTQ Evidence-based Applied Research (CLEAR) and the Sexual and Gender Identities Clinic. His work has focused on prevention and treatment of behavioral patterns related to physical self-harm, including addiction, suicide, medical non-adherence, obesity, and health-related risk-taking. Rylan is particularly committed to addressing these issues in underserved communities, particularly LGBT, homeless, and African-American populations.

**Ari Zadel, MD,** is a transgender pediatrician, a transhealth advocate and parent who is passionate about supporting kids of all ages realize their dreams and discover their most authentic desires.