10TH ANNUAL

LET'S GET BETTER TOGETHER CONFERENCE

JUNE 24 - 25, 2021

Hosted by:

LGBTQ
Integrated Health Coalition of Southern Arizona
Education • Outreach • Advocacy

QuRC
Queer Resource Collective
We stand with pride alongside the LGBTQ Behavioral Health Coalition of Southern Arizona and the Queer Resource Collective in supporting our community.

*We’re stronger together.*

*Because We Care*

[www.MercyCareAZ.org](http://www.MercyCareAZ.org)
Greetings!

On behalf of the entire organizing committee, our sponsors and chairs, we want to welcome you to the 2020-21 Let’s Get Better Together Conference. We call it that as even though we did have some engagement activities during 2020, we were not able to gather for a full conference so in this our tenth year, we welcome you to our ninth annual conference.

Let’s Get Better Together is the first state-wide conference around Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) health and human services in Arizona. From this tradition, we seek to provide a space for LGBTQIA+ people and their allies to center on solving issues, network with others, learn new skills, share their voices, and connect with resources across the state.

Additionally, Let’s Get Better Together is a time to focus on the people we serve, renew our work towards equity, and rejuvenate ourselves in a space with others who share the same values. Enjoy and retain the learning from this conference, to be sure, but also make new connections to strengthen the community collectively as we advocate for quality services for all.

This year and this space is different due to its virtual nature but we have invested in activities and technology that still presents opportunities for connection, interaction, and learning. This includes games, raffles, and different spaces to meet our guests needs. One raffle prize goes to the person with the most points for interacting with our sponsors. To that end, please make sure that you are visiting all of our sponsors in the vendor area and utilizing them in the year to come. Without them, this learning could not convene!

We hope that you will enjoy your time with us and gain great new tools. We also encourage you to get involved during the year by joining our planning committee or our parent coalitions, the LGBTQ Integrated Health Coalition of Southern Arizona and the Queer Resource Collective. Through these organizations, equity is furthered and best practices shared.

For any questions or concerns, please know the volunteers are at your service, as are we!

Your conference chairs,
Amy D’Arpino, Jason Vail Cruz, and Mandee Bahadar
We are using the CVENT platform for our conference. You should have received an email with the following instructions to access the conference, however, in case you did not, please utilize this information.

The link to the event website and instructions on how to access the event is below. The event is now live and we encourage you to get logged in as soon as possible to ensure you can fully access the conference attendee hub. As a registrant, this link gives you access to EVERYTHING you will need to participate in the conference.

To access the event website please follow these instructions:

1. Click the Event Link: https://cvent.me/mAgeDX
2. Enter your name and email address into the event website
3. You will receive a verification code via an email from Amy L. D’Arpino—if you do not receive this email after a few minutes, try checking your junk folder
4. Enter your verification code into the pop-up window and you will enter the event attendee hub
   • Note: You will remain logged in for 24 hours, unless you click the log out button—once you have logged out you will need to go through the above process to log back in
5. Once logged into the attendee hub, you can browse the entire event:
   • Take a few moments to review the upcoming sessions and add them to your calendar by selecting the “All Sessions” tab
   • View and edit your attendee profile by clicking the small circle with your initials in the upper right hand corner
   • Select the “Sponsors” tab to visit virtual sponsor booths for a variety of resources and information—plan to come back during the conference to connect directly with onsite staff through virtual meetings and messages
   • Be sure to check out the “Game” tab to join the fun with Let’s Get Connected!—collect points as you explore the attendee hub and you could win prizes

For difficulty accessing and/or navigating the virtual attendee hub before or during the conference, please contact Amy Meyertholen at amy@azcouncil.com.

Below are a few more important notes about the conference—please take a moment to review before joining the event.

Respite Room – We will have a respite room available on both days of the conference. If you find yourself in need of a break and someone to talk to, join the respite room anytime. The link will be available to all under the “All Sessions” tab on the attendee hub.

Receiving CEUs - CEUs are available for the Day 2 keynotes and breakout sessions. To receive CEUs you must attend the full session and complete the session survey. If you miss a session, you can go back to watch the recording for CEUs. Again, you must watch the full recording and complete the survey to earn the CEUs. If you have questions about this process, contact Amy Meyertholen at amy@azcouncil.com.
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Photos throughout program are courtesy of Scott & Anna Griessel / Creatista

ABOUT US

We are an annual Arizona conference to increase education, resources and understanding of health providers serving the LGBTQ+ community.

Devereux is proud to be a 2021 Copper Conference Sponsor!

DevereuxAZ.org

Since 1967, Devereux has been serving Arizona children and families with our award-winning programs and services, which include:

Adolescent Health & Wellness Clinic  •  Autism
Brief Intervention  •  Outpatient Counseling  •  Respite
Residential Treatment  •  Therapeutic Foster Care

UNLOCKING HUMAN POTENTIAL™
Amy D'Arpino, BSW, has worked in the social work and healthcare fields for 25 years. She is the Health Equity Specialist for Arizona Complete Health, which is a subsidiary of Centene Corporation. Previously, Amy worked in various capacities in behavioral health and foster care. She participates on local and state-wide focused committees that have priorities to eliminate health disparities for underserved populations. Amy is a parent of a transgender teen and is an alumni member of the Human Rights Campaign's Inaugural Parents for Transgender Equality Council, a coalition of the nation’s leading parent-advocates working for equality and fairness for transgender people. She is currently Co-Chair of the Annual Let’s Get Better Together Conference, which focuses on LGBTQ integrated health. Amy is also the Co-Chair of the cPRIDE Innovation Committee, a Centene Employee Inclusion Group focused on experiences of Centene’s LGBTQ+ employees. She has presented workshops at many local and national conferences. She received her Bachelor’s in Social Work Degree, graduating Summa Cum Laude from Arizona State University. Amy is a strong advocate for change, and for anyone in need.

Mandee Bahadar, PhD, LPC is a Licensed Professional Counselor in the State of Arizona. Mandee received her Master’s in Counseling at Arizona State University in May 2003 and her Doctorate in Human Services/Counseling Studies in February 2010. Dr. Bahadar has extensive experience in working clinically with individuals, couples, and groups regarding the therapeutic experience and emotional impact of living with chronic illness and other stigmatized identities. She values the connection between our bodies, our thoughts, and our emotions and strives to treat the whole person.

Dr. Bahadar has also worked as a counselor educator and clinical supervisor since 2012, assisting new counselors obtain the knowledge and skill to become effective helpers and find passion in the profession. She has also had various opportunities to present at local, state, and national seminars and conferences on LGBTQ health and cultural competency, clinical supervision of counselors, and self-care for those in the helping professions.

Jason Vail Cruz has been engaged in LGBTQ+ movement work in Arizona since 1992. Starting as a volunteer for a community hotline which provided social and health referrals to community, Jason later took part in the forming of an LGBTQ+ peer lead youth organization, Valley One in Ten. His family was recognized by Echo Magazine as a model for “real family values” as an antithesis to conservative narratives at the time and he was an early advocate to remove the now repealed “No Promo Homo” law impacting HIV education in Arizona schools. He has remained a dedicated advocate for LGBTQ+ health and wellness since these beginnings, currently as the co-chair of the Queer Resource Collective (QuRC) a local non-profit dedicated to improving LGBTQ+ access to health and human services through education, coaching, and advocacy. QuRC is the current lead agency for this conference and works with different agencies across the state improving treatment of LGBTQ+ people within the state of Arizona.
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<td>Welcome &amp; Intro to the Day</td>
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<td>Intention Setting</td>
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<td>Personal goals, values, and transformative experiences towards/in advocacy</td>
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<td>10:30-10:40 Break - Games</td>
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<td>Call to Actions</td>
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**Keynote Speakers**

**Dr. Natasha Mendoza**

Natasha Mendoza, MSW, PhD is an associate professor in the School of Social Work and director of the Center for Applied Behavioral Health Policy at Arizona State University. She earned her doctorate in social work at The Ohio State University and completed her postdoctoral training at the Clinical and Research Institute on Addictions at the University at Buffalo in New York. As an expert in behavioral health, Mendoza’s scholarship is focused on substance use and co-occurring disorders, physical health, identity (e.g., cultural, gender, sexual), and connecting service systems (i.e., health care, criminal justice, child welfare). Furthermore, Mendoza specializes in the intersection of behavioral health and public safety. The foundation of her scholarship is built on the premise that behavior change is a function of interpersonal relationships, occurring within the context of culture and across multiple systems. Additionally, Mendoza’s work as a researcher and educator explores and elucidates the ways in which identity and wellness may be assets in behavioral health. Aside from research, Mendoza is actively engaged in preparing students to work with members of the LGBTQ+ community and build on the empirical foundation of social work with an emphasis on the treatment of substance use and co-occurring disorders.

**Parris Wallace**

Parris is a Pro-Black, Pro-Labor + Union, Pro-Queer, Pro-Sex Worker, Pro-Immigrant, Pro-Abortion and Pro-Planet, Black Queer Feminist, she is a queer mother of two Black children. Parris comes from a poor working class family, and through BPOC aims to provide the dream space for the continued development and support of Black people. Parris envisions BPOC as an organization where Black people with intersectional identities that are marginalized can come together to develop, grow and heal in community.
COMMUNITY HEALTH

SEE US FOR:

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- Substance Abuse Treatment
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Why Valle? We are a not-for-profit Federally Qualified Health Center, and we believe that your health is your key to living your best life.

We accept AHCCCS, and a variety of other health plans. No insurance? No problem. We may have alternative funding options available to help you get the services you need.
DAY ONE

CHAMPIONS OF CHANGE

**Personal Goals, Values and Transformative Experiences Towards/In Advocacy**
Presenter(s): Mandee Bahadar
**Description:** In this session, we explore our personal motivations to be a champion for change, identify basic tools to transform into an advocate, and we conclude with tips on self-care as an advocate.

**Changemaker Panel:**
Presenter(s): Kendall Boger, Haley Coles, Whitney Walker, Parris Wallace
**Description:** These panelists are renowned for putting their values into action to create change in Arizona. This session will feature a dynamic panel that will share what drew them to their current movements, how they have been effective, and what you can do to facilitate your own change in the world. Come armed with questions for these experts as they share their knowledge of how to make change happen effectively and with equity.

**Workplace Change and Advocacy**
Presenter(s): James Pennington
**Description:** In this session we discuss the reasons why we need to be advocates in our workplaces, different forms of advocacy, and the benefits of creating a safe and affirming workplace.

**Creating Community Change with Rep. Daniel Hernandez**

**Putting Learning into Action: A call to action**
Presenter(s): Jason Vail Cruz
**Description:** During this session participants will be supported as they utilize what they've learned to begin change in their own communities and causes. Facilitators will be there to assist in this interactive session demonstrating that taking the next step to change is better collectively.

DAY TWO

SESSION 1 OPTIONS
10:40 am - 11:55 am

**Bridge Over Troubled Waters: Building An Inclusive FQHC In Rural Areas**
Presenter(s): Mateo Williamson
**Description:** Borrego Health is the nation's second largest Federally Qualified Health Center, with 27 clinics scattered across rural southern California serving all patients regardless of their ability to pay. Now, it is also one of the nation's most trans-inclusive healthcare organizations. Borrego's Department of Trans Medicine now provides hundreds of patients, coordinating everything from primary care and behavioral health to labs, surgery referrals, a private pharmacy, and navigators to guide your way. In this session, I will share a case study of our vision, our strategies, and our progress since launching the program launched three years ago. Then I'll help you develop a plan from our blueprints, regardless of the size of your operation.
10:40 am - 11:55 am
Visibility Matters
Presenter(s): Bahnson & McCaffery
Description: Visibility Matters is a workshop designed to help service providers become more informed, sensitive, and responsive to LGBTQ+ older people and their families. This workshop is appropriate for all who work with older adults. Attendees receive training on the specific needs, concerns and fears that LGBTQ+ older people have, specifically as it relates to barriers to care and improving culture of care to become more inclusive. Service providers can range from long term care facilities, medical professionals, and local city senior centers. All people who serve older adults should know that LGBTQ+ older people are 5 times less likely to access senior services, and frequently feel they need to go back “into the closet” to receive respectful care. Coming of age during times of great prejudice and discrimination has a lasting impact on how LGBTQ+ older people navigate senior serving institutions as well as their personal health and wellbeing.

People serving LGBTQ+ older people should also know the specific challenges of LGBTQ+ older people experiencing neurodegeneration and how that may impact behaviors and understanding of themselves and their environments. Educating attendees on LGBTQ+ history bridges the gap between contemporary perceptions that LGBTQ+ people can live openly without bias and the lived experience of LGBTQ+ older people and histories of fear and discrimination. The effort to addressing health and wellness of LGBTQ+ older people must be a collaborative effort. By helping providers better understand how to provide relevant, responsive care to this community, LGBTQ+ older people are more likely access the care they need and feel confident they will receive the respect they deserve.

10:40 am - 11:55 am
Transgender Fundamentals: Medical Transition From Diagnosis to Maintenance
Presenter(s): Burwell
Description: Medical transition can be safely done in the primary care setting for the healthy transgender patient. For the primary care clinician or for the behavioral health clinician making a referral, this presentation explains exactly what to expect from the initial intake to the years of careful preventative care and transition maintenance. Creating a trans friendly clinic is discussed briefly. Diagnosis of gender dysphoria is presented, followed by informed consent models, then hormone treatment protocols. We continue with preventative care for the whole person in primary care, as transition is ongoing. Gender confirming surgeries are defined. Finding resources online is a critical way to stay up to date, and this is shared. Finally, there is time dedicated for questions and dialogue.

SESSION 2 OPTIONS:
1:30-2:45
Creating Gender Inclusive Healthcare
Presenter(s): Hudson
Description: “Women's healthcare” is an important facet of many people's lives, whether or not they identify as a woman. How can we ensure that we're properly and appropriately treating all people who are impacted within women's healthcare? In this workshop, we will cover basic concepts and definitions related to gender and the LGBTQ+ spectrum. Each attendee will walk away with a better understanding of these concepts and with tangible action items for how they can create a more inclusive and welcoming environment within women's healthcare.

1:30-2:45
Helping Your Intersex Clients Live Authentic and Healthy
Presenter(s): Petersen
Description: This is a workshop. Presenter is Intersex with Master’s Degree in Social Work. Participants will learn Intersex 101 Basics, natural variations, breakout into 3 groups each with a different narrative written by an adult intersex individual with a different intersex variation and experience with medical field followed by group discussion and watch a video by Human Rights Watch I Want to be Like Nature Made Me featuring a two year old girl born intersex & interviews with her young supportive rural parents as well as supportive doctors. “I” is not invisible. No stigma. Q & A throughout. Participants receive intersex 101 handout, state, national and international resources for professionals and peer supports, brochures by intersex youth such as What We Wish Our Doctors Knew & What We Wish Our Parents Knew. Q and A throughout and discuss how living authentically helps us feel good about ourselves is powerful, energy releasing, your role as advocate and support.
SESSION 2 OPTIONS:
1:30-2:45
Defying Categorization: A Non-Binary Interactive Workshop for Beginners and Beyond
Presenter(s): Flynn & Baca
Description: Non-binary people, an umbrella term that describes those who identify their gender outside of the traditional binary of man or woman, are becoming more recognized in media and popular culture. Subsequently, more non-binary-identified clients are seeking healthcare services. Research shows that non-binary people face mental health disparities that are similar to their binary transgender peers. However, there are challenges and strengths that are unique to the experiences of this sub-population. Clinicians may not be familiar with concepts and struggles related to non-binary identity. In this workshop, we will provide an overview of non-binary terminology, research, and common barriers they may face. We will provide recommendations to providers who work with non-binary clients or patients.

We will include several interactive activities for participants. We will engage participants in a pronoun practice activity to increase confidence and fluency in use of non-binary pronouns. We will provide a self-exploration exercise in the form of the Gender Unicorn. We will also lead a discussion around cisgender privilege. We hope that after the workshop, attendees will be empowered to impart knowledge about the needs of non-binary patients to their professional and social networks.

SESSION 3 OPTIONS:
3:00-4:15
Voice and Communication for All: Healthy Vocal Practices for Trans and Gender Non-Conforming Individuals
Presenter(s): Schatzki & Risueno
Description: The proposed presentation, Voice and Communication for All: Healthy Vocal Practices for Trans and Gender Non-Conforming Individuals, will provide attendees with an introduction to voice anatomy and physiology, habits to promote vocal health, and verbal and non-verbal elements of voice and communication training. Emphasis will be placed on including voice and communication as necessary components of health equity for LGBTQ+ individuals. Both adults and adolescents will benefit from attending this presentation.

3:00-4:15
How To Be a Trans Ally
Presenter(s): Trimm & Ryden
Description: The proposed presentation, Voice and Communication for All: Healthy Vocal Practices for Trans and Gender Non-Conforming Individuals, will provide attendees with an introduction to voice anatomy and physiology, habits to promote vocal health, and verbal and non-verbal elements of voice and communication training. Emphasis will be placed on including voice and communication as necessary components of health equity for LGBTQ+ individuals. Both adults and adolescents will benefit from attending this presentation.

3:00-4:15
LGBTQ-Inclusive Sex Education: The Time is Now
Presenter(s): Waters & Brinley
Description: Nationwide, a handful of states still forbid instruction on LGBTQ issues in schools. Before April 2019, Arizona was one of them. With the repeal of the “no promo homo” law, Arizona has an opportunity to reshape its sexuality education instruction to be inclusive of LGBTQ youth. Energy for this shift is building as sexuality education is gaining more attention locally and nationally and our communities are becoming more politically engaged. This workshop will: (1) discuss the inequities faced by LGBTQ youth whose experiences are diminished and ignored in traditional sexuality education; (2) make an argument for why inclusive sex education is critical and why the time for it is now; (3) offer a sample of what LGBTQ-inclusive sexuality education can look; (4) and outline ways that attendees can advocate for change.

3:00-4:15
Trans Youth Sport Stories: Community-Based Participatory Action Research
Presenter(s): Adelman
Description: In the proposed roundtable conversation, we will publicly launch our new interdisciplinary and community-based participatory action research and advocacy project entitled “Transgender Youth Sport Stories.” Roundtable participants will include Arizona State University undergraduate students, graduate students, faculty, and staff as well as community-based members of the research team. During the first part of the roundtable, research team members will outline the motivation for the project and describe its multiple components. During the second part of the roundtable, research team members will reflect on the ethics and logistics of transgender-focused community-based research. During the third part of the roundtable, research team members will field questions and suggestions from attendees and explain how community members can get involved in the research and advocacy project.
Mercy Care stands with our LGBTQ community in continuing to advocate that everyone – regardless of sexual orientation, gender identity or race and ethnicity – is protected against discrimination.

We celebrate the affirmation of the Civil Rights Act protecting gender identity and sexual orientation against discrimination in the workplace.

We are committed to the fight for equal rights, to offering access to quality physical and behavioral health services and speaking up for those who can’t always advocate for themselves.

Because we care.

www.MercyCareAZ.org
Health Choice is proud to support this year's virtual Let's Get Better Together Conference.

Thank you for connecting health providers with education and resources to better serve the LGBTQ community!

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Madelaine Adelman is professor of justice studies in the School of Social Transformation at Arizona State University. She is the author of Battering States: The Politics of Domestic Violence in Israel (Vanderbilt University Press, 2017), and past president of the Association for Political and Legal Anthropology. She is founder and current board member of the GLSEN Phoenix chapter, founding member and former co-chair of GLSEN’s National Advisory Council, and a member of GLSEN’s National Board of Directors and its Executive Committee.

Jordan Baca (she/they) is a graduate of the bachelor of arts Psychology program at the University of Houston. They recently joined the Exploring Non-binary Barriers to Intervention and Enhancing Services (ENBIES) lab. She will be applying to graduate school to study Counseling Psychology, and has interest in LGBTQ+ adolescence and LGBTQ+ mental health. Jordan enjoys spending their free time reading and writing, as well as playing video games.

Mandee Bahadar, PhD, LPC is a Licensed Professional Counselor in the State of Arizona. Mandee received her Master’s in Counseling at Arizona State University in May 2003 and her Doctorate in Human Services/ Counseling Studies in February 2010.

Dr. Bahadar has extensive experience in working clinically with individuals, couples, and groups regarding the therapeutic experience and emotional impact of living with chronic illness and other stigmatized identities. She values the connection between our bodies, our thoughts, and our emotions and strives to treat the whole person.

Dr. Bahadar has also worked as a counselor educator and clinical supervisor since 2012, assisting new counselors obtain the knowledge and skill to become effective helpers and find passion in the profession. She has also had various opportunities to present at local, state, and national seminars and conferences on LGBTQ health and cultural competency, clinical supervision of counselors, and self-care for those in the helping professions.

Sarah Bahnson is currently the LGBTQ+ Community Liaison for Pima Council on Aging and Mapping Q Program Coordinator for the University of Arizona Museum of Art. They hold a BA in Gender and Women's Studies from the University of Arizona. Sarah has worked for Wingspan, Southern Arizona AIDS Foundation, Tucson Interfaith HIV/AIDS Network and has been educating southern Arizona on the specific needs and concerns of the LGBTQ+ community for 8 years. Sarah openly identifies as middle-aged, queer, crip, non-binary and white. They use their identity as an entry point for engaging group discussions about privilege and inclusivity, and how inclusivity does not happen without myth-busting, struggle, and intention. Sarah is passionate about helping allies learn to ally and making the world a better place for LGBTQ+ people.

I am Kendall Boger, a nonbinary disabled activist within the Tucson community. I have spent the past few years here working with trans youth and am currently going to Pima Community College in hopes of pursuing a psychology degree. Because of my own experience in the health system as a queer individual, I have made it a point in my life to advocate for trans rights and speak up about the intersections between being queer and disabled. My goal is to make the world a little bit of a safer place and to spread awareness, whether it be in a support group or trying to create a safe space on campus.
Corrie Brinley, MSW, is an Assistant Research Social Scientist with the University of Arizona’s Southwest Institute of Research on Women (SIROW). Across a number of state- and federally-funded evaluation projects, Corrie implements collaborative, community-based participatory action research and program evaluation. Corrie seeks to support and promote the health of queer and trans identified people experiencing poverty, homelessness, violence, and incarceration. She has a particular interest in improving systems and policies that negatively affect access to quality services for folks involved in the criminal justice system and living in unstable housing through social justice research, evidence-based practices and community-based strategies. Currently, Corrie is the Evaluator for Spectrum and was the Program Coordinator for the ANCHOR project. Both of these collaborative, community-based projects were designed specifically to support unstably-housed LGBTQ+ youth and young adults. Corrie serves on the UA’s LGBTQ Community Council and is a co-chair of OUTReach, and LGBTQ+ faculty, staff, and graduate advocacy group at UA.

Josef Wolf Burwell, MS, PA-C, is the founding director of Peacework Medical, a non profit primary clinic in Phoenix that offers free care to the Latinx transgender, gender non conforming, and gay and lesbian community who are uninsured due to their documentation status. As a transgender man, he is acutely aware of the need for accessible, equitable health care for all. A PA since 1994, and a veteran of the U.S. Army, Josef has worked in 10 impoverished countries in 22 years, including professionally for the U.S. Dept of State, the C.I.A., the Navajo Nation, and as a volunteer with Peacework Medical teams. He regularly speaks to primary care clinicians on the basics of gender hormone care.

Haley Coles is the Co-Founder and Executive Director of Sonoran Prevention Works. She is a die-hard Arizonan committed to achieving health equity among people impacted by drug use and drug policy. Her personal experience with chaotic drug use and the devastatingly preventable loss of people she loved informs her personal mission to make meaningful structural change for a more just and healthy Arizona. She is the Vice Chair of the Aunt Rita’s Foundation board, is an alumna of the Robert Wood Johnson Foundation’s Culture of Health Leaders program, and has provided consultation for the National Association of State and Territorial AIDS Directors and the CDC.

Jason Vail Cruz has been engaged in LGBTQ+ movement work in Arizona since 1992. Starting as a volunteer for a community hotline which provided social and health referrals to community, Jason later took part in the forming of an LGBTQ+ peer lead youth organization, Valley One in Ten. His family was recognized by Echo Magazine as a model for “real family values” as an antithesis to conservative narratives at the time and he was an early advocate to remove the now repealed “No Promo Homo” law impacting HIV education in Arizona schools. He has remained a dedicated advocate for LGBTQ+ health and wellness since these beginnings, currently as the co-chair of the Queer Resource Collective (QuRC) a local non-profit dedicated to improving LGBTQ+ access to health and human services through education, coaching, and advocacy. QuRC is the current lead agency for this conference and works with different agencies across the state improving treatment of LGBTQ+ people within the state of Arizona.

Sana Flynn, MEd., University of Houston
Sana Flynn (they/them/theirs) is a doctoral student in the Counseling Psychology PhD program at the University of Houston and member of the CORE (Coping and Resilience) research team, working to study LGBTQ+ health disparities, and the Exploring Non-binary Barriers to Intervention and Enhancing Services (ENBIES) lab. Their research focus is non-binary people, identity concealment, and gender minority stress. Their clinical work is centered on college students and LGBTQ mental health. In their free time, Sana enjoys spending time with their spouse and dogs, and doing art projects.
Wallace Hudson has been leading LGBTQ+ inclusion trainings in the valley since 2016. He graduated with his Master of Arts in Women and Gender Studies from ASU in 2017, and currently, he is the training program specialist for one·ten, where he continues to lead LGBTQ+ trainings throughout the Southwest. When he is not leading trainings, you can find him hiking or camping somewhere outside of Phoenix.

Meghan McCaffery is a Tucson Native, but has resided in several states around the country. She has over 20 years of experience in the Social Work field, holding a Bachelor’s degree in Social Work from Pacific Lutheran University and a Master’s degree in Applied Sociology from Northern Arizona University. She has serviced various populations including children, youth, adults and elders in Behavioral and Mental Health settings, a Hospice agency, a Skilled Nursing facility and is currently a Case Manager with Mercy Care, providing dedicated work there for over 6 years. Ms. McCaffery has won several service awards for her caring and excellence with assisting Mercy Care Members. For over 3½ years, she has acted as a Liaison with Mercy Care and Project Visibility at Pima Council on Aging, assisting with community outreach, program growth and providing trainings to service professionals throughout the Tucson area. Meghan is a dynamic and passionate individual, committed to providing advocacy, empathy and faithful service to others through her work. In her free time she enjoys spending time with friends and family, thrift shopping, making jewelry, cooking, and feeding bananas to two beloved chickens.

Jay Kyle Petesen, MSW was born intersex, raised on a small family farm in conservative rural Minnesota, and together with the help of his paternal Grandmother and the animals became resilient, survived abuse for being intersex then got sober and clean. Jay has 44 years clean from drugs, 42 years sober from alcohol. He received his degree from Arizona State University and in 2018 was commissioned to write an Intersex 101 book for professionals entitled, A Comprehensive Guide To Intersex, by Jessica Kingsely Publishers London, England. His book is available at Barnes and Noble, Amazon print and electronic and all major outlets. Majority of workshop will feature sections of this resource book. Jay also paints angels for people and pets part time.

James Pennington is a trauma therapist who operates their own private practice, Dream Again Therapy, in Omaha, Nebraska. They are a member of several professional organizations, including the ASGPP, EMDRIA, ICEEFT, and APA Division 44. They have presented at a number of local and national conferences on LGBTQ+ issues, working with trauma survivors, and how cultural issues impact the therapeutic process. They also work as a consultant to help clinicians and agencies provide more affirming care to clients with transgender and non-binary identities.

R.J. Risueño is a bilingual clinical fellow in speech-language pathology. He recently graduated from Arizona State University with his master's degree in Speech-Language Pathology and a certificate in Multilingualism/Multiculturalism. Risueño's clinical interests lie in providing speech and language services for underserved individuals, particularly people of color and members of the LGBTQ+ community. For his graduate capstone project, Risueño and a graduate student in social work presented a workshop at Phoenix Children's Hospital for transgender adolescents and their parents. The workshop focused on voice/communication and mental health strategies. Risueño has provided evaluations and training to both transmale and transfemale individuals at the Arizona State University Voice and Communication Clinic. He has received specialized training from Myra Schatzki, CCC-SLP, and attended a 3-day course on training voice clinicians on working with gender diverse speakers. Risueño currently volunteers with Arizona LDS LGBTQ+ (ALL), a local organization that provides support for LGBTQ+ individuals who have at some point been affiliated with the Mormon religion. Risueño's current projects center on bringing voice and communication to the forefront of health for trans and gender non-conforming individuals in the Phoenix metropolitan area. He has been a volunteer at the AIDS/LifeCycle, spoken at events for LGBTQ+ individuals, and appeared on podcasts to discuss navigating sexuality and religion. Risueño is the recipient of numerous scholarships, grants, and awards for his work in the community, particularly in the areas of bilingual language and literacy and working with the LGBTQ+ community.
Courtney Waters, MPH, MS, CHES is an Associate Research Social Scientist with the Southwest Institute for Research on Women at the University of Arizona. Courtney has been engaged in community-based research and programming since 2013. Courtney’s educational background and career course have focused on supporting marginalized populations including racial and ethnic minorities, LGBTQ communities, and persons experiencing homelessness and mental health challenges. Courtney’s primary interest and expertise is in the vast field of sexual health with a focus on sexuality education. Courtney had designed curriculum and educational lectures and seminars, fundraisers and similar events throughout the valley and beyond.

T. Michael Trimm, a native Ohioan now calling Phoenix, Arizona home, is an activist, speaker, and event producer working with and for under-served communities, including but not limited to LGB people, the transgender community, people of color, and the working poor. Prior to moving to Phoenix in late 2014, Michael worked with several organizations and associations at the collegiate level at Kent State University including Black United Students (BUS), PRIDE! Kent, Kent Interhall Council, Kent Ambassadors, and more. In 2009, Michael worked within his collegiate Residence Services community and administration to assist in writing the first policy addressing openly transgender students living in residence halls. As entertainer “Teddy Michael,” he also worked with community organizations like Trans Ohio, Trans Family of Cleveland, TransAlive of Akron, and the LGBT Center of Cleveland to organize and execute programming and fundraising to benefit the LGB and transgender communities of northeastern Ohio. He successfully produced a charitable pageant from 2009 to 2011, proceeds of which assisted two individuals in receiving their much needed gender confirmation surgeries and also donated funds to the Jim Collins Foundation, which provides grants nationwide to transgender and gender non-conforming people for transition related medical care.

Since relocating to Arizona, Michael has joined the Imperial Court of Arizona and the Phoenix Pride organization as ways to give back. As “Teddy Michael,” he produces, hosts, and entertains for various fundraisers each year. In 2018, he won the title of Mister Imperial Court and competed for the title of Mister Phoenix Pride in March 2019, where he tied for second place and raised over $2100 for the Phoenix Pride Scholarship Fund. He currently is the reigning Gay Male Entertainer of America and travels the country, representing and entertaining at several events. In 2019, he presented the workshop “How to be a Trans Ally” with T. Michael Trimm, at the TransParent Conference in Denver, CO and is currently working with other groups and individuals to bring the workshop to more place, and expand its reach.

Myra Schatzki is a Clinical Associate Professor of Speech and Hearing Science at ASU’s College of Health Solutions. Schatzki creates clinical training programs that aligns with the mission and values of CHS. She has developed training programs in accent modification, Parkinson's voice and Voice and Communication (VAC) needs of transgender and non-binary individuals for speech-language pathology graduate students and undergraduate students. She has tabled an event at ASU’s Rainbow Coalition Resource Fair representing services offered at the Speech and Hearing Clinic. She was an invited speaker at the Arizona Occupational Therapy Convention LGBTQ training, and mentored graduated students in their capstone presentation workshop at Phoenix Children's Hospital for transgender adolescents and their parents/caregivers. Schatzki supported PCH’s Gender Support Program in obtaining a grant award for VAC training for PCH speech-language pathologists.

Jace C. Ryden has made Arizona his home for nearly twenty years. He prides himself as being an outspoken advocate for transgender and civil rights, and has worked with numerous organisations throughout the state to raise both awareness and funds. As an “out” transgender man, Jace has made it a point to use his powers for good, as it were, and has spoken publicly about his transition and his experiences as a member of the trans community. Through his work as entertainer “Freddy Prinze Charming” Jace has used his visibility to work with organisations like The Imperial Court of Arizona, Phoenix Pride, Drag Queen Story Hour, GLSEN, Rebel & Divine, NARAL Pro-Choice Arizona, and Arizona Trans Youth and Parents Organization (AZTYPO) and be a face of the transgender community here in Phoenix. Throughout his tenure in Arizona he has helped raise thousands of dollars for the aforementioned organisations, as well as others. In 2019, Jace presented the workshop “How to be a Trans Ally” with T. Michael Trimm, at the TransParent Conference in Denver, CO and is currently working with other groups and individuals to bring the workshop to more place, and expand its reach.
Michael Woodward (he/him) is the former Trans Community Health Manager in the Department of Trans Medicine at Borrego Health, the California’s largest Federally Qualified Health Center (FQHC), where he was responsible for developing collaborative relationships with outside service providers relating to trans and LGBTQ+ services and Specialty Care; managing internal trans awareness training efforts; and championing the overall patient experience in regard to service navigation and support. Michael now brings extensive writing experience and cultural expertise to his current role as Senior Competency Developer with the SEIU 775 Benefits Group in Seattle, WA. He is the founder of lgbtQ&A Inclusion Consulting, providing training and consulting services to healthcare and corporate leaders nationwide. He is the former director of the Gender Odyssey conference, and an adjunct instructor at Tacoma Community College. Michael served on the Tucson Commission on GLBT Issues and is a founding member of both the Southern Arizona LGBTQ Integrated Health Coalition and this conference, as well as the UA President’s LGBT Advisory Council. He has published myriad nonfiction books, articles, and blogs, most notably contributing the title essay to the 2014 transmasculine anthology, “Manning Up” from Transgress Press. He holds a BS in Public and Corporate Communications from Butler University and earned both a Master of Public Health Policy and Management degree and a Graduate Certificate in Collaborative Governance from the University of Arizona. By night, Michael is also an accomplished vocalist—some of you may remember his days as lead singer of Tucson’s notorious classic rock cover band, Too Much Information.

Whitney Walker, J.D., currently serves as the Vice President of Public Policy, Advocacy, and Organizing with Planned Parenthood Arizona. Walker leads efforts in community engagement, media and communications, and oversee Planned Parenthood Advocates of Arizona, the 501c4 social welfare organization and political arm of PPAZ. Walker has spent her career advocating for sustainable policy solutions on behalf domestic and sexual violence survivors and their families. She has a proven record working with advocates to close systematic gaps in an effort to end cycles of violence and poverty and has served on the Impact of Domestic Violence and the Courts committee for the State of Arizona and worked directly with policy makers to create change. Before joining PPAZ, Walker was the first black woman to secure the democratic nomination for Maricopa County Board of Supervisors District 3, raising over $120,000 and receiving just over 180,000 votes- coming within 1.39% of winning.

Walker is passionate about elevating the voices of marginalized communities and building an equitable Arizona. She is an active board member for two non-profit organizations that aim to improve the lives of families in the greater Phoenix metropolitan area, Ebony House, Inc., and Booker T. Washington Child Development Center. Additionally, Walker is appointed to the Human Relations Commission for the City of Phoenix where she advises the city council on human relations issues and assists in implementing the city’s policy against discrimination.

Walker’s work ethic and dedication to building a thriving community has earned her leadership opportunities and recognition from Leading for Change, Emerge Arizona, Arizona Women’s Education & Employment Foundation (AWEE) Leadership Institute for Women, Celebration of Women 2018 Honoree, and Phoenix Urban League Young Professionals. Walker is also an active member of Alpha Kappa Alpha Sorority, Inc., Delta Beta Omega chapter where she chairs the committee responsible for civic engagement and social action. Walker is a HBCU graduated and remains a steadfast leader in strengthening our community to build a better Arizona.
Arizona Complete Health is proud to sponsor the LGBTQ+ Let’s Get Better Together Conference!

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KAREN CHATFIELD LIFETIME ACHIEVEMENT
Nominator: Beth Brady

Phoenix Schneider
Phoenix Schneider (he/him), MSW, is a trans and queer social worker, trainer, consultant, and author of the book Being a Super Trans Ally. He is committed to supporting, educating, and empowering people to cultivate compassion, be an ally to all, and create fully inclusive work environments and communities. Nix is the Manager of Education and Training for Solari Crisis & Human Services and the co-chair of Solari’s Diversity and Inclusion Task Force. Nix considers himself to be a lifelong diversity and inclusion change agent.

LEADERSHIP IN LGBTQ HEALTH
Nominator: Lydia Cossio and Erica Chavez

Amy Castellenos
Amy Fernandez has been a champion of LGBTQ inclusivity since 2004. The most recent efforts began with Touchstone Health Services, Maricopa County Department of Public Health, and one.n.ten in 2015. She championed a collaborative that led to the development of an evidence based, inclusive youth curriculum to address sexual health needs in the LGBTQ community. This received national recognition for the work that was done. She continues to be a resource for the community when it pertains to trainings or any information on inclusivity within evidence-based programs and curriculum. Amy also championed efforts at Touchstone Health Services to provide the agency with training and resources to better serve the LGBTQ youth enrolled in behavioral health services. This resulted in a mandate for new clinical staff to attend a training on LGBTQ inclusivity during new employee orientation. She is helping make Touchstone a safe environment which respects and supports LGBTQ individuals whether it be enrolled members, families or staff. Therefore, she has truly shown significant leadership in bringing advocacy and awareness into Touchstone and the community.

CHAMPION FOR CHANGE
Nominator: Tobin Ernst

Yvette Jackson
Since the first day Yvette Jackson started at Devereux, she has wanted to unlock human potential … Now, more than two decades later, Dr. Jackson has become an invaluable and beloved leader in bringing advocacy and awareness into the workspaces of Devereux Arizona and helping make its workplace a safe environment that respects and supports LGBTQ individuals … During this time, she has helped Devereux open its doors to LGBTQ families for fostering and adoption, partnered with Arizona’s Department of Child Safety to provide more services to Arizona’s LGBTQ population, made sure all program intake documents for all 13 Devereux centers across the nation were revised to ensure that each form is culturally sensitive and any discriminatory verbiage be removed, and has made Devereux be one of 39 organizations nationally recognized for its LGBTQ cultural competency … Dr. Jackson is passionate, compassionate and determined towards making changes in LGBTQ health.

UP AND COMING LEADER
Nominator: Amy D’Arpino

Kendall Boger
Kendall has many life experiences that have influenced their advocacy work to improve services for those who identify as LGBTQ+. They have dealt with gatekeeping and discrimination pertaining to their disability and having a nonbinary identity. Kendall is passionate about helping others avoid what has happened to them. They have been speaking about their experiences at various conferences to garner awareness about what change is needed in order to foster inclusive and sensitive services. Kendall also works with trans youth, supporting them in ways they need to navigate life, including facilitating support groups for them. They work with youth by teaching them how to work with unaccepting environments and offers prevention skills and strategies to assist their wellbeing. Kendall has created much need awareness for providers about being inclusive, sensitive, welcoming, and needing to listen to the patient about their needs. They have helped youth improve their circumstances and are always willing to help wherever needed.
YOUTH LEADERSHIP
Nominator: Jake Harvey

Adrian Paulson

Adrian Paulson (he/they) has served as a student leader on the GLSEN Phoenix team since July 2020. Adrian has served as a leader on the team planning and creating youth-centered LGBTQ+ events; he is a dependable and positive member of the team. Adrian was also involved with a cadre of students who completed a course from Maricopa County Department of Public Health and provided input for improving the curriculum to make it more inclusive of LGBTQ+ youth. Adrian innovated and collaborated on a presentation on Transgender Inclusivity with another SHINE student. Adrian co-presented this educational webinar to community members in the Fall of 2020 and on his own in May 2021 to Arizona Department of Education staff. Adrian is an advocate who demonstrates Youth Leadership in our community.

PIONEER IN SERVICE AND GIVING
Nominator: Karen Nowicki

Russell Mann

I have known Russell Mann for several years. What Russell has done in the community in Flagstaff, not only in the LGBTQ community but in the recovery community is more than I have witnessed anyone else do in my lifetime. Russell is the most generous and giving individual I have ever met. He is kind and compassionate and is well known in the Flagstaff community for his pride in the community but to always giving to those less fortunate. From providing a place to stay, a job, providing food and other services to those in need. Russell is also very active in the recovery community in Flagstaff and he is always there to lend a hand, sit with a person suffering from the disease of alcoholism sharing his experience strength and hope. Recently a young man in Flagstaff had taken his life by suicide and Russell was there by the family’s side providing the eulogy for the child’s funeral. Russell is the most kind, compassionate, thoughtful, generous man I know and I am honored to call him my friend. He is definitely a beautiful example of a life well lived, sharing his experience, strength and hope with anyone who asks.
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On behalf of the Queer Resource Collective and the LGBTQ Integrated Health Coalition of Southern Arizona it is our honor to thank the Let’s Get Better Together Planning Committee. As always, without these dedicated volunteers, this event could not happen. During the conference day, please thank Mandee Bahadar, Amy D’Arpino, Jason Vail Cruz, Teresa Pena, Holly Figueroa, Lauryn Bianco, Trey Jenkins, Sarah Mason, Amy Meyertholen, Donna Mchenry and Jeanette Mallery. We also are so appreciative of all of our sponsors especially our Platinum Sponsors Arizona Complete Health and Mercy Care. Without all our sponsors we could not bounce back this year to have the event! Thank you also to our wonderful keynote speakers and the workshop facilitators who shared amazing information. Your time and expertise is so valued.

We also appreciate all our many volunteers who shifted to helping virtually this year—you rock!

Thank you to Heather Brown at Cultural Sponge for helping us with our website and program!

But most of all, thank you to all of our attendees! We are so glad you joined us today and we hope you had a great day full of diverse learning opportunities!

SEE YOU NEXT YEAR!

Sincerely, Mande Bahadar, Jason Vail Cruz, and Amy D’Arpino

Co-Chairs
DIRECT ADMISSION FACILITY
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