



BRUSH CREEK
CARES



Lambda
Legal

making the case for equality

CHERI BALL

#CLOTHINGHASNOGENDER



The Justice Project of Kansas City
A Human Rights Initiative

JAMES CROFT



KC CARE
Clinic



trans  report



TRANS
SISTAS
OF COLOR
PROJECT



SYNERGY
SERVICES
Synergy House • SafeHaven • STOP Violence

MISSION

The Kansas City Transgender and Gender Non-Conforming (TGNC) Summit centers the experiences, strength and resilience of TGNC youth and TGNC people of color in the Kansas City metro area.

With the ongoing epidemic of violence impacting these vulnerable communities, we recognize an immediate need to establish a sustainable pipeline of TGNC leadership and a support network that directly confronts and challenges patriarchy, sexism, misogyny, racism and transphobia experienced by TGNC youth and people of color.

SUMMIT PARTICIPANTS

TGNC Young Person:

People 24(ish) years of age or younger who self-identify somewhere on the transgender or gender non-conforming identity spectrum.

TGNC Adults of Color:

People 25 years of age and older who self-identify both as somewhere on the transgender or gender non-conforming identity spectrum as well as a person of color. People of color includes those who identify as Asian or Pacific Islander; Latinx, Chicano, or Hispanic; Arab or Middle Eastern; Black, African or African-American; and/or Native or Indigenous.

building a leadership fountain



KC TGNC SUMMIT

for transgender and gender non-conforming
youth and people of color

Kansas City's TGNC Summit:
Growing a leadership pipeline for youth and people of color

July 29-31, 2016

Brush Creek Community Center

801 Brush Creek Boulevard, Kansas City, MO 64108

#TGNCKC

building a leadership fountain



KC TGNC SUMMIT

for transgender and gender non-conforming
youth and people of color

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SCHEDULE

AT A GLANCE



Friday, July 29, 2016

12:00 pm - 12:45 pm	Welcome and Opening LUNCH
12:45 pm - 2:00 pm	Participant Introductions
2:00 pm - 2:30 pm	Healing Arts Space Opens
2:00 pm - 2:45 pm	Grounding Ourselves in the Work
2:45 pm - 3:35 pm	BREAKOUT CAUCUSES
3:40 pm - 4:00 pm	KEYNOTE with CRISPIN TORRES
4:00 pm - 4:30 pm	Healing Arts Space Closes
4:00 pm - 5:00 pm	Closing

Saturday, July 30, 2016

12:00 pm - 12:30 pm	Opening / TGNC Needs Assessment Survey
1 pm	Healing Arts Space and Reese's Walk-In Closet Open
12:30 pm - 1:10 pm	Resource Fair and LUNCH
1:15 pm - 2:00 pm	WORKSHOP SESSION 1
2:10 pm - 2:55 pm	WORKSHOP SESSION 2
3:00 pm - 4:30 pm	Police Violence Institute
4:40 pm - 5:20 pm	Centering Trans Feminine Voices of Color
5:25 pm - 6:15 pm	BREAKOUT CAUCUSES
6:30 pm - 6:30 pm	Healing Arts Space and Reese's Walk-In Closet Open
6:30 pm - 8:00 pm	KC TGNC SUMMIT DINNER & SOCIAL

Sunday, July 31, 2016

10:00 am - 10:30 am	Morning Thoughts BREAKFAST
10:30 am - 12:30 pm	Sharing Our Resiliency and Truths
12:40 pm - 1:30 pm	WORKSHOP SESSION 3
1:35 pm - 2:25 pm	WORKSHOP SESSION 4
2:30 pm - 3:30 pm	BREAKOUT CAUCUSES
3:40 pm - 4:40 pm	Action Steps
4:40 pm - 5:00 pm	Closing Circle



Friday, July 29, 2016

Dear 2016 KC TGNC Summit Participants:

We are thrilled to have you all join us for the first-ever KC TGNC Summit: Building a Leadership Fountain for TGNC Youth and TGNC People of Color. Congratulations! We are so excited for the next three days of conversations and leadership building and we hope you are too!

We enjoyed reviewing your applications this past month and learning about each of you. We are honored to have an amazing group of adult and youth participants attending this 3-Day summit, with folks attending from the Kansas City metro-area, as well as Topeka, KS, and St. Louis, MO.

While at the summit, we will support each of you in bringing your best selves in all your fierceness and glory. We celebrate you, your strengths, confidence and wisdom. We believe TGNC people have the right to make personal decisions over their own bodies and lives, so please take advantage of the workshop sessions, which provide options for you to choose your own learning adventure from a variety of informative topics. During the caucus sessions, we encourage you all to show up and be present for these necessary, intentional spaces and conversations that are made available to those who self-identify with the different focus-group identities

On Saturday, we will have a resource fair for you all to visit during a lunch-and-learn. We have intentionally invited participating agencies, organizations and businesses who are ready to have active conversations with you all about how they support, provide resources and opportunities to TGNC youth and TGNC people of color.

We also will have a clothing swap, Reese's Walk-In Closet, in honor of Reese Walker, a Black transgender woman who was murdered in Wichita, KS, on May 1, 2016. Her family generously donated boxes of gently-used clothing for you all to take with you. There will also be a card for her family, as well as Dionte Greene's family, for participants to write a message and sign if you choose. We encourage each of you to bring clothing and items you are willing to donate for other participants to take, as well as price items you would individually like to sell for \$10 or less each. We believe that TGNC people can and should support each other.

Finally, we would like to thank all of our sponsors, volunteers and presenters for helping to make this all possible! Thank you to SocialScope Productions, KC Parks and Recreation, Brush Creek Community Center and all our sponsors. Also thank you to Crispin Torres and all our amazing presenters and volunteers who have helped support and create this summit!

Stay Fierce This Weekend,

Branden Connell, Diane Burkholder, Nia Amador, Nyla Foster and Randall Jenson
The KC TGNC SUMMIT Chairs

socialSCOPE PRODUCTIONS

documenting our queer experience

SOCIALSCOPEONLINE.COM

**OUR
AWARD-WINNING MEDIA
HAS BEEN FEATURED ON:**



SocialScope Productions is a multimedia production company, established in April 2011, that develops ethnographic and social documentaries through collecting the stories of lesbian, gay, bisexual and transgender, and queer (LGBTQ) people and cultures in the United States. SocialScope focuses on projects related to gender issues and exploring the intersections of identity and diversity in our communities. From 2011 to 2015, SocialScope was organized as a 501(c)3 for charitable purposes, however, in late 2015, SocialScope dissolved its non-profit status and re-formed as an limited liability corporation (LLC).

This year, in 2016, SocialScope is proud to have received the Third Wave Mobilize Power Fund grant that launched our ability to support this summit as the lead sponsor. We are excited about to use our new media platforms to elevate the voices of TGNC youth and TGNC people of color in Kansas City. Separately, we were also awarded The Rocket Grant, a Kansas City art grant for unconventional work in surprising spaces, to create a TGNC youth-led video media campaign, help sponsor this summit and start the first KC TGNC youth social and support group, which now meets the 1st and 3rd Wednesday of the month at reStart's Housing Solution Center from 6-8pm.

SocialScopeOnline.com



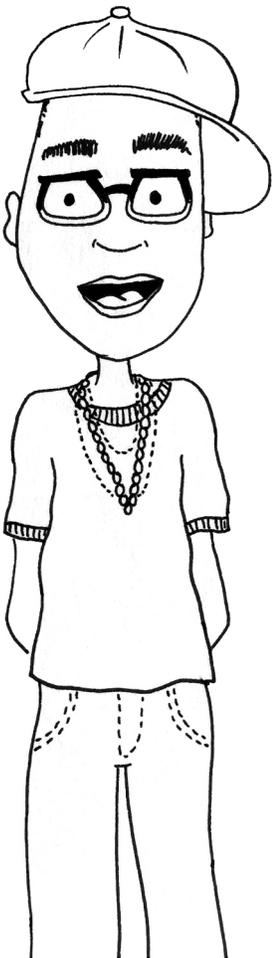
Brush Creek Community Center
3801 Emanuel Cleaver II Blvd., Kansas City, MO 64130

Brush Creek Community Center is an almost 20,000 square foot facility built in 1996 by the Kansas City Parks and Recreation. KC Parks and Recreation provides facilities, programs and recreational opportunities for the community that contribute to an aesthetically pleasing environment and enhanced quality of life in Kansas City, Missouri.

Brush Creek Community Center is open Monday through Friday from 8 am to 9 pm and Saturday through Sunday from 9 am to 6 pm. It offers a fitness center, computer lab, little free library, and wifi. It has ongoing programming, including sports leagues, camps and activities for youth, and the Rainbow Dodgeball Tournament, an LGBTQ dodgeball tournament.

"Brush Creek is inclusive to LGBTQ people. We are proud to host the summit and feel like we're stepping out in the forefront of community centers. It's important because we believe in social equity and our responsibility is to serve all of our community, which includes TGNC people."

Anthony Lawrence
Center Director
Community Services: Brush Creek Community Center



BACKGROUND:

WHY IS THIS SUMMIT NEEDED NOW IN KANSAS CITY?

Kansas City's TGNC communities are currently the focus of national media attention surrounding violence and suicide, but few agencies or service providers specifically center their work on communities of TGNC women of color and TGNC youth. We have an immediate need to create a TGNC Leadership Institute that will activate TGNC communities and center the lives of TGNC youth and trans women of color in our city.

On October 31, 2014, Dionte Greene, a young gay Black man that was gender nonconforming, was murdered for his gender expression and sexual orientation. Kansas City's Black LGBTQ communities felt the immediate loss of this beloved, young leader.

In May and June 2015, local advocates and agencies helped organize and create a series of three community Kansas City townhalls, entitled "Real Talk: LGBTQ Conversations for Change," in continued efforts to seek justice for Dionte Greene, as well as to help the Black LGBTQ communities cope with anger, grief, and loss.

During the townhalls, we learned from other members of the local TGNC community how isolated and unsafe they were feeling while surviving in Kansas City. Progressive efforts were being made to continue further dialogue and move forward with healing, but this dialogue



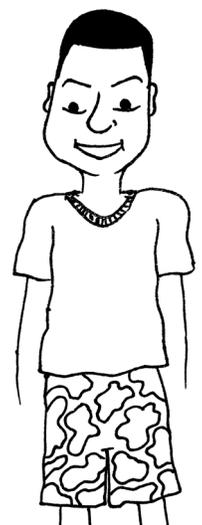
was interrupted when news of two new homicides broke in late summer 2015.

In August 2015, Kansas City learned that Tamara Dominguez and Jasmine Collins, both trans women of color, had been murdered in the city. Kansas City became one of the two epicenters of violence in this country, grossly tied with Detroit in having 3 TGNC people of color homicides. Hate crime charges were not filed in relation to any of their deaths. These deaths reinforced to TGNC communities, especially those of color, that we should feel unsafe and they have discouraged us from uniting and speaking out. Through community building, collective healing and individual resiliency, the TGNC Leadership Summit was formed to foster a sustainable fountain of leadership among TGNC youth and trans women of color.

While there is a great push to direct sustainable resources and build a leadership network for queer and trans communities of color in St. Louis after the wake of Ferguson, Kansas City's TGNC communities are left struggling with little to no attention. In Kansas City, many trans women of color and TGNC youth lack the current structures, mentorship network and leadership models to learn from each other's wisdom and resiliency while surviving in a primarily white, cis and heteronormative gay and lesbian community.

There is no current organization in Kansas City solely focused on gender justice that centers TGNC communities of color and TGNC youth. This situation presents an ongoing danger to TGNC community members, subsequently establishing the need for the KC TGNC Summit.

We believe transgender, gender non-conforming and queer people develop strategic coping strategies to respond to violence that can range from creative, to campy, apathetic, resistant and empowering. The KC TGNC Summit will enable us to empower and activate marginalized and vulnerable TGNC voices in the Kansas City Metro area to discuss their experiences of navigating safety, finding community and celebrating the resiliency they all hold.





KEYNOTE

CRISPIN TORRES (he/him/his) is an educator and activist from Chicago. He has spent the last fifteen years working in LGBTQ advocacy, movement strategy, and education. He has taught gender studies at DePaul University and American history in Chicago Public Schools. Crispin serves as Lambda Legal's Midwest Regional Community Educator, where he travels the country building coalitions and helping mobilize LGBT folks around legal, policy, and educational efforts toward LGBTQ civil rights. Although he works with LGBTQ folks and individuals living with HIV from all walks of life, Crispin specializes in transgender inclusion and LGBTQ youth and school issues. He has worked with many government agencies on educational trainings and policy reform for these two groups in particular. He has worked with entities such as: The Department of Justice, The Department of Housing and Urban Development, and The Illinois Department of Human Rights, and Chicago Public Schools. He most recently served as the 2015 Co-Director of The Trans 100, Board President for Trans Tech Social Enterprises, Founder of Chicago Trans Pride and is currently a cabinet member of Chicago's newly formed, Pride Action Tank.
Twitter: @crispTCarmona IG: @crisptorres

lead consultant for The DB Approach, providing anti-oppression and social justice coaching and training. She co-moderates the Kansas City Freethinkers of Color, for non-religious people of color, Kansas City Mixed Roots, for mixed race individuals and families, and serves on the Board of Directors of Uzazi Village, which centers the experiences of Black and Brown people while working to reduce infant mortality rates. She's also a co-founder of One-Struggle KC, a coalition of Kansas City activists seeking to connect the struggles of oppressed Black communities, locally and globally.
Twitter and IG: @Swirlina



NIA AMADOR (any respectful pronouns) is a creative, queer, gender nonconforming Latinx youth currently employed at Kansas City Costume. They are an active member of Passages, a local LGBTQ youth drop-in group. Nia is helping organize and start a transgender and gender non-conforming (TGNC) Youth Support Group and are thrilled to be one of the Youth Chairs at the KC TGNC Summit in late July 2016.



NYLA FOSTER (she/her/hers) is a black transgender woman, entertainer, designer, and LGBTQIA rights advocate. She has been living in her truth since the age of 14 and is well known within the Kansas City LGBTQIA community. Nyla entertains and competes in drag pageantry as "Angel Iman", a stage persona she created in 2010. Currently, she is the reigning Miss Kansas City Black Pride and a former Miss Kansas City Gay Pride. Nyla also works with the Kansas City Anti Violence Project (KCAVP), a non-profit organization dedicated to providing advocacy for LGBTQIA members who have experienced domestic violence, sexual assault, hate violence, and/or neglect. She is the lead facilitator of TPOC, a support group for transgender people of color at KCAVP. As a chair of the TGNC Summit, Nyla brings her life experiences of growing up as a transgender teen, her connections to the LGBT community as "Angel Iman", and her own story as a transgender woman of color.

RANDALL JENSON (he/him/his or anything respectful) is a queer, multiracial artist of color, self-identified faggot, and the Creator and Director of SocialScope Productions, a LGBTQ documentary company focused on LGBTQ and intersectional multimedia projects. In 2015, Randall was appointed as the lead advocate to help loved ones and their communities cope and heal from 3 transgender and gender non-conforming (TGNC) homicides in Kansas City. Randall has received national awards for his 15 years of leadership and work with homeless and vulnerable youth, including building multiple regional and statewide programs at various agencies for LGBTQ youth in the Midwest. He is thrilled to have received both the Third Wave Mobilize Power Fund and Rocket Grant that has allowed SocialScope to help host this important KC TGNC Summit for youth and people of color, and also help start the new TGNC Youth Group in KC.
Twitter: @Randall_Jenson IG: RandallJenson



MEET THE SUMMIT COMMITTEE

CHAIRS

BRANDEN CONNELL (they/them/theirs) is a 19 year old, queer and gender non-conforming white activist. They were raised in a small Iowa town where LGBTQ issues weren't considered worthy of discussing or protecting and are new to Kansas City. Having grown up on the Internet, Branden quickly found safe spaces online where they could learn, grow and discuss issues revolving around their own community, even growing and evolving as a TGNC youth activist. Since moving to KC, they have worked and interacted with transgender and gender non-conforming (TGNC) youth and people of color (POC) at a local youth space where they were able to connect and help create a safe network for their peers. Branden's current passions are activism, focusing on primarily the TGNC and POC communities, art and performing in drag. Their goal with this summit is to create a safe space where TGNC youth and POC can openly discuss their issues and struggles as well as feel heard and validated.
IG: @Brandenconnellart



DIANE BURKHOLDER (she/her/hers) is a cisgender, queer, mixed race, black feminist community organizer. She is social advocate for misrepresented and marginalized communities, particularly focused on issues concerning young adults, LGBTQ people, people of color, and individuals living with and affected by HIV/AIDS. Diane is the founder and



Ash (he/him/his), Coordinator Lead, Linkage to Care Coordinator, KC Care Clinic.



Jordan Hanson (she/her/hers) Coordinator Lead, founder and creator of Trans.Report.



Jessica Neria (she/her/hers), Planning and Support, TGNC summit logo design, JessCanCreate.com.



Celia Ruiz Calderon (she/her/hers) Planning and Support, illustrator and graphic designer.

CREATING SAFER SPACE

The **KC TGNC Summit** is committed to elevating the voices of TGNC youth and TGNC people of color by creating a safer and positive space for participants. We want everyone here to learn a lot, meet fierce new people from across the city and feel great about talking and connecting with each other as we build a stronger movement and leadership among peers.

To that end, we recognize that a lot of TGNC people do not always feel supported or welcomed in their community, even within traditional lesbian, gay, bisexual, transgender and queer (LGBTQ) spaces. We want to remind everyone of **guiding frameworks** and **ground rules** that are essential for maintaining respectful and safer space for each other.

We recognize both the need for collective liberation, to build community together and in solidarity for all human rights, and for safer spaces and separate conversations for TGNC youth and TGNC people of color. At times during the summit, we will be breaking out into separate groups, or **caucuses**, to build intentional and necessary conversation among those of us sharing specific identities.

While at the summit, please be aware of maintaining **personal space** with each other, **respect** other's **boundaries** and **ask for consent** before giving hugs or trying to be show condolence. Harassment, violence and bigotry create feelings of fear, uneasiness, humiliation and discomfort. They are expressions of perceived power and superiority by the harasser over another person. Sometimes, even when our actions are not intentionally hurtful, what we say and do can hurt others or make them feel uncomfortable.



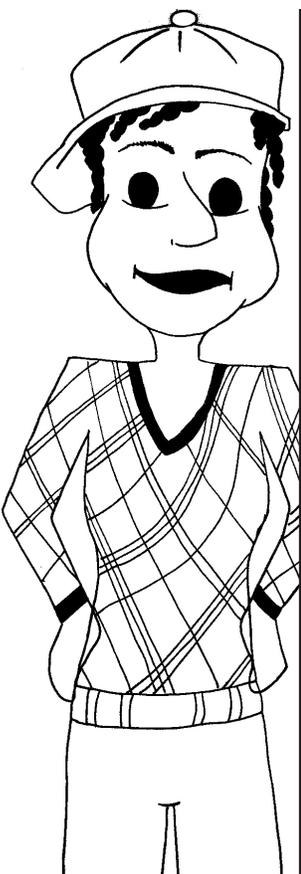
Sexual harassment is a form of sexual violence. Sexual harassment is any uninvited and unwelcome verbal or physical behavior of a sexual nature. Examples include:

- Unwanted flirtations, advances, or sexual jokes
- Offensive written or visual depictions, like graffiti or degrading pictures and doodles
- Touching someone without their permission (grabbing, hugging, touching, playing with their hair)
- Unwanted sexual demands, pressure, propositions or requests for sexual activities
- Comments about an individual's body or dress
- Verbal abuse, including sexual insults and name calling

TRANSGENDER/GENDER NON-CONFORMING ETIQUETTE AND INCLUSION

To ensure that transgender and gender non-conforming participants feel included by all who attend the summit, including other participants, chairs, facilitators, volunteers and Brush Creek Community Center staff, please read and act upon the following.

Pay attention to a person's purposeful **gender expression** but remember that a person's external appearance may not reflect their internal gender identity. You cannot know the gender or sex of someone by their physical body, voice and/or mannerisms. We consider it polite to ask, "What **pronouns** do you prefer?" or "How do you identify?" before using pronouns or gendered words for anyone. Participants at the summit will also have on nametags with their preferred pronouns listed, so you can easily learn someone's name and pronouns by checking their nametag.



When you are unsure of a person's gender identity and you don't have the opportunity to ask someone what identity words they prefer, try using that person's name or gender-neutral phrase like "the person in the red shirt," instead of "that woman or man." If you have met a person before and their gender expression is now different, be open to the fact that they may now be identifying as a different gender and it is acceptable to politely ask about how they currently identify.

If you make a mistake about someone's pronoun, simply make a correction and

move on. Do not justify the mistake, over-apologize or beat yourself up over it.

One way of acknowledging transgender and gender non-conforming participant needs is to designate **gender neutral restrooms**, which we have done here at the KC TGNC Summit. In restrooms, many TGNC people face harassment that can lead to anything from deep discomfort to arrest or death. Regardless of what bathroom you are in, please let everyone pee in peace. Each of us can decide for ourselves which restroom we belong in.

EMBRACING DIFFICULT CONVERSATIONS

We embrace that our summit will dive into discussions that may feel uncomfortable to some individuals. We understand that our TGNC participants are accessing this summit from a variety of positions of power, privilege and marginalization. We are committed to discussions rooted in anti-oppression and racial justice. Examples of how to engage may include:

- Lean into your personal discomfort
- Recognize that conflict is vital to social justice change
- Work on the issue, not the person

We acknowledge that some of our participants also are coming to the summit experiencing housing displacement, homelessness and/or have few loving, support networks in their communities. We are committed to connecting you all to each other and resources that can continue to support after this summit is over.

*** Creating a Safer Space and TGNC Etiquette Adapted from Creating Change Conference Program 2015, National LGBTQ Task Force ***

GUIDING FRAMEWORKS:

HOW WE APPROACH OUR WORK, TREAT OTHERS AND DO WHAT WE DO!

ANTI-OPPRESSION

a recognition that oppressions exist in our society, largely based on an individual's access to personal, institutional and societal power, and focuses on ending these oppressive practices through social justice.

- Connects various forms of oppression and violence TGNC people experience to intimate relationships
- Acknowledges privilege and power

TRANSFORMATIVE JUSTICE

a way of practicing alternative justice which acknowledges individual experiences and identities and works to actively resist the state's criminal injustice system.

- Safety, healing, and agency for survivors
- Accountability and transformation for people who harm
- Community action, healing, and accountability
- Transformation of the social conditions that perpetuate violence
 - systems of oppression and exploitation, domination, and state violence

TRAUMA INFORMED

an approach that involves understanding, recognizing, and responding to the effects of all types of trauma.

- All TGNC individuals are survivors of violence and trauma
- Understands violent experiences as part of a larger spectrum of violence/ systems of violence

HARM REDUCTION

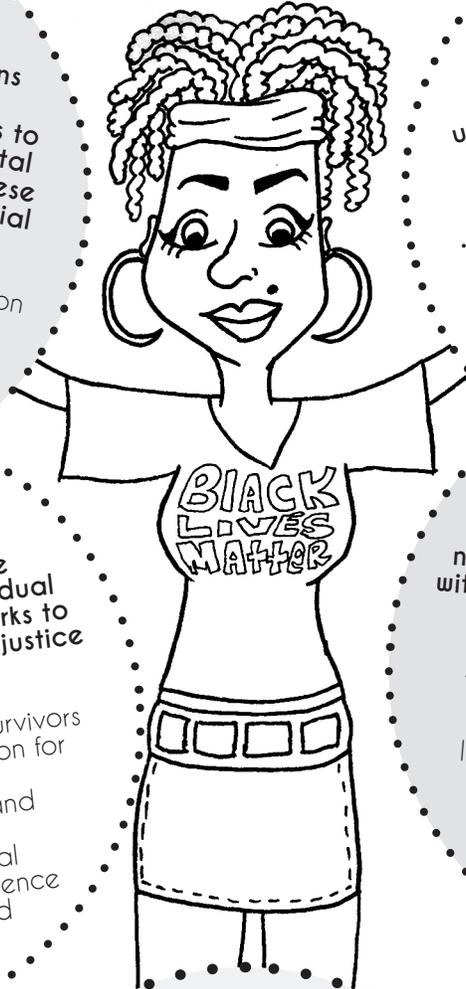
a set of practical strategies and ideas aimed at reducing negative consequences associated with behaviors traditionally viewed as "harmful" or "bad."

- A model that connects to the anti-violence movement
- Safety planning and options
- Individual decisions are accepted
- No pre-defined outcomes
- Importance of relationship building

POSITIVE YOUTH DEVELOPMENT

intentional efforts of other youth, adults, communities, government agencies and schools to provide opportunities for youth to enhance their interests, skills, and abilities.

- Primarily focused on youth-led activities and leadership models
- Peer-to-peer conversations and trainings
- Adults are accountable to youth, their needs and experiences



THE GROUND RULES



R = Respect/Risk

- Treat each other with respect, even if you disagree. No putdowns.
- Only one person speaks at a time. Listen carefully to each other without interruptions.
- These conversations and topics can feel risky or uncomfortable. Lean into the discomfort and recognize that conflict is vital for growth.



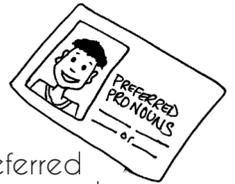
O = Openness, Oops/Ouch AND One Diva, One Mic

- Speak honestly. The most respectful thing we can do together is to be real.
- Be willing to say what you really think about each topic. If you hold back, we cannot learn from you.
- If someone or something offends you, we encourage you to assume good intentions of the speaker and say, "Ouch." Let the speaker finish, and then tell the group how you were hurt or angered by the statement and why. If you offend someone, quickly catch yourself and say "Oops." Own your mistake and quickly apologize.
- If someone is speaking, try to wait until they are finished talking before you speak. Try not to talk over one another. No Miley/Nicki/Bieber celebrity death match.



P = Participation/Pass AND Preferred Pronouns

- Speak briefly so everyone has a chance to participate.
- Stay on the topic at hand.
- Example: "My preferred pronouns are he/him/his" or "My preferred pronouns are she/her/hers but I will respond to traditionally masculine pronouns as well" or "I prefer gender neutral pronouns like they/them/theirs or ze/zir/zes."



E = Education/Escuchar (Spanish: to listen)

- The facilitators are not experts. They are here to help facilitate the process.
- Everyone has come to the table to learn, grow, and share.



S = Sensitivity/Safety, Switch off your cell phones and No Shade

- Use "I" Statements. Speak only for yourself, rather than as a representative for any group. Remember that others are only speaking for themselves.
- Confidentiality is important. Speak about what is happening, not who said it.
- If you discuss someone having hurt you, you wanting to hurt someone else or wanting to hurt yourself, someone will be checking in with you to see if you are okay.
- Keep your cell phones away and try not to text during a workshop or discussion.
- We know you're fierce! But try not to be shady. No one wants to be friends with someone who uses insults, put downs or passive aggressive comments to communicate.



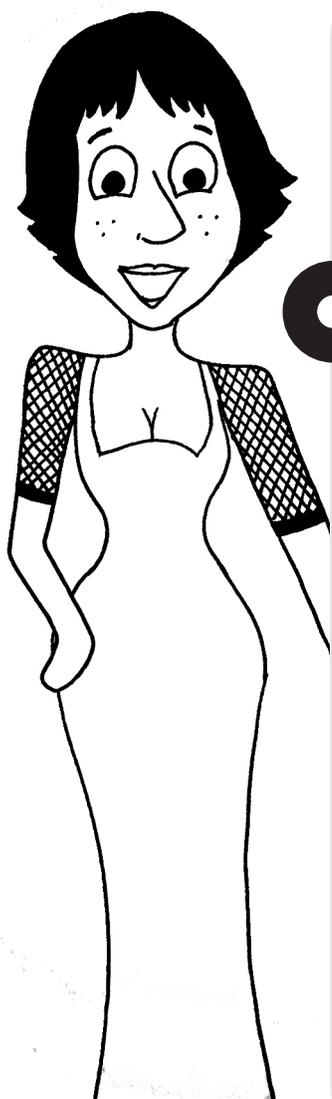
TRAFFIC LIGHT:

CLOSING GROUP CHECK OUT

At the end of each day, we will be asking all participants to share how they are feeling at that moment about their overall experience at the summit, and how they are leaving each day feeling overall. It is important for us to check in with each participant and hear how everyone is feeling and doing. Sometimes, after an intense day where participants are asked to engage with a variety of topics they may not normally discuss, a variety of feelings and experiences may be activated for individuals and they may need time and space to process.

The color each person shares in closing does not necessarily reflect on how they are SOLELY experiencing the summit or group. For instance, sometimes, people may have a “green light” day at the summit, but still being feeling overall “red” because of something that is going on outside of the group.

This closing check-out allows the group to understand and be accountable for how our participants are walking away feeling about the overall activities and discussion of the summit each day.



When someone says “GREEN LIGHT,” it allows the group to understand that everything is going well with the person and they feel they are good to keep participating in future activities and discussions. It allows the group to understand that the person is leaving the day feeling content, ready and prepared to come back and engage more with activities and discussions.

When someone says “YELLOW LIGHT,” it allows the group to understand that something is up with the person and they may want to speak further about a concern or issue that happened during the group. It allows the group to understand that the person is leaving the day feeling anxious, unsettled or concerned, and time should be offered, if possible, to allow the person the option to speak about their feelings before returning to future activities and discussions.

When someone says “RED LIGHT,” it allows the group to understand that the person who shared this color may not be feeling good about the activity, discussion or having a difficult time being present with the group. It can mean that the person is not doing too well, is feeling unsettled by something that happened during the day or significantly struggling with outside concerns. Time should be offered, if possible, to allow the person the option to speak about their feelings before returning to future activities and discussions.



FRIDAY, JULY 29, 2016

	Large Meeting Room	Classroom	Arts Room	Community Room
Welcome and Opening Lunch 12:00 pm - 12:45 pm	Group Activity			
Learning about the Participants 12:45 pm - 2:00 pm	Group Activity			
Grounding Ourselves 2:00 pm - 2:45 pm	Racism and Privilege in LGBTQ Communities		Healing Arts Open Space 2:00 pm - 4:00 pm	
Breakout Caucuses 2:45 pm - 3:35 pm	Setup for Public Keynote	TGNC Adult of Color Group: Getting Into Formation		TGNC Youth Group
Quick Closing 3:40 pm - 4:00 pm	Traffic Light Closing Check-Out			
Keynote (Open to Public) 4:00 pm - 5:00 pm	Confronting Toxic Masculinity: Making Space for Trans Feminine Folks and Keeping Ourselves Safe" (open to the public)			

SATURDAY, JULY 30, 2016

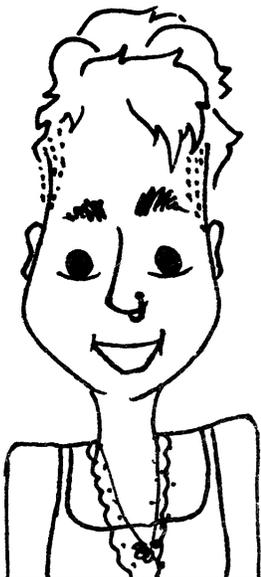
	Large Meeting Room	Classroom	Arts Room	Gym	Mirror Room	Community Room
Opening 12:00 pm - 12:30 pm	Opening Needs Assessment Survey					
LUNCH 12:30 pm - 1:10 pm	LUNCH					Resource Fair 12:30 pm - 1:10 pm
WORKSHOP SESSION 1 1:15 pm - 2:00 pm	Queering Violence: Conversations about IPV, Sexual Violence and Trauma in TGNC Communities	Testosterone, Estrogen and Bottom Surgery	Healing Arts Open Space 1:00 pm - 6:30pm	Policing and Criminalization of TGNC Communities	Reese's Walk-In Closet & Clothing Swap 1:00 pm - 6:30 pm	
WORKSHOP SESSION 2 2:10 pm - 2:55 pm	Safer Trans Sex	I'm a Boss Ass Bitch: Hustling While Being Trans				
Police Violence Institute 3:00 pm - 4:30 pm						
Centering Trans Feminine Voices of Color 4:40 pm - 5:20 pm	Real Talk with the Girls: A Panel Discussion with Trans Women of Color					
Breakout Caucuses 5:25 pm - 6:15 pm		Trans People of Color Group				Young, Trans White Ally Group
	Space Closed for Dinner Setup	Open Space - BREAK	Open Space - BREAK		Open Space - BREAK	
Evening Event 6:30 pm - 8:00 pm	DINNER AND DANCING FOR THE SOUL: A Low-Key, Kiki					

SUNDAY, JULY 31, 2016

	Large Meeting Room	Classroom	Arts Room
Opening Reflections & Breakfast 10:00 am - 10:30 am	Breakfast		
Sharing Our Resiliency & Truths 10:30 am - 12:30 pm	Coterie Storytelling Workshop		
WORKSHOP 3 12:40 pm - 1:30 pm	Black Trans Excellence	From Day Fish to Night Fish	
WORKSHOP 4 1:35 pm - 2:25 pm	Gender Queer / Gender Non-Conforming Discussion: Open only to those who self-identify as GNC/non-binary	Cooking with Korea	
Breakout Caucuses 2:30 pm - 3:30 pm	Young, Trans White Ally Group	Trans People of Color Group	
Action Steps 3:40 pm - 4:30pm	Recap/Share "What are you going to do after the summit?"		
Closing Circle 4:30pm -5:00pm	Final Reflections, Traffic Light Closing Check-Out		



NOTES



WORKSHOP DESCRIPTIONS

FRIDAY, JULY 29, 2016

Grounding Ourselves: Racism and Privilege in LGBTQ Communities 2:00 pm - 2:45 pm

Members of the LGBTQ Core with SURJ (Standing Up for Racial Justice), will be facilitating a discussion on racism within our community. This conversation will explore where we see and experience racism and white supremacy within our already marginalized community. We will identify how racism, oppression, and privilege play out in LGBTQ and TGNC spaces.



Anna Svoboda-Stel (she/her/hers)
*SURJ-KC LGBTQ Core member,
One Struggle KC member*



Joy Brungardt (they/them/theirs, she/her/hers)
*SURJ KC LGBTQ Core member, Administrator for
EQUAL Trans Support Group*

BREAKOUT CAUCUSES 2:45 PM - 3:35 PM

TGNC Adult People of Color: Getting Into Formation

This initial caucus will provide a supportive, healing space for adult TGNC people of color to gather and uplift their voices and experiences. The main activity, "I Am My Family's Keeper," was generously shared by Detroit's Trans Sister of Color Project after their own 1-Day Summit, "The Gathering." This activity will allow participants to affirm each other and share reasons to celebrate.



Crispin Torres (he/him/his)
*Community Educator, Lambda Legal Midwest
Regional Office*



Diane Burkholder (she/her/hers)
*Community Organizer, Founding Member of One
Struggle KC (ISKC)*

TGNC Youth Group: Elevating our Voices through Community and Media

This initial caucus will provide an opportunity for all TGNC young folks to connect with each other. We will engage in some fun, group building activities and discuss the needs of TGNC youth at home, in their community, at school and navigating social media. We will also have an opportunity to view new, groundbreaking TGNC youth media campaigns and discuss The Rocket Grant's project that has been awarded to fund a Kansas City TGNC youth video project later this year.



Randall Jenson (he/him/his)
Director, SocialScope Productions



Jamie A. Moran (he/him/his)
LGBTQ Youth Organizer and Victim Advocate



KEYNOTE DISCUSSION Open to the PUBLIC 4:00 pm - 5:00 pm

*Confronting Toxic
Masculinity: Making Space
for Trans Feminine Folks and
Keeping Ourselves Safe*

The media and social justice movements have begun to highlight the astronomical rates of violence faced by transgender women of color across the country. In the media, simultaneously, we are seeing a desire for trans stories and public figures such as Laverne Cox, Janet Mock, and even Caitlyn Jenner. Crispin Torre's Keynote "Confronting Masculinity" aims to consider the disconnect between our personal trans lived experience and the public images of trans lives depicted in popular culture. This keynote explores how all masculine of center people can be called into action as allies and advocates for our trans community. Masculinity can be a toxic element that can seep into our communities, our organizing, and even our interpersonal relationships. How do we confront and "call in" maleness? How can we break the cycle of masculinity while also affirming our own male transness? And most importantly, how do we move back, so we can empower our trans sisters and siblings to take the lead?

SATURDAY, JULY 30, 2016

WORKSHOP SESSION 1
1:15 PM - 2:00 PM

Queering Violence: Conversations about IPV, Sexual Violence and Trauma in TGNC Communities

This interactive, award winning workshop from SocialScope Productions uses multimedia clips from TGNC survivors and helps attendees broaden their understanding about the complex ways intimate partner violence, sexual violence and trauma affect TGNC survivors and communities. This workshop resists sharing TGNC survivor stories in narrow, pre-approved ways and understands that individuals each have unique and resilient ways to cope and heal.



Randall Jenson (he/him/his or anything respectful)
Director, SocialScope Productions

Testosterone, Estrogen and Bottom Surgery

This workshop, facilitated by trans people, will focus on the transitional effects of estrogen and testosterone on the physical body. The major options for bottom surgeries for FTM, MTF, and Genderqueer individuals will be also be presented. Participants will be able to view media and pictures on these transitional and surgery options, as well as have the opportunity to ask questions in a safe and supportive environment.



Ash R Allee (he/him/his)
Linkage to Care Coordinator, KC Care Clinic



Jordan Hanson (she/her/hers)
Founder and Creator, Trans.Report

WORKSHOP SESSION 2
2:10 PM - 2:55 PM

Safer Trans Sex

This workshop will provide an educational and fun environment to begin conversations about safer sex for TGNC people. We'll explore the many different body types of TGNC folks, safer sex options, how to negotiate dysphoria during sex, and how to establish consent through discussion and interactive activities. We will be referring using trans-inclusive language throughout the workshop, such as "penis-havers" and "vagina-havers."



Lawrence Crawford (he/him/his)
HIV Testing and Outreach Coordinator



Ash R Allee (he/him/his)
Linkage to Care Coordinator, KC Care Clinic

I'm a Boss Ass Bitch: Hustling While Trans

This workshop is an interactive conversation about taking ownership of your career and identity, while also hustling being trans. Learn how to market yourself and build your own personal brand. Nyla will help facilitate a conversation and small group activity on how to promote your skills and understand your professional and personal strengths in any traditional or underground economy. Whether working in the corporate world, as an artist or in sex work, this workshop will help participants gain confidence and knowledge in recognizing your best skill sets and how to move ahead with your career.



Nyla Foster (she/her/hers)
Miss Gay Kansas City Black Pride 2016 and Intern,
Kansas City Anti-Violence Project

POLICE VIOLENCE INSTITUTE 3:00 pm - 4:30 pm

Policing and Criminalization of TGNC Communities

This interactive institute, an abridged version of the day-long institute at Creating Change, "From Stonewall to Stop and Frisk: Policing and Criminalization of LGBTQ Communities," will explore the current moment and historical legacy of policing and criminalization of TGNC communities. "Policing" comes in many different forms. Policing appears as a larger systemic structure of control and violence against the self-determination we seek over our bodies. Participants will discuss patterns of policing, police violence and criminalization of TGNC communities across the country. This institute will highlight various campaigns and organizing models across the country to provide resource sharing and tools for participants to organize against policing and criminalization in their communities.



Crispin Torres (he/him/his)
Community Educator, Lambda Legal Midwest
Regional Office



Diane Burkholder (she/her/hers)
Community Organizer, Founding Member of One
Struggle KC (ISKC)



Randall Jenson (he/him/his or anything respectful)
Director, SocialScope Productions

CENTERING TRANS FEMININE VOICES OF COLOR 4:40 pm - 5:20 pm

Real Talk With the Girls: A Panel Discussion with Trans Women of Color

This discussion will provide a frank, insightful and grounding conversation, between trans women of color and summit participants. According to the National Coalition of Anti-Violence

Programs, trans women of color experience some of the highest rates of violence and homicide in this country. It is essential and necessary to shift our focus on these women and take the lead from them on what topics and agendas should be at the forefront as we create a more communities and movements.



Nyla Foster (she/her/hers)
Miss Gay Kansas City Black Pride 2016 and Intern,
Kansas City Anti-Violence Project

- Mia Wilson Farr (she/her/hers)
- Riquell Washington (she/her/hers)
- Korea Kelly (she/her/hers)

BREAKOUT CAUCUSES 5:25 PM - 6:25 PM

Young Trans White Ally Caucus (Pt 1)

This caucus will open up the initial discussion among young trans white people. Facilitators from SURJ (Showing Up for Racial Justice) will facilitate a training on internalized white supremacy, privilege and power. This training will provide opportunities for TGNC white youth to discuss their role in privilege and racism on an individual level. We will examine our own connections to privilege as well as how we may participate in and benefit from racism.



Molly Fleming (she/her/hers)
Community Organizer and Founding Member,
SURJ-KC



Anna Svoboda-Stel (she/her/hers)
SURJ-KC LGBTQ Core member, One Struggle KC
member



Joy Brungardt (they/them/theirs, she/her/hers)
SURJ KC LGBTQ Core member, Administrator for
EQUAL Trans Support Group



D. Shattuck (she/her/hers, they/them/theirs)
SURJ KC LGBTQ Core member

TGNC People of Color Caucus (Pt 1)

This caucus will open up the initial discussion among TGNC adults of color to include TGNC youth of color. There will be a group-building activity, followed by a facilitated conversation about the specific needs of TGNC people of color in Kansas City.



Diane Burkholder (she/her/hers)
Community Organizer, Founding Member of One
Struggle KC (ISKC)



Nyla Foster (she/her/hers)
Miss Gay Kansas City Black Pride 2016 and Intern,
Kansas City Anti-Violence Project

DINNER AND DANCING FOR THE SOUL: A Low-Key, Kiki Saturday, 6:30 pm - 8:00 pm

This social will provide an opportunity for participants to unwind, decompress and community build with each other. Comfort food with vegan and vegetarian friendly-dishes provided, including an assortment of desserts and coffee.

Food generously provided by KC Parks & Rec and Brush Creek Community Center.

Decor and presentation provided by Macho Made Designs.

SUNDAY, JULY 31, 2016

OPENING REFLECTIONS & BREAKFAST 10:00 am - 10:30 am

SHARING OUR RESILIENCY AND TRUTHS 10:30 am - 12:30 pm

Coterie Storytelling Workshop

Amanda from The Coterie's youth theatre and Project Pride will facilitate a 2-hour collective liberation workshop for all participants. We will focus on sharing feedback, new wisdom and ways to engage with individuals, communities and systems that often are exclusionary are inaccessible to TGNC youth and TGNC people of color.



Amanda Kibler (she/her/hers)
Education Director, The Coterie

WORKSHOP SESSION 3 12:40 PM - 1:30 PM

Black Trans Excellence

This workshop will focus on how living on a Black trans spectrum can provide amazing moments of brilliance, resiliency and happiness. Luc Bensimon was born with three strikes against him: being born with a mild form of cerebral palsy on the right side of his body, assigned female-bodied and being Black. Luc learned that these identities could cause him to receive discrimination throughout his life. However, at 40 years old, Luc decided to begin transitioning. Four years later, at 44 years old, Luc is the happiest he has been and proud to be a Black transman who is also physically challenged. Luc will provide insight on his own personal journey, his experiences working on Black trans experiences across Kansas, the importance of national organizing around Black trans experiences. From Nic Kay to Laverne Cox, Luc will help facilitate a conversation with other participants on the ways Black Trans Excellence shows up in our lives.



Luc Bensimon (he/him/his)
Founding Member, Kansas Statewide Transgender
Education Project (K-STEP) & Kansas
Representative, Black Trans Men Inc. (BTMI)

From Day Fish to Night Fish

Are you interested in starting off soft and going into full glam? This workshop will allow participants to explore the quick basics of application, contouring faces and makeup on the go, with beloved Kansas City drag personality, Monique Heart. She will select volunteers to learn how to build a fresh, everyday look and makeup base into a full fledged nightlife diva. Monique will share some drag secrets with participants, including how to work create a pouty lip and incorporate glitter into their eyeshadow.



Kevin Richards (Monique Heart) (he/him/his, she/her/hers, the face/miss/fierceness)
Miss Gay Kansas City 2016

WORKSHOP SESSION 4 1:35 PM - 2:25 PM

Genderqueer / Gender Non-Conforming Discussion **A Closed Group Discussion for Self-Identified GNC/ Non-Binary People**

Are you genderqueer/non-binary and still find it difficult to navigate spaces or be understood, even among other LGBTQ and TGNC communities? We may often feel pressured with having to answer where we fit around the following topics: which bathroom do I use? What name do I let people call me? Do I have to lie to get hormones? Am I eligible for surgery? What about a legal name or gender change? When we're outside, in the middle, or on the edge of the binary, these questions are often left unanswered. We'll explore a conversation with genderqueer, gender non-conforming and non-binary people about having to navigate non-standard avenues to our trans identity and/or transitioning.



Joy Brungardt (they/them/theirs, she/her/hers)
SURJ KC LGBTQ Core member, Administrator for EQUAL Trans Support Group



Iggi Daugherty (they/them/theirs)
Trans+ and EQUAL Trans Support Group member & illustrator

Cooking with Korea

This interactive workshop will provide a live cooking demonstration, facilitated by Korea! Many TGNC youth and TGNC people of color are often left having to manage their everyday needs or basic wellness, but often feel they don't have time to stop and cook a healthy meal. Using a crock pot and a hot plate, Korea will showcase her culinary school skills and teach participants how to create two, yummy and healthy 30-minute meals on-the-go, including the opportunity for participants to sample these delicious dishes.



Korea Kelly (she/her/hers)
Mother, House of Cavalli and Community Leader

BREAKOUT CAUCUSES 2:30 PM - 3:30 PM

Young Trans White Ally Caucus (Pt 2)

This last caucus will serve as a final processing space for self-identified white TGNC participants to explore their experiences at the Summit. Reflecting upon previous workshops and our positions in various conversations, we will discuss how we can take what we've learned to become leaders, allies, and accomplices in our own communities for racial and social justice.



Jamie A. Moran (he/him/his)
LGBTQ Youth Organizer and Victim Advocate



Candice A. Moran (they/them/theirs)
Psychologist and Coordinator of Safe Zone Program, University of Central Missouri

TGNC People of Color Caucus (Pt 2)

This last caucus will serve as a final processing space for self-identified TGNC participants of color to explore their experiences at the Summit. Reflecting upon previous workshops and our positions in various conversations, we will discuss how we can take what we've learned to elevate our voices and needs in our larger communities, as well as how to further center on TGNC people of color experiences in future social justice work.



Crispin Torres (he/him/his)
Community Educator, Lambda Legal Midwest Regional Office



Diane Burkholder (she/her/hers)
Community Organizer, Founding Member of One Struggle KC (ISKC)



ACTION STEPS 3:40 PM - 4:30 PM

CLOSING CIRCLE 4:30 PM - 5:00 PM

TGNC KANSAS CITY RESOURCES

The Coterie Theatre - Project Pride

LGBTQ and straight ally teens creating theatre that gives voice to their experiences. Auditions in late Fall and artistic season from November - March each year.
www.thecoterie.org

Gender Pathways Services at Children's Mercy

Provides interdisciplinary, family-centered services for TGNC youth. Our services are aimed at supporting the physical, mental and social health of patients and their families.
<http://bit.ly/1RDIBdX>

Good Samaritan Project

Provides advocacy, care and education to those affected with HIV/AIDS and sexually transmitted diseases.
www.gsp-kc.org

GLSEN (Gay, Lesbian, Straight Education Network)

Provides education for teachers, students, and the public about the damaging effects of homophobia and transphobia on youth and adults. Can help start a CSA at your school or support existing ones.
www.glsen.org/kansascity

KCAVP (Kansas City Anti-Violence Project)

LGBTQ/TGNC Youth Department, providing direct advocacy and case management, youth empowerment and violence prevention workshops. Hosts adult Trans People of Color (TPOC) support group.
youth@kcavp.org www.kcavp.org

KC Care Clinic

The largest low-cost health clinic in Kansas City, promotes health and wellness services, including testing and STI/STD treatment, to the LGBTQ and HIV+ communities.
www.kccareclinic.org

Like Me Lighthouse LGBT Community Center Hours vary. Check their website for daily events. Monthly TGNC support group for youth & adults, but programming often changes.
3903 Main St. KCMO
www.likemelighthouse.org

LGBT-Affirmative Therapist Guild of KC Counseling and mental health services directory of inclusive health and wellness professionals.
www.healthcareguild.com/kansascity

Passages LGBTQA youth drop-in space

Wednesday evenings from 5:30-9pm for ages 14 to 20. Meetings at Trinity United Methodist Church (620 E. Armour Blvd. KCMO).
www.kcpassages.org

Perform Out KC

Provides a safe, inclusive atmosphere for youth of any and all identities. We foster positive identity development through music performance and artistic expression.
www.performoutkc.org

PFLAG KC

Provides a support system to loved ones of LGBT people to accept and support LGBT people.
www.pflagkc.org

Planned Parenthood of the Great Plains

Wellness and sexual and reproductive health care provider in KC area, including trans-inclusive clinics.
www.plannedparenthood.org

UMKC Trans + Allies

Monthly meetings open to trans and allies to learn more about TGNC community experiences.
<http://bit.ly/1VNDzvz>

KC TGNC Youth Social and Support Group

A new, TGNC youth group, that promotes peer leadership and gently led by TGNC adult facilitators. Dinner provided. 1st and 3rd Wednesdays of month (6-8pm).
www.trans.report/tgncyouth

LGBTQ

IDENTITY DEFINITIONS

LESBIAN: A woman or girl who is primarily attracted sexually and romantically to other women or girls.

Work through feelings of guilt, shame and defensiveness to understand what is beneath them and what needs to be healed

GAY: A man or boy who is primarily attracted sexually and romantically to other men or boys. This term is sometimes used more generally to refer to anyone who is attracted to people with the same gender identity.

Learn and practice the skills of challenging oppressive remarks, behaviors, policies and institutional structures

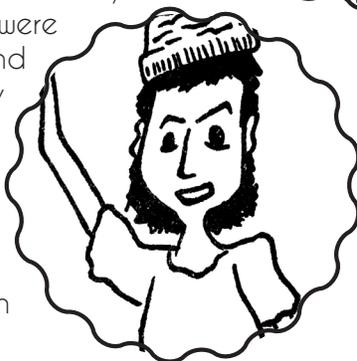
Act collaboratively with members of the target group to dismantle oppression.

BISEXUAL: A person who is sexually and romantically attracted to both men and women or to individuals regardless of their gender identity.

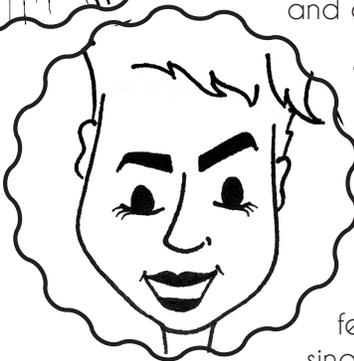


LGBTQ: An acronym that refers to the community of people who self identify as lesbian, gay, bisexual, transgender, and queer (Q can also sometimes refer to "Questioning"). The term and community includes not only the listed identities but everyone who does not identify as both straight and cisgender.

TRANSGENDER: A person whose sex assigned at birth is an incomplete or inaccurate description of oneself, i.e. they were assigned female at birth and do not singularly identify as a woman or they were assigned male at birth and do not singularly identify as a man. This is often abbreviated to trans.



QUESTIONING: A person who is uncertain about their sexual orientation and/or gender identity.



TRANSSEXUAL: An older term used to describe someone whose sex assigned at birth is an incomplete or inaccurate description of oneself, i.e. they were assigned female at birth and do not singularly identify as a woman

or they were assigned male at birth and do not singularly identify as a man. This is often used as a synonym to transgender, but the word transgender currently is the generally preferred term.

QUEER: A sometimes controversial term that can refer to anyone who does not identify as both straight and cisgender, i.e. anyone in the LGBTQ community. While this word was originally used as a derogatory slur, it has been reclaimed by many LGBTQ individuals.

GENDERQUEER: An umbrella term used to describe someone whose sex assigned at birth is an incomplete or inaccurate description of oneself, i.e. they were assigned female at birth and do not singularly identify as a woman or they were assigned male at birth and do not singularly identify as a man. This is often more specifically used by individuals who do not identify with the gender binary, i.e. strictly as a man or woman.

ALLY: A person who non-violently advocates for and supports members of a community other than their own. An ally is someone who embraces the differences in others and treats everyone with respect and dignity. An ally can:

- Educate oneself about oppression
- Learn from and listen to people who are targets of oppression
- Examine and challenge one's own prejudices, stereotypes and assumptions

THEY/THEM/THEIRS and ZE/HIR/HIRS: Gender neutral pronouns used instead of him/he or her/she.

POWER & PRIVILEGE DEFINITIONS

TRANSITIONING: The process that a transgender person may go through personally identifying as transgender. This can include social transitioning (a change in dress, pronoun preference, and/or name), medical transitioning (hormones, surgery), and/or legal transitioning (changing ID).

SEXUAL ORIENTATION: A term referring to the gender(s) of people to whom one feels romantic and sexual attraction.

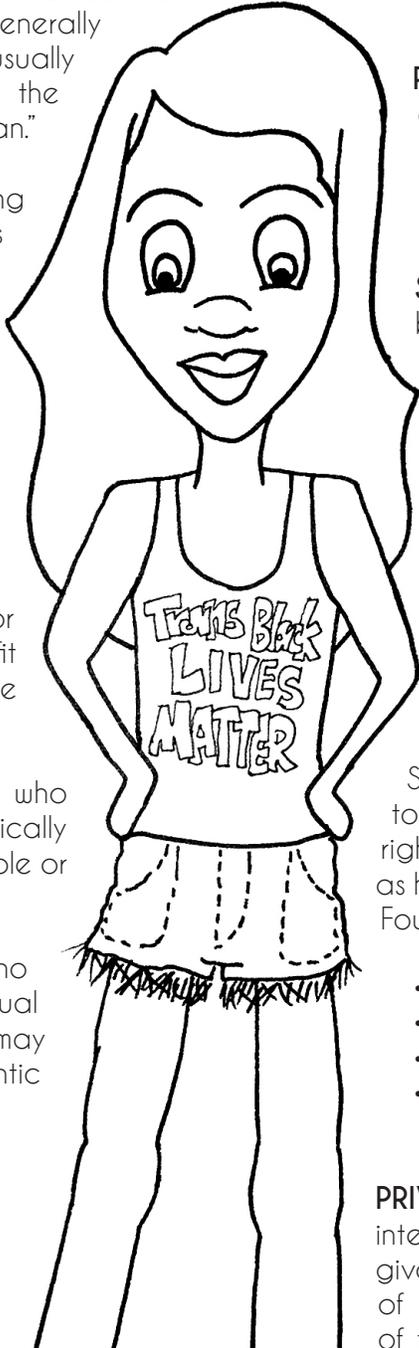
GENDER: Society's set of roles, values and expectations for what it means to be a girl/woman or a boy/man in a particular culture. This can include the way we dress, act, talk and generally move through the world, usually dividing our society into the categories of "man" or "woman."

SEX: A medical term describing the physical characteristics one has, i.e. reproductive systems, chromosomes, and hormones. This is divided into the categories of male and female.

INTERSEX: A medical and/or identity term used to refer to someone who has a reproductive system, hormones, and/or chromosomes that do not fit within the typical or normative definitions of female or male.

PANSEXUAL: A person who is sexually and romantically attracted to people of multiple or all genders.

ASEXUAL: A person who experiences little to no sexual attraction to others. They may or may not experience romantic attraction to others.



INSTITUTIONAL POWER: The ability or official authority to decide what is best for others. The ability to decide who will have access to resources. The capacity to exercise control over others.

PREJUDICE: A judgment or opinion that is formed on insufficient grounds before facts are known or in disregard of facts that contradict it. Prejudices are learned and can be unlearned.

STEREOTYPE: An exaggerated or distorted belief that attributes characteristics to members of a particular group, simplistically lumping them together and refusing to acknowledge differences among members of the group.

OPPRESSION: The combination of prejudice and institutional power which creates a system that discriminates against some groups (often called "target groups") and benefits other groups (often called "dominant groups"). Examples of these systems are racism, sexism, heterosexism, ableism, classism, ageism, and anti-Semitism. These systems enable dominant groups to exert control over target groups by limiting their rights, freedom, and access to basic resources such as health care, education, employment, and housing. Four Levels of Oppression/"isms" and Change:

- **Personal: Values, Beliefs, Feelings**
- **Interpersonal: Actions, Behaviors, Language**
- **Institutional: Rules, Policies, Procedures**
- **Cultural: Beauty, Truth, Right**

PRIVILEGE: Privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups. In the United States, privilege is granted to people who have membership in one or more of these social identity groups:

- **White people;**
- **Able-bodied people;**
- **Heterosexuals;**
- **Males;**
- **Christians;**
- **Middle or owning class people;**
- **Middle-aged people;**
- **English-speaking people**

Privilege is characteristically invisible to people who have it. People in dominant groups often believe that they have earned the privileges that they enjoy or that everyone could have access to these privileges if only they worked to earn them. In fact, privileges are unearned and they are granted to people in the dominant groups whether they want those privileges or not, and regardless of their stated intent.

RACE: Someone has said that “race is a pigment of our imagination”. That is a clever way of saying that race is actually an invention. It is a way of arbitrarily dividing humankind into different groups for the purpose of keeping some on top and some at the bottom; some in and some out. Ant its invention has very clear historical roots; namely, colonialism. “Race is an arbitrary socio-biological classification created by Europeans during the time of worldwide colonial expansion, to assign human worth and social status, using themselves as the model of humanity, for the purpose of legitimizing white power and white skin privilege” (Crossroads-Interfaith Ministry for Social Justice).

To acknowledge that race is a historical arbitrary invention does not mean that it can be, thereby, easily dispensed with as a reality in people’s lives. To acknowledge race as an invention of colonialism is not the same as pretending to be color blind or declaring, “I don’t notice people’s race!” Our world has been ordered and structured on the basis of skin color and that oppressive ordering and structuring is RACISM.



RACISM: Racism is a system in which one race maintains supremacy over another race through a set of attitudes, behaviors, social structures, and institutional power. Racism is a “system of structured dis-equality where the goods, services, rewards, privileges, and benefits of the society are available to individuals according to their presumed membership in” particular racial groups (Barbara Love, 1994. Understanding Internalized Oppression). A person of any race can have prejudices about people of other races, but only members of the dominant social group can exhibit racism because racism is prejudice plus the institutional power to enforce it.

HOMOPHOBIA: Negative attitudes, hostility, fear and/or hatred of people who identity or are perceived as being lesbian, gay or bisexual; Homophobia transphobia is manifested in a number of ways, including bullying, harassment, discrimination or violence.

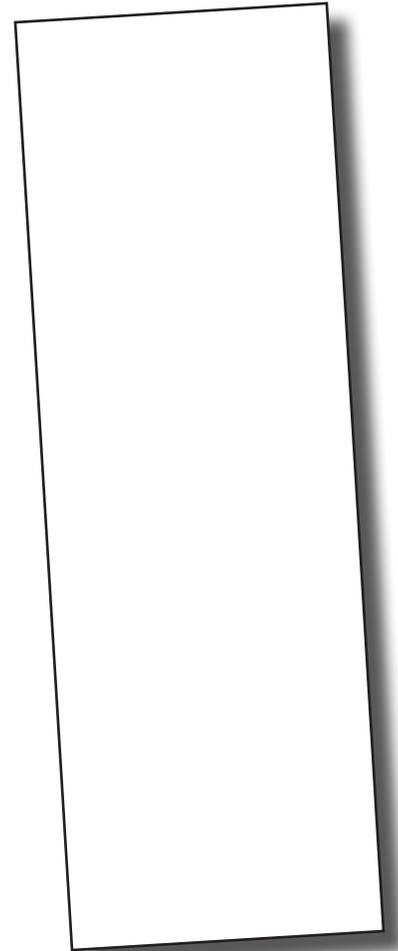
TRANSPHOBIA: Negative attitudes, hostility, fear and/or hatred of people who identify or are perceived as transgender or who otherwise go beyond the bounds of traditional gender norms; transphobia is manifested in a number of ways, including bullying, harassment, discrimination or violence.

HETEROSEXISM: system of attitudes, bias, and discrimination in favor of opposite-sex sexuality, relationships and gender binary behaviors. It can include the presumption that other people are heterosexual (otherwise known as straight) or that opposite-sex attractions and relationships are the only acceptable behavior and therefore superior.

*Definitions were abridged from:
 © Leaven 2003 Doing Our Own Work: A Seminar for Anti-Racist White Women
 © Visions, Inc. and the MSU Extension Multicultural Awareness Workshop*

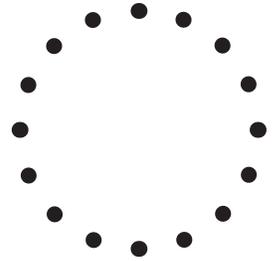
YOUR SPACE.

Use this space to write, doodle, vent, think or whatever...



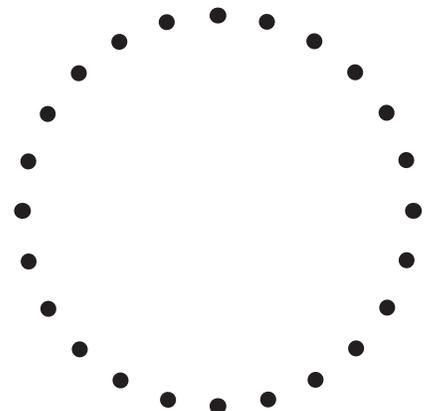
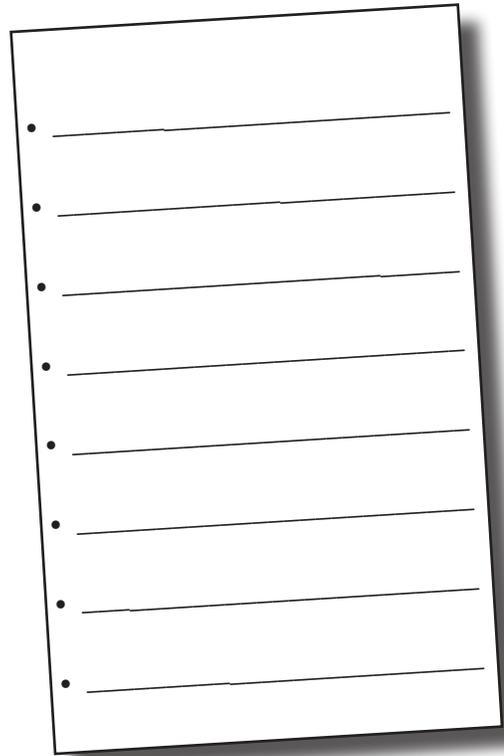
SAFE SPACE.

Use this space to write, doodle, vent, think or whatever...

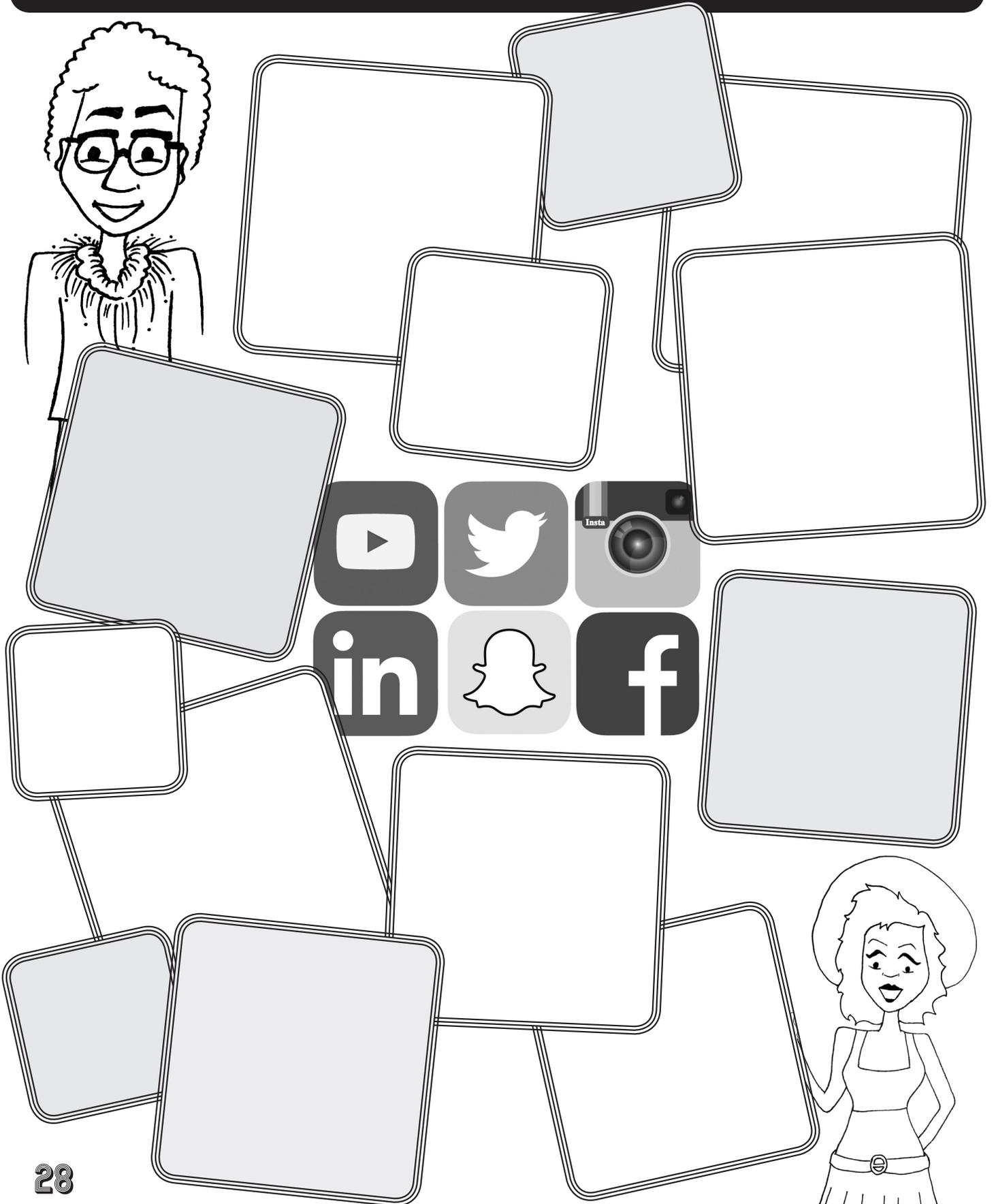


YOUR SPACE. SAFE SPACE.

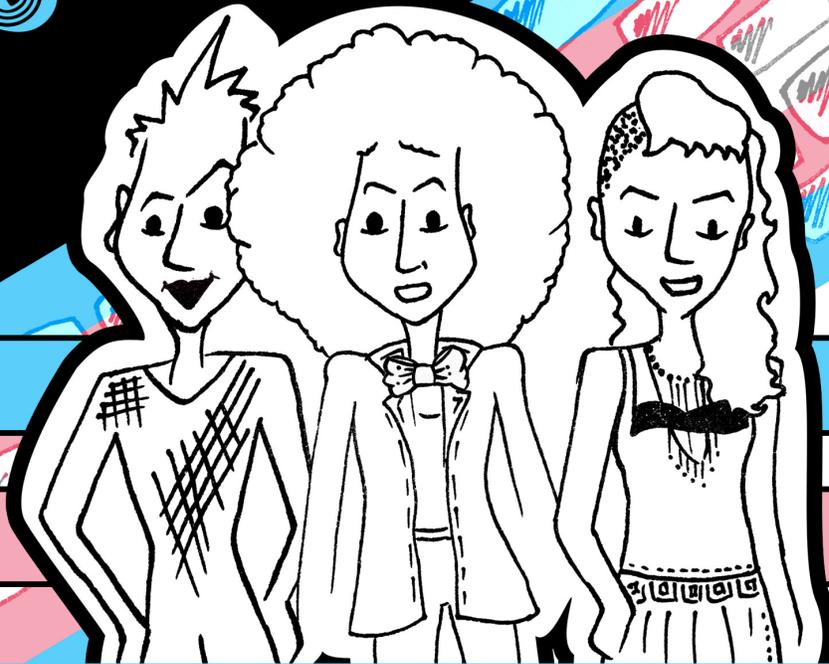
Use this space to write, doodle, vent, think or whatever...



KEEP IN TOUCH



ARE YOU...



a **TRANSGENDER or GENDER NON-CONFORMING (TGNC) young person under 21 and looking to connect with peers?**

Food and refreshments will be provided.

There is a new TGNC youth social and support group starting this June, supported by other self-identified TGNC adult facilitators and mentors. This is a confidential group and open only to young people 21 and under who are questioning their gender identity or identify as TGNC. It will meet the 1st and 3rd Tuesdays of each month from 6-8pm.

1st group will meet
Tuesday, June 21st,
6 - 8 pm

8th Street
reStart, Inc. - Housing Solution Ctr.
1444 E. 8th St., Kansas City, MO

Paseo

Bus cards available if needed!



For more information, visit trans.report/tgncyouth or email tgncyouth@trans.report

KANSAS CITY REMEMBERS



**DIONTE
GREENE**
(10/31/2014)



**JASMINE
COLLINS**
(07/23/2015)



**TAMARA
DOMINGUEZ**
(08/15/2015)



building a leadership fountain



KC TGNC SUMMIT
for transgender and gender non-conforming
youth and people of color



We remember and uplift the
positive stories and memories of
Dionte, Jasmine and Tamara.

We anticipate a day when violence
towards TGNC people of color is
unimaginable and instead, we are able
to celebrate our strengths, resiliency and
the beauty of our TGNC communities.