



# 2023 LGBTQ+ Summit

**Friday, Oct 27, 2023**

**Starting at 9:00 AM**

**1350 N First St San Jose, CA 95112**



**LGBTQ**  
Office of LGBTQ Affairs  
Division of Equity & Social Justice



# SCHEDULE

## FRIDAY, OCT 27, 2023

<b>08:00 A.M. - 09:15 A.M.</b>	Registration and Breakfast
<b>09:15 A.M. - 09:30 A.M.</b>	*Opening Remarks
<b>09:30 A.M. - 10:30 A.M.</b> Moderator: Ricardo Romero	*Module One - Subject Matter Expertise How Lived Experience Can Benefit Any Organization  Panelists: Amber Siddle-Manas, Daniel Lanzo, Isabella Garcia, Rodrigo Garcia-Reyes
<b>10:45 A.M. - 12:00 P.M.</b>	*Module Two - Sex Worker Health and Harm Reduction 101  An Introduction to Supporting sex workers for a health and policy focused audience.  Presenter: Robyn Learned - National Alliance of State and Territorial AIDS Directors (NASTAD)
<b>12:00 P.M. - 01:00 P.M.</b>	<b>**LUNCH BREAK</b>
<b>01:00 P.M. - 01:30 P.M.</b>	<b>**Much Kneaded – A Fireside Chat with Chef Carlos Pineda and Maribel Martinez</b>
<b>01:45 P.M. - 02:45 P.M.</b> Moderator: Bianca Zamora	*Module Three - In Our Own Words Lessons from Diverse Work Experiences  Panelists: Andrea Horne, Kaila Schwartz, Lyseria Kursave, Ms. Gail Spencer
<b>03:00 P.M. - 04:00 P.M.</b> Moderator: Kai Stowers	*Module Four - Creating Space Creating Space - Inspiring LGBTQ+ Excellence in Entrepreneurship  Panelists: Dana TherActivist Johnson, Helixir Jynder Byntwell, Kelly The Barber Hensley
<b>04:00 P.M. - 04:15 P.M.</b>	*Closing Remarks and Survey
<b>After 04:15 P.M.</b>	Networking and Mixer   Holiday Inn Lobby - Pub Le Baron

\*These sessions are held in Salons **A B C D E**

\*\*Lunch and Much Kneaded are held in Salons **F G**



# AM SCHEDULE

FRIDAY, OCTOBER 27

08:00 A.M. - 09:15 A.M.

Registration and Breakfast

09:15 A.M. - 09:30 A.M.

Opening Remarks

Salons **A B C D E**

09:30 A.M. - 10:30 A.M.

Module One - Subject Matter Expertise in Action

How Lived Experience Can Benefit Any Organization



Moderator: Ricardo Romero



Panelists: Amber Siddle-Manas, Daniel Lanzo, Isabella Garcia, Rodrigo Garcia-Reyes

Salons **A B C D E**

10:45 A.M. - 12:00 P.M.

Module Two - Sex Worker Health and Harm Reduction 101

An Introduction to supporting sex workers for an equity and policy focused audience.



Presenter: Robyn Learned - National Alliance of State and Territorial AIDS Directors (NASTAD)

Salons **A B C D E**

12:00 P.M. - 01:00 P.M.

LUNCH BREAK



Salons **F G**



**LGBTQ**  
Office of LGBTQ Affairs  
Division of Equity & Social Justice



# PM SCHEDULE

FRIDAY, OCTOBER 27

01:00 P.M. - 01:30 P.M.

## Much Kneaded

A Fireside Chat with Chef Carlos Pineda and Maribel Martinez



Salons **F** **G**

01:45 P.M. - 02:45 P.M.

## Module Three - In Our Own Words

Lessons from Diverse Work Experiences



Moderator: Bianca Zamora



Panelists: Andrea Horne, Kaila Schwartz, Lyseria Kursave, Ms. Gail Spencer

Salons **A** **B** **C** **D** **E**

03:00 P.M. - 04:00 P.M.

## Module Four - Creating Space

Inspiring LGBTQ+ Excellence in Entrepreneurship



Moderator: Kai Stowers



Panelists: Dana TherActivist Johnson, Helixir Jynder Byntwell, Kelly The Barber Hensley

Salons **A** **B** **C** **D** **E**

04:00 P.M. - 04:15 P.M.

## Closing Remarks

Salons **A** **B** **C** **D** **E**

After 04:15 P.M.

## Networking Mixer

Holiday Inn Lobby - Pub Le Baron





## **Module One Description and Learning Objectives**

### **2023 LGBTQ+ Summit – All Work is Work**

#### **Module**

Subject Matter Expertise in Action – How Lived Experience Can Benefit Any Organization

#### **Date and Time**

Friday, October 27, 2023, 9:30am – 10:30am

#### **Presenters**

Facilitator: Ricardo Romero

Panelists: Amber Siddle-Manas, Isabella Garcia, Rodrigo Gracia-Reyes, Daniel Lanzo

#### **Description**

Leveraging lived experience plays an important role in tailoring programming to meet the needs of diverse populations. This panel discussion will explore the intersection of subject matter expertise and LGBTQ+ lived experiences in organizational contexts. Join us for an enlightening panel discussion where we examine the unique contributions of LGBTQ+ individuals and how their lived experiences can create more inclusive, innovative, and successful workplaces. This panel will feature experienced professionals and advocates who have harnessed their expertise to drive positive change in their organizations.

#### **Learning Objectives**

1. Understand the Power of Lived Experience:
  - a. Explore the concept of lived experience and its significance.
  - b. Gain insights into the diverse perspectives and unique insights that LGBTQ+ individuals bring to the workplace.
2. Recognize the Impact of LGBTQ+ Expertise:
  - a. Learn how subject matter expertise in LGBTQ+ issues can lead to informed decision-making.
  - b. Understand the role of LGBTQ+ experts in advocating for change within organizations.
3. Foster Inclusivity and Diversity:
  - a. Discover strategies for building inclusive workplaces that value and incorporate LGBTQ+ expertise.
  - b. Understand the impact of inclusivity on employee morale, productivity, and organizational success.
4. Real-World Examples
  - a. Hear real-life examples of how LGBTQ+ subject matter experts have made significant contributions to their organizations.
5. Practical Insights and Strategies:
  - a. Gain practical takeaways and actionable strategies for harnessing the potential of subject matter expertise in action.
  - b. Understand how to promote diversity, inclusion, and innovation in your own organization.

## **Module Two Description and Learning Objectives**

### **2023 LGBTQ+ Summit – All Work is Work**

#### **Module**

Sex Worker Health and Harm Reduction 101 – An introduction to supporting sex workers for a health and policy focused audience.

#### **Date and Time**

Friday, October 27, 2023, 10:45am – 12:00pm

#### **Presenters**

Facilitator: Robyn Learned - NASTAD - National Harm Reduction Technical Assistance Center

#### **Description**

Sex worker health and harm reduction is much more than sexual health. There is no one profile of a sex worker, and although sex workers come from every identity and background, the impacts of structural violence disparately harm marginalized sex workers, especially those in the LGBTQ+ community. This 75-minute presentation introduces sex worker health and harm reduction. Delve into the critical intersection of public health, human rights, and sex work, as we explore strategies and approaches to support the well-being and safety of sex workers. This workshop is ideal for professionals, advocates, and community members looking to gain a foundational understanding of this important topic.

#### **Learning Objectives**

1. Understanding Sex Work and Its Diverse Realities:
  - a. Gain insights into the diverse aspects and experiences of sex work.
  - b. Learn about the various forms of sex work and the factors that influence individuals' engagement in the industry.
2. The Importance of a Rights-Based Approach:
  - a. Understand the fundamental human rights of sex workers.
  - b. Explore the role of stigma, discrimination, and criminalization in shaping the experiences of sex workers.
3. Health and Safety of Sex Workers:
  - a. Examine the unique health risks faced by sex workers and the challenges in accessing healthcare services.
  - b. Discover harm reduction strategies designed to mitigate risks and promote overall well-being.
4. Building Supportive Communities:
  - a. Discuss the importance of community-based support networks.
  - b. Explore ways to create safe, inclusive, and nonjudgmental spaces for sex workers.
5. Policy and Advocacy Efforts:
  - a. Discover ongoing efforts to reform policies and laws related to sex work.
  - b. Understand how advocacy can improve the health and safety of sex workers.

## **Fireside Chat Keynote Description and Learning Objectives**

### **2023 LGBTQ+ Summit – All Work is Work**

#### **Module**

Much Kneaded – A Fireside Chat with Chef Carlos and Maribel Martinez

#### **Date and Time**

Friday, October 27, 2023, 1:00pm – 1:30pm

#### **Presenters**

Facilitator: Maribel Martinez

Keynote Speaker: Chef Carlos Pineda

#### **Description**

Join us for an intimate fireside chat with Chef Carlos Pineda, Director of Hospitality and Culinary Services at Rebekah's Children Services and leader of the Kneaded Culinary Academy and Kneaded Bakery & Catering. As a Gilroy native, Chef Carlos graduated from the Professional Culinary Institute in 2008. He also hosts the #YESCHEFCARLOS Podcast, promoting social and emotional well-being. Chef Carlos' motto is to "Lead, Inspire, Feed, and Educate," believing in empowering future generations. In this engaging conversation, we will explore Chef Carlos' personal journey, challenges, and achievements in fostering inclusivity, promoting LGBTQ+ excellence, and inspiring positive change within the local culinary and hospitality landscape. Joined by Division of Equity and Social Justice Program Manager and Founding Manager of the Office of LGBTQ Affairs, Maribel Martinez, this is a conversation not to be missed!

#### **Learning Objectives**

1. LGBTQ+ Leadership in Local Hospitality:
  - a. Gain insights into the experiences of LGBTQ+ leaders in the hospitality and culinary services industry within South County.
  - b. Understand the unique contributions made to the local community and economy.
2. Fostering Inclusivity in Culinary and Hospitality Services:
  - a. Learn about the efforts and initiatives led by Chef Carlos to create more inclusive, welcoming, and affirming environments in South County.
  - b. Understand the benefits of inclusivity for both businesses and the community.
3. Overcoming Challenges and Promoting Diversity:
  - a. Explore the specific challenges and barriers faced by LGBTQ+ individuals in leadership roles within the hospitality and culinary services sector.
  - b. Discover strategies for overcoming these challenges and advocating for diversity and equity.
4. Community Engagement and Local Impact:
  - a. Gain insights into the role of LGBTQ+ leaders in connecting with and positively impacting the local community, especially in South County.
  - b. Understand how the influence of community leaders extends beyond their businesses to foster positive change.
5. Inspiration and Advocacy:
  - a. Learn how Chef Carlos inspires others and advocates for LGBTQ+ excellence within their industry.
  - b. Identify actionable steps for supporting similar initiatives within your own community.



## **Module Three Description and Learning Objectives**

### **2023 LGBTQ+ Summit – All Work is Work**

#### **Module**

In Our Own Words - Lessons from Diverse Work Experiences

#### **Date and Time**

Friday, October 27, 2023, 1:45pm – 2:45pm

#### **Presenters**

Facilitator: Bianca Zamora

Panelists: Gail Spencer, Andrea Horne, Lyseria Kursave, Kaila Schwartz

#### **Description**

Sometimes we move across many employment sectors before settling into the one that works for us. Sometimes we never settle into just one. Join us for a thought-provoking and insightful panel discussion where LGBTQ+ professionals share their personal journeys, challenges, and triumphs in the workplace. This panel will explore the diverse work experiences of LGBTQ+ individuals, offering valuable lessons that can inform and inspire both LGBTQ+ and ally attendees. From navigating career growth to overcoming biases and fostering inclusion, this discussion will shed light on the rich tapestry of LGBTQ+ work experiences.

#### **Learning Objectives**

1. Understanding Diverse LGBTQ+ Work Experiences:
  - a. Explore the unique experiences and career paths of LGBTQ+ professionals across different industries and roles.
  - b. Gain insights into the wide range of challenges and opportunities faced by LGBTQ+ individuals in the workplace.
2. Lessons in Resilience and Authenticity:
  - a. Learn from panelists about their experiences of coming out at work and the impact of authenticity on career satisfaction.
  - b. Discover strategies for overcoming adversity and building resilience in professional settings.
3. Navigating Biases and Discrimination:
  - a. Understand the various forms of bias and discrimination faced by LGBTQ+ employees.
  - b. Explore how panelists have addressed and challenged bias, discrimination, and microaggressions in their workplaces.
4. Intersectionality in the Workplace:
  - a. Discuss the intersection of LGBTQ+ identities with other aspects of diversity, such as race, ethnicity, and disability.
  - b. Learn how embracing intersectionality can lead to more inclusive work environments.
5. Promoting Inclusion and Allyship:
  - a. Identify actionable steps for fostering LGBTQ+ inclusion in the workplace.
  - b. Discover the pivotal role of allies in creating supportive and affirming workspaces.

## **Module Four Description and Learning Objectives**

### **2023 LGBTQ+ Summit – All Work is Work**

#### **Module**

Creating Space – Inspiring LGBTQ+ Excellence in Entrepreneurship

#### **Date and Time**

Friday, October 27, 2023, 3:00pm – 4:00pm

#### **Presenters**

Facilitator: Kai Stowers

Panelists: Kelly the Barber Hensley, Dana TherActivist Johnson, Helixir Jynder Byntwell

#### **Description**

From DEI (Diversity, Equity, and Inclusion) to Drag, providing cool cuts to the community or consulting services to corporations, these panelists will enlighten us on their entrepreneurial journeys as we celebrate the vibrant entrepreneurial spirit within the LGBTQ+ community. Join us as successful LGBTQ+ entrepreneurs share their stories, insights, and strategies for thriving in the business world. Discover how to create space for LGBTQ+ excellence in entrepreneurship, whether you're an aspiring LGBTQ+ entrepreneur, an ally, or simply interested in the intersection of diversity, innovation, and business success.

#### **Learning Objectives**

1. LGBTQ+ Entrepreneurial Journeys:
  - a. Gain an understanding of the unique experiences, challenges, and successes of LGBTQ+ entrepreneurs across various industries.
  - b. Explore the diverse paths that have led panelists to become entrepreneurs.
2. Navigating Entrepreneurial Identity:
  - a. Discover how embracing one's LGBTQ+ identity can positively influence entrepreneurship.
  - b. Learn about the role of authenticity and self-identity in business leadership.
3. The Power of LGBTQ+ Networks:
  - a. Understand the importance of LGBTQ+ professional and entrepreneurial networks.
  - b. Explore how building and leveraging these networks can contribute to success.
  - c. Identify opportunities to engage and grow within this dynamic space.
4. Innovation, Diversity, and Market Opportunities:
  - a. Examine the role of diversity and inclusion in driving innovation and uncovering market opportunities.
  - b. Learn how embracing diversity can lead to business growth.
5. Leadership and Resilience:
  - a. Discover the leadership qualities and resilience strategies that have contributed to the success of LGBTQ+ entrepreneurs.
  - b. Gain insights into how these qualities can be harnessed in your own entrepreneurial journey.