

Gender Spectrum

General information: info@genderspectrum.org
Volunteer opportunities: volunteer@genderspectrum.org
Donations & other support: donations@genderspectrum.org
Conference & event information: events@genderspectrum.org

See our [2018 Impact Report](#)

See our [2017 Annual Report](#)

See our recent newsletters:

[March 2019](#)

[February 2019](#)

[May 2018](#)

[February 2018](#)

Our Mission

Gender Spectrum's mission is to create a gender-inclusive world for all children and youth. To accomplish this, we help families, organizations, and institutions increase understandings of gender and consider the implications that evolving views have for each of us.

Who We Are

[Our Board of Directors](#)

Our Staff

(click on the videos to watch our staff answer the question, "What's one thing about gender you would not want to pass on?")

William Alvites **Online Programming Associate**

I am a first generation queer trans Filipinx Peruvian person of color, and founder of a grassroots organization, Across Gender. I attended San Jose State University where I earned a Masters degree in Library and Information Science. I have also served as a member of the Trans Justice working group of API Equality of Northern California, where I organized the group's first-ever Trans & GNC Rights and Empowerment Day.

Joel Baum

Senior Director, Professional Development

I facilitate trainings, conduct workshops, develop curriculum, consult with parents/professionals, and provide resources in service of a more compassionate understanding of gender and young people. I have served in a leadership role as the Director of Education and Advocacy with the Child and Adolescent Gender Center at UCSF-Benioff Children's Hospital. An aspect of my job that I enjoy the most is working throughout the United States (and beyond), to help institutions think more expansively about the gender diversity of all children and teens, and ways to create more inclusive conditions accordingly.

I've worked as an educator focused on issues of social justice and equity for over 30 years. My education career began as a middle school science teacher and school administrator. I have also served as a district administrator in Oakland, California, as well as a school reform coach with the National Equity Project and professor at California State University, East Bay in the Department of Educational Leadership.

Jenna Hackman **Manager of Online Programming and Community Development**

I work primarily with our Teen and Youth programming at Gender Spectrum. This means that I oversee all aspects of our Youth Programs, help plan the youth and high school program for our annual conference, and create more communities of support for teens! I also collaborate with teens (locally and internationally!) who are interested in sharing their story and experiences in order to create more digital resources, content and online community for teens and all others in the Gender Spectrum community.

My primary background is in working with youth and families in both the mental health and community health fields. I have always been very interested in community development work both internationally and locally. Prior to working for Gender Spectrum, I spent many years working at a mental health agency in Oakland where I provided intensive therapeutic and behavioral support to youth and families. I also spent multiple years working in Uganda specifically around HIV/AIDS. I am particularly passionate about social justice and elevating the voices and perspectives of queer and Gender-expansive youth!

Lisa Kenney **Member of the Board of Directors and Executive Director**

As a member of the Board of Directors, my role is to work with my fellow board members to create a vision for the organization and establish the strategic priorities to help ensure that the organization is able to further its mission to create gender inclusive environments for all children and youth. As Executive Director, my role is to successfully lead and manage the organization consistent with the direction set by the Board of Directors.

I'm thankful to be a part of the Gender Spectrum team and to have such a talented, passionate, and dedicated staff to work with. Before joining Gender Spectrum, I served in a number of corporate leadership roles, including VP of Strategic Technology at Incyte Genomics and VP of Global Marketing at Genedata. I often speak at conferences and consult with organizations on the changing understanding of gender and the implications this has for families, social institutions and corporations. With Stephanie Brill, I co-authored "The Transgender Teen: A Handbook for Parents and Professionals Supporting transgender and Non-binary Teens."

Candace Lopez
Development Director

I'm grateful to come on board as Gender Spectrum's first Development Director. My job is to ensure that we have the resources needed to sustain this very important work. As a non-profit organization we rely solely on community support. That means individuals, organizations, foundations, and others have a profound opportunity to help us sustain this life-changing programming. I'm here to help our supporters and potential supporters understand the depth and breadth of what we do and find out how we can partner together to continue building a gender-inclusive world.

I have worked in non-profit development for over 10 years for varying organizations and causes including civil liberties, worker advocacy, sexual assault and domestic violence, higher education, and the arts. I enjoy learning about people, their philanthropic interests, and matching these interests with giving opportunities. The mission of Gender Spectrum is a deeply personal one for me, and I look forward to working hard to ensure this organization remains thriving for years to come.

Charles Margulis
Communications Director

I am happy to work in support of gender inclusive environments for all children as Gender Spectrum's Communications Director. Previously I worked to end the uses of toxic chemicals that threaten the health of children and adults, and to address the health and environmental risks of genetically engineered foods. Prior to that I served as a volunteer workshop facilitator for a men's anti-violence and anti-sexual assault nonprofit. I also spent many years as a baker and pastry chef, including working at the United Nations where I made petit fours for Nancy Reagan (she said they were delicious).

Kim Westheimer
Director of Strategic Initiatives

I engage partners, funders, policy, and research to support the fundamental mission of Gender Spectrum. I also conduct program development and evaluation, develop written materials, and present at national education conferences. I believe strongly in the power of relationship building and collaboration to bring together diverse organizations committed to the health, safety, and well-being of all children and youth.

My career in nonprofits and education has centered on generating opportunities for educators, students, and parents to work together to create inclusive spaces for all students. Immediately before joining Gender Spectrum, I directed the launching of at the Human Rights Campaign Foundation's Welcoming Schools Program, created in 2007 to foster LGBT inclusion in elementary schools. I also directed the Safe Schools Program for LGBT Students at the Massachusetts Department of Education and chronicled the lessons learned from that time in the book *When the Drama Club is Not Enough* which I coauthored with Jeff Perrotti.

Pam Wool
Director of Family Support and Administration

As the Director of Family Support, I provide resources and support to Gender Spectrum families. Through a variety of online discussion groups and our online community, I create opportunities for peer connections among parents and other adult family members of transgender, non-binary and otherwise gender-expansive children. I also create online programming for all families to help expand their understandings of gender.

I have been exploring gender since earning my B.A. in Women's Studies, with an emphasis on race and ethnicity, at Brown University. After working for two International AIDS Conferences—one in San Francisco in 1990 and one in Italy in 1991—I attended University of California, Hastings College of the Law, where I focused my studies on public interest law. I worked as a legal aid attorney practicing domestic violence family law and housing law, and later represented clients in social security disability cases.