

## 2<sup>nd</sup> Annual Conference on Serving Sexual and Gender Minority Clients February 21 and 22, 2019

Indiana Interchurch Center  
1100 W. 42<sup>nd</sup> Street  
Indianapolis, IN 46208

### THURSDAY, FEBRUARY 21, 2019

8:00 – 8:30 a.m.	Registration	Krannert Hall
8:30 – 8:45 a.m.	Introductions M. Killian Kinney, MSW, LSW; Chair of the Sexual Orientation and Gender Identity Committee	Krannert Hall
8:45 – 9:45 a.m.	Keynote: “Genderf*ckation: Surviving as a professional in a gender-expansive world Eric T. Meininger, MD, MPH	Krannert Hall
10:00 a.m. – 12:15 p.m.	Working with LGBTQ+ Individuals Across the Lifespan, Part 1: Introduction and Youth Richard Brandon-Friedman, PhD, LCSW, LCAC; M. Killian Kinney, MSW, LSW	Krannert Hall
	Therapy with Gender Diverse Youth, Adults, and Families - Beyond the 101, Part 1 Rebecca Waletich, MSW, LCSW	Dining Room (1st floor)
12:30 – 1:30 p.m.	Lunch	Krannert Hall
1:45 – 3:30 p.m.	Working with LGBTQ+ Individuals Across the Lifespan, Part 2: Adults and Older Adults Richard Brandon-Friedman, PhD, LCSW, LCAC; M. Killian Kinney, MSW, LSW	Krannert Hall
	Therapy with Gender Diverse Youth, Adults, and Families - Beyond the 101, Part 2 Rebecca Waletich, MSW, LCSW	Dining Room (1st floor)
3:30 – 3:45 p.m.	Break	
3:45 – 5:00 p.m.	Breakout Session #1	
	Policy: The History and Impact of Bathroom Bills Heather McCabe, MSW, JD	Krannert Hall
	The Unique Healing Opportunity of Open Relationships Kathy G. Slaughter, LCSW	Dining Room (1st floor)



National Association of Social Workers  
Indiana Chapter  
Sexual Orientation and Gender Identity Committee

## FRIDAY, FEBRUARY 22, 2019

8:00 – 8:30 a.m.	Registration	Krannert Hall
8:30 – 8:45 a.m.	Introductions Richard Brandon-Friedman, PhD, LCSW, LCAC	Krannert Hall
9:00 – 10:15 a.m.	Breakout Session #1	
	Introduction to Therapeutic Work with Gender Diverse Youth and Their Parents Rebecca Waletich, MSW, LCSW; Meli Barber, MA in Theology, MSW, LSW	Krannert Hall
	For the Health of It: Reducing Stigma Associated with HIV Prevention and Care with Black Gay and Bisexual (and MSM) Men Darrin Johnson, PhD, MPA	Dining Room (1st floor)
10:15 – 10:30 a.m.	Break	
10:30 – 11:45 a.m.	Breakout Session #2	
	Left Out: Dating & Sexual Violence Prevention with LGBTQ+ Youth Sam Harrell, MSW; Stephanie Waller, MSW	Krannert Hall
	Non-Binary Identities: Representation, Research, and Affirming Practice M. Killian Kinney, MSW, LSW	Dining Room (1st floor)
12:00 – 1:30 p.m.	Lunch	Krannert Hall
12:30 – 1:30 p.m.	Keynote: “Race, Culture, and Community Engagement for Human Services Providers” Brothers United - Darrin Johnson, PhD, MPA; Terrell Parker, BA; Staff & Community Representatives	Krannert Hall
1:45 – 3:00 p.m.	Breakout Session #3	
	School-Based Bullying and Discrimination of Gender Diverse and Sexual Minority Youth Abbe Shapiro, MSW	Krannert Hall
	Addressing Spirituality with LGBTQ+ Clients Meli Barber, M.A. in Theology, MSW, LSW	Dining Room (1st floor)
3:00 – 3:15 p.m.	Break	
3:15 – 4:30 p.m.	Breakout Session #4	
	<b>It’s Not a Phase: Health Inequities among Bisexual Men and Women</b> Brian M. Dodge, Ph.D.	Krannert Hall
	Beyond 50 Shades of Grey: Kink and BDSM 101 Shanna Katz Katerri, Ph.D., M.Ed., CSE, ACS	Dining Room (1st floor)

## Session Descriptions

### **Thursday, February 21, 2019**

**Thursday Keynote: Genderf\*ckation: Surviving as a professional in a gender-expansive world** – *Eric T. Meininger, MD, MPH*

The objectives of this keynote are: (1) Identify the growing global demand for transgender and gender-nonconforming services; (2) Describe ways you can be more supportive of clients, colleagues and friends who are gender expansive; and (3) Recognize approaches that can help you and your organization be proactive with your clients to prevent ongoing trauma

**Working with LGBTQ+ Individuals Across the Lifespan, Part 1: Introduction & Youth** – *Richard A. Brandon-Friedman, PhD, LCSW, LCAC; M. Killian Kinney, MSW, LSW*

This workshop includes a presentation on LGBTQ+ history and symbols, psychosocial needs of LGBTQ+ individuals of different ages, ways to achieve cultural competency and create safe spaces when working with LGBTQ+ individuals, and role plays and group activities focusing on scenarios that professionals could encounter when working with LGBTQ+ individuals.

**Therapy with Gender Diverse Youth, Adults, and Families - Beyond the 101, Part 1** - *Rebecca Waletich, MSW, LCSW*

\*\*For practitioners who have a working knowledge of sexual orientation and gender identity only.\*\*

This workshop will be an interactive, engaging opportunity to build practitioners skill set, explore barriers within themselves, and deepen their ability to serve this population.

**Working with LGBTQ+ Individuals Across the Lifespan, Part 2: Adults and Older Adults** – *Richard A. Brandon-Friedman, PhD, LCSW, LCAC; M. Killian Kinney, MSW, LSW*

This workshop includes a presentation on LGBTQ+ history and symbols, psychosocial needs of LGBTQ+ individuals of different ages, ways to achieve cultural competency and create safe spaces when working with LGBTQ+ individuals, and role plays and group activities focusing on scenarios that professionals could encounter when working with LGBTQ+ individuals.

**Therapy with Gender Diverse Youth, Adults, and Families - Beyond the 101, Part 2** - *Rebecca Waletich, MSW, LCSW*

\*\*For practitioners who have a working knowledge of sexual orientation and gender identity only.\*\*

This workshop will be an interactive, engaging opportunity to build practitioners skill set, explore barriers within themselves, and deepen their ability to serve this population.

**Policy: The History and Impact of Bathroom Bills** – *Heather McCabe, MSW, JD; M. Killian Kinney, MSW, LSW*

This presentation will provide attendees with a 50 state overview of “bathroom bills” at various stages of the process. Additionally, an analysis will examine bills concerning multi-use gendered bathrooms vs all gender bathrooms – a distinction which may uniquely impact those who identify as nonbinary or are in the process of transitioning. Presenters will discuss the possible impact on students of the different bills and navigating gendered bathrooms. Finally, the presenters will analyze policies at each of the public universities in Indiana and make recommendations for how social service providers can address concerns on Indiana campuses as well as advocating for institutional and legislative changes moving forward.

### **The Unique Healing Opportunity of Open Relationships – *Kathy G. Slaughter, LCSW***

Many of us will encounter clients engaged in open relationships or other forms of consensual non-monogamy (CNM). These relationship styles challenge common beliefs about intimacy, fidelity, and romance. For those who enter into CNM with a history of adverse childhood experiences, these challenges can trigger carefully avoided developmental trauma. These trauma-related phenomenon can be mistaken for jealousy or insecurity. Learn how you can assist these clients to form the stable relationships they crave.

### **Friday, February 22, 2019**

#### **Introduction to Therapeutic Work with Gender Diverse Youth and Their Parents – *Rebecca Waletich, MSW, LCSW; Meli Barber, MA in Theology, MSW, LSW***

This workshop provides an opportunity for practitioners to learn about the therapeutic needs of gender diverse youth and their families. Topics covered will include ways to work with the youth in a culturally-responsive manner, the familial processes that occur when a youth comes out as gender diverse, the most common concerns expressed by parents and how to address them, and how to work with the youth and their parents together as a team. Practice scenarios will be used to enhance participants' understanding of how to engage in this work.

#### **For the Health of It: Reducing Stigma Associated with HIV Prevention and Care with Black Gay and Bisexual (and MSM) Men – *Darrin Johnson, PhD, MPA***

Black men who have sex with men (MSM) is a population that continues to have increasing rates of HIV, despite an overall decline in new infection rates among other racial-ethnic groups. This workshop will address the stigma associated with HIV and same gender loving identity with Black men when engaging in HIV prevention and care; and how the lack of culturally appropriate care can be a contributing factor to increasing HIV rates among Black gay and bisexual males. This workshop will also explore how community members can get involved in local HIV prevention efforts.

#### **Left Out: Dating & Sexual Violence Prevention with LGBTQ+ Youth – *Sam Harrell, MSW; Stephanie Waller, MSW***

The majority of dating and sexual violence prevention curricula being delivered to youth across Indiana is not LGBTQ+ inclusive. Considering that LGBTQ+ youth are disproportionately at risk of dating and sexual violence, curricula needs to go beyond a brief mention of gender and sexual minorities. We must destigmatize and center the most marginalized voices in the classroom. In this session, we'll review primary prevention principles and risk and protective factors. We'll then explore how common prevention curricula isolates and harms LGBTQ+ youth. We'll wrap up by discussing and practicing some LGBTQ+ inclusion strategies, with considerations for rural and conservative school districts. This session is best for individuals new to primary prevention work.

#### **Non-Binary Identities: Representation, Research, and Affirming Practice – *M. Killian Kinney, MSW, LSW***

Raising awareness of the diversity of gender is integral to decreasing stigma and increasing support and acceptance for non-binary-identified persons. This presentation will discuss the historical representation of non-binary-identified people, current research (risks, resilience, and identity development), ethical concerns, and affirming practice at all levels of social work practice.

**Friday Keynote: Race, Culture, and Community Engagement for Human Services Providers –Brothers United - Darrin Johnson, PhD, MPA; Terrell Parker, BA; Staff & Community Representatives**

This keynote will explore how understanding race and culture are important for culturally-appropriate engagement in human services organizations. The workshop presenters will discuss race, class, and privilege; cultural awareness; and best practices for community engagement using Brothers United, a local community-based HIV service organization as a case example.

**School-based Bullying and Discrimination of Gender Diverse and Sexual Minority Youth – Abbe Shapiro, MSW**

School-based and cyber-bullying of gender diverse and sexual minority youth far exceeds that of their cisgender and non-sexual minority peers, and there is a direct relationship between high incidence of bullying and lower academic performance. Youth spend the majority of their time in school, making it critical that well-trained school staff and affirming policies position school districts to increase overall health and well-being for these youths. Students need to feel both physically and emotionally safe to learn; safety includes being free from the threat of stereotypes, harassment, exclusion, and physical harm. Creating a safe climate takes time and work on the part of both school staff and students. Using a values-based approach to behavior management and discipline, bullies, targets, bystanders, and upstanders are provided with exposure to a system that seeks to build connections rather than divisions.

**Addressing Spirituality with LGBTQ+ Individuals – Meli Barber, MA in Theology, MSW, LSW**

For many LGBTQ+ clients, spirituality has been weaponized, but when spirituality is integrated into LGBTQ+ identities it can serve as a protective factor. This session will discuss techniques for assisting clients to integrate their spiritual and religious identities with their sexual orientation and/or gender identity.

**Beyond 50 Shades of Grey: Kink and BDSM 101 – Shanna Katz Katerri, Ph.D., M.Ed., CSE, ACS**

Learn about the basics of kink play, how consent is discussed and negotiated, the difference between all the terms, and what it means to be in a 24-7 relationship. Understand the differences between fantasy (like 50 Shades of Grey) and reality, and how to support clients/patients in their consensual kink practices. Whether you're looking to learn something new, or just to add some knowledge to support your therapeutic or medical practice, this is a great overview for anyone.

**It's Not a Phase: Health Inequities among Bisexual Men and Women – Brian M. Dodge, PhD**

A growing body of evidence suggests that bisexual-identified groups experience pronounced health disparities in comparison to heterosexual and gay/lesbian-identified groups. These include heightened mood and anxiety disorders; substance use, including tobacco use; fair/poor self-assessed mental health; fair/poor self-assessed physical health; and somatic complaints. Bisexual men also have additional health disparities in the arena of access to and utilization of care. This presentation will review and discuss health disparities, and associated risk factors, among bisexual-identified women and men and relevant interventions.

## Presenters

**Meli Barber, MA in Theology, MSW, LSW** (She/Her/Hers) graduated with a Master's degree in Theology from the University of Notre Dame. She worked for eight years in Religious Education and Youth Ministry in the Archdiocese of Indianapolis before pursuing a Master's degree in Social Work from IUPUI. In her day job, Ms. Barber presently works as a therapeutic foster parent recruiter for a local LCPA. In her spare time, she volunteers with Dignity Indianapolis supporting LGBT+ Catholics in central Indiana.

**Richard A. Brandon-Friedman, PhD, LCSW, LCAC** (He/Him/His) is an Assistant Professor in the Indiana University School of Social Work. As a clinician he has worked with youth in schools and in child welfare for over ten years and has worked with youth who identify as sexual minorities for over fifteen years. Dr. Brandon-Friedman currently serves as the Social Work Services Supervisor for the Gender Health Program at Riley Children's Hospital at Indiana University Health and is a member of the Executive Board of GenderNexus, the Chair of the Indiana Chapter of the National Association of Social Worker's Sexual Orientation and Gender Identity Committee, and a Councilor for the Council on Social Work Education's Council on Sexual Orientation and Gender Identity and Expression. His current research focuses on sexual identity development among youth and its impact on sexual wellbeing. He provides trainings to social services practitioners on working with clients who identify as sexual and gender minorities several times a year.

**Brian M. Dodge, PhD** (He/Him/His) is a Professor in the Department of Applied Health Science and Associate Director of the Center for Sexual Health Promotion. He received his Ph.D. in Health Behavior (with minors in Human Sexuality and Dutch) from Indiana University in 2002. He completed his postdoctoral training in the NIMH-funded Behavioral Sciences Research in HIV Infection Fellowship in the HIV Center for Clinical and Behavioral Studies at the Columbia University Department of Psychiatry and the New York State Psychiatric Institute. Dr. Dodge is also appointed as a research faculty member at The Fenway Institute in Boston, Massachusetts. He is an associate editor at Archives of Sexual Behavior, has served as Chair of the HIV/AIDS Section of the American Public Health Association (APHA), and remains involved in a wide range of scientific and community-based sexual health initiatives.

**Sam Harrell, MSW** (They/Them/Theirs) is an Associate Faculty member at the Indiana University School of Social Work and the former Prevention Programs Coordinator at Middle Way House in Bloomington, Indiana. They are the adviser to the Social Work Student Association and a member of the Anti-Oppressive Education Committee on the Bloomington campus. Sam spent years building and delivering LGBTQ+ inclusive prevention curriculum and is an Adult Leader with Prism Youth Community (BloomingtonPRIDE). They have experience working in disability support services, homeless casework and shelter services, child welfare, and prison and jail re-entry. Sam has both a BSW and MSW from Indiana University.

**Darrin Johnson, PhD, MPA** (He/Him/His) has 12 years of experience in HIV prevention and research with Black/African American people. His expertise is developing programs that address health disparities among Black gay/bisexual men and other men who have sex with men (MSM). He currently serves as the Executive Director of Brothers United, is a nationally recognized community based organization, which provides HIV/STD awareness, education, and prevention services to our community members. Prior to joining Brothers United he served as the HIV Prevention Programs Manager at PowerHouse Project, the prevention and education department of Quality Comprehensive Health Center. Dr. Johnson holds a Master of Public Administration (MPA) degree from Keller Graduate School and a PhD in Health Services Research from University of North Carolina at Charlotte.

**Shanna Katz Kattari, Ph.D., M.Ed., CSE, ACS (She/Her/Hers)** is a board-certified sexologist, certified sexuality educator, and social work scholar whose extant research focuses on understanding how power, privilege and oppression systematically marginalize, exclude, and discriminate against people regarding their identities/expressions through negative attitudes, policies reinforcing oppression, oppressive actions and isolation. Recently, she has focused on the health disparities among transgender/NB communities, across physical and behavioral health, as well as working with the community to better understand how the lack of inclusive providers has increased these disparities. Dr. Kattari has been working in the fields of sexuality and social justice since receiving her Masters of Education in Human Sexuality Education from Widener University. In her work as a sexuality educator and diversity/inclusivity consultant, she has worked with organizations such as The Colorado Department of Public Health Education, Arizona State University, the Mayo Clinic and the American Medical Students Association's sexual health scholars program to bring LGBTQ, trans/non-binary, and disability inclusivity to medical and social service practice.

**M. Killian Kinney, MSW, LSW (They/Them/Theirs)** is a doctoral student and associate faculty at Indiana University School of Social Work. They work as an intake specialist at the Riley Adolescent GenderHealth Clinic, designer/facilitator of a therapeutic group for non-binary individuals at GenderNexus, and trainer on LGBTQIA+ Affirming healthcare. Mx. Kinney is working on their dissertation which explores identity development, health disparities, risk and protective factors, and resilience among gender diverse persons. Their other research areas include interprofessional education, peer mentoring in higher education, and scholarship of teaching and learning. Mx. Kinney is committed to pedagogy, community practice, and translational research that value diversity and social justice and their academic and community dedication has been recognized including the Chancellor Bantz's Award for Excellence and the William M. Plater Civic Engagement award.

**Heather McCabe, MSW, JD (She/Her/Hers)** is an Assistant Professor of Social Work at Indiana University. She served as a medical social worker at a pediatric tertiary care hospital for several years before returning to school for her law degree. She also served as the Director of the Public Health Law Program and then Executive Director for the Hall Center for Law and Health at the IU School of Law – Indianapolis before coming to her current position. Professor McCabe's research is primarily in the areas of public health, health policy, health disparities, health reform, and disability related policy. She is particularly interested in exploring the effects of multidisciplinary education and collaboration in her work.

**Eric Meininger, MD, MPH (He/Him/His)** is an internist and pediatrician who is an associate professor of clinical pediatrics at Indiana University School of Medicine, Division of Adolescent Medicine. He is co-director of the GenderHealth program at Riley Children's Hospital, and has been working with transgender and gender-nonconforming patients since 1999.

**Terrell Parker, BA (He/Him/His)** is a 29-year-old, proud gay Black man, born and raised in Indianapolis. Mr. Parker's personal mission in life is to build an educated, healthy, prosperous, and inclusive Black community that is self-sustainable. He has worked in HVI for the past five years at Brothers United Inc. a community-based AIDS service organizing serving Central Indiana's Black LGBT community. Mr. Parker helped to successfully pilot a city-wide linkage to care program, connecting people living with HIV to medical and supportive services. Since then, Brothers United's linkage to care program has been recognized as an evidence-based program to support Black Gay and Bisexual Men. He is a National Expert in linkage to care, preventing at several conferences including the National HIV Prevention Conference, The National MSM Leadership Conference, and the Positive Youth Conference. Terrell has also been a trainer for CEBACC – Center for Engaging Blacks Across the Care Continuum. Mr. Parker now serves as the Interim Executive Director at Brothers United Inc.

**Abbe Shapiro, MSW (She/Her/Hers)** earned her Master's in Social Work in 2011 with a concentration in Organization Leadership from Indiana University. Post-graduation, Shapiro completed ground-breaking research in the field of increasing access to HIV medical care for underserved populations. She gained national recognition for developing best-practice that improves health outcomes for people living with HIV/AIDS and has created a widely-used online tool kit that assists agencies in creating HIV Linkage to Care Programs. Shapiro is now Director of Programs and Evaluation for LifeSmart Youth, where she develops and oversees school-based social-emotional and human sexuality curricula. Shapiro was recently awarded the prestigious Hulman Public Health Early Career Achievement Award for her program development work in the fields of HIV and youth-specific health education.

**Kathy Slaughter, LCSW (She/Her/Hers)** pursues the craft of psychotherapy at her private practice in Broad Ripple, Soaring Heart Counseling. With a Masters in Social Work from the University of Michigan, including a certificate in Women's Studies, and a BA in Philosophy, her passion for personal growth and self-development is matched only by her interest in teaching others, through one to one interactions and the classroom. She thrives off of intimate conversations that lead others to new realizations about their own lives. Over the past 13 years, her professional activity included working with families in crisis in the community, drug and alcohol treatment, and supporting teenagers at an area high school. Her professional focus now includes human sexuality, relationships and trauma. Her expertise in human development, gender identity, relationships, and trauma give her a unique perspective on the troubles of our current day. Kathy speaks at TED-inspired events, a variety of professional conferences and podcast interviews. She blogs at [www.soaringheartcounseling.com](http://www.soaringheartcounseling.com)

**Rebecca Waletich, MSW, LCSW (She/Her/Hers)** has been serving LGBTQ adults and youth since 1999. The last several years she has been in a private practice in Greenwood. Ms. Waletich provides individual, couples, family and group therapy for transgender youth and adults. Outside of her practice, she is active in advocacy, professional training, and networking efforts. She teaches gender competency to providers of mental health services several times each year. Ms. Waletich works with Riley Hospital Gender Clinic and started the Indiana Gender Expansive Alliance of Riley (INGEAR), a networking and training group for professionals who serve trans youth. She is a member of the World Professional Association for Transgender Health, the National Association of Social Workers Sexual Orientation and Gender Identity (SOGI) Committee, the American Psychological Association Gender Identity Division 53, and the Indianapolis Rainbow Chamber of Commerce. She has completed the foundation and advanced WPATH Certification training.

**Stephanie Waller, MSW (She/Her/Hers)** is a Crisis Intervention Services Coordinator at Middle Way House, a domestic violence, sexual violence, and human trafficking services provider in Bloomington, Indiana. Stephanie has worked with survivors of violence both in prevention and intervention work since she was an undergraduate. Stephanie has also spent years working in low barrier shelters and community organizing with people experiencing homelessness. Stephanie roots all of her social work practice and volunteer work in anti-oppressive frameworks. She has a BSW from Indiana University and an MSW from University of Illinois- Chicago.

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