"Painting Happiness" by Meghann Nixon

Painting Kinder Tomorrows...Today:

Eliminating Bullying through Education, Practice, Research & Advocacy

Special Acknowledgements

The Office of the Director
Dr. Lawrence Tabak, Deputy Director
The Office of Equal Opportunity
& Diversity Management
SALUTARIS: NIH LGBT Employees' Forum
NIH LGBT Fellows & Friends
Dr. Rashada Alexander
Twann Jackson

"Our journey is not complete until our gay brothers and sisters are treated like anyone else under the law – for if we are truly created equal, then surely the love we commit to one another must be equal as well."

-President Barack Obama

For more information about the LGBTI Special Emphasis Program contact Albert E. Smith, Jr. LGBTI Special Emphasis Program Manager at 301-443-3316 or at albert.smith@nih.gov or visit us at:
http://oeodm.od.nih.gov/sep-lgbti.htm

National Institutes of Health
2013 LGBTI Pride Observance

Thursday, June 13, 2013
10:00 a.m. - 11:30 a.m.
Natcher, Balcony A
Building 45

"IF" by Rudyard Kipling

If you can keep your head when all about you
Are losing theirs and blaming it on you,
If you can trust yourself when all men doubt you,
But make allowance for their doubting too;
If you can wait and not be tired by waiting,
Or being lied about, don't deal in lies,
Or being hated, don't give way to hating,
And yet don't look too good, nor talk too wise:

If you can dream and not make dreams your master;
If you can think and not make thoughts your aim;
If you can meet with Triumph and Disaster
And treat those two impostors just the same;
If you can bear to hear the truth you've spoken
Twisted by knaves to make a trap for fools,
Or watch the things you gave your life to broken,
And stoop and build 'em up with worn out tools:

If you can make one heap of all your winnings
And risk it on one turn of pitch-and-toss,
And lose, and start again at your beginnings
And never breathe a word about your loss;

If you can force your heart and nerve and sinew
To serve your turn long after they are gone,
And so hold on when there is nothing in you
Except the Will which says to them: 'Hold on!'

If you can talk with crowds and keep your virtue,
Or walk with kings nor lose the common touch,
If neither foes nor loving friends can hurt you,
If all men count with you, but none too much;
If you can fill the unforgiving minute
With sixt seconds' worth of distance run
Yours is the Earth and everything that's in it,
And which is more - you'll be a Man my son!

DID You Know:

- Six out of 10 American teens witness bullying at least once a day. - ***National Crime Preventio Council, 2003.***
- Students hear anti-gay epithets 25 times a day, and teachers fail to respond to these comments 97% of the time. - ***Gay Lesbian Straight Educator's Network***
- One third of workers, today, may be victims of workplace bullying. About 20% of workplace bullying crosses the line into harassment. -***Workplace Bullying Institute***
- Sixty percent of workplace bullies are men, and they tend to bully male and female employees equally. -***The New York Times***
- One out of every 10 students who drop out of school does so because of repeated bullying. -***Oklahoma Health Department 2001***
- Harassment and bullying have been linked to 75% of school shooting incidents.- ***US Secret Service Report, May 2002***
- Gay and lesbian youth are two to three times more likely to commit suicide than other youths, and 30 percent of all completed youth suicides are related to the issue of sexual identity. -***Report to the Secretary's Task Force on Youth Suicide***
- An estimated 10-20% of seniors have experienced some type of senior to senior aggression in an institutional setting. -***The Retirement Living Source Book***
- More than half of transgender and gender non-conforming people who were bullied,harassed or assaulted in school because of their gender identity have attempted suicide. -***National Gay and Lesbian Task Force and National Center for Transgender Equality***

LGBT Facts & Figures *(continued)*

2000:

- Vermont becomes first state to legally recognize civil unions for gays and lesbians.
- President Bill Clinton names June Gay and Lesbian Pride Month.

2003: Supreme Court rules sodomy law unconstitutional in Lawrence v. Texas.

2004: Massachusetts legalize same-sex marriage.

2005: Civil unions become legal in Connecticut.

2006: Civil unions become legal in New Jersey.

2008:

- Diego Sanchez is appointed top legislative assistant to Rep. Barney Frank, making him the first transgender staff member on Capitol Hill.
- California's State Supreme Court allows gay marriage; Proposition 8 then eliminates the State's ruling.
- Connecticut legalizes same-sex marriage

2009:

- President Obama signs a law extending existing federal hate crimes laws to include those committed on the basis of sexual orientation & gender identity.
- President Obama renames June as LGBT Pride Month.
- Iowa and Vermont legalizes same sex marriage.

2010:

- Federal court declares California's Prop. 8 unconstitutional.
- The District of Columbia and New Hampshire legalizes same-sex marriage.
- President Obama signs law to end "Don't ask, Don't tell" policy

2011-present:

- Obama administration Ended the legal defense of the Defense of Marriage Act (DOMA).
- Tammy Baldwin is elected first openly gay U.S. Senator.
- Maine, Maryland, Washington, Minnesota, Rhode Island, Delaware, New York, Washington (state) legalizes same-sex marriage.

PROGRAM:

Opening Remarks	Debra Chew, Esq. Director *Office of Equal Opportunity & Diversity Management*
Welcome	Lawrence Tabak, D.D.S Deputy Director *National Institutes of Health*
Dramatic Presentation	"Colored Homicidal" *written by* Kai Davis *(amended)*
Framing the Conversation	Darnell Moore, M.A., M.T.S Writer & Activist *Ne York, New York*
Panel Discussion	Arnold Grossman, Ph.D Professor *New York University*
	Mark Hatzenbuehler, Ph.D Associate Professor *Columbia University* *Mailman School of Public Health*
	Jessica Hawkins, M.S. CIVIL Coordinator *National Institutes of Health*
	Erin Reiney, MPH, CHES Director *Injury & Violence Prevention Programs, HRSA*
Question & Answer	
Closing Remarks	

Darnell L. Moore *(Discussant)*

Darnell L. Moore, M.A., M.T.S is a nationally recognized writer and activist. His work is informed by anti-racist, feminist, queer of color, and anti-colonial thought and advocacy. Darnell's essays, social commentary, poetry, and interviews have appeared in various national and international media venues. He is an Editorial Collective Member of The Feminist Wire and co-author, with former NFL player Wade Davis, II, of bi-monthly column on black manhood and queer politics, "Tongues Untied," for The Huffington Post's "Gay Voices." He has held appointments as Visiting Fellow at Yale Divinity School, Visiting Scholar at the Center for the Study of Gender and Sexuality at New York University, and as Lecturer at Rutgers University and City College in the City University of New York. Darnell is a board member of the Center for Lesbian and Gay Studies at CUNY and The Tobago Center for Study and Practice of Indigenous Spirituality, as well as member of the International Committee on Queer BDS and Pinkwashing for World Social Forum 2013.

Mr. Moore is a recent recipient of the 2012 Humanitarian Award from the American Conference on Diversity for his advocacy in the city of Newark, where he served as Chair of the LGBTQ Concerns Advisory Commission under the auspices of Mayor Cory A. Booker. He is also the recent recipient, along with Professor Beryl Satter, of the 2012 Outstanding Academic Leadership Award from the Rutgers University LGBTQ and Diversity Resource Center for their work on developing the Queer Newark Oral History Project. In January 2012, Darnell visited Israel and the Palestinian territories as a member of the first-ever U.S. LGBTQ Delegation to Palestine. He received his B.A. in Social and Behavioral Science from Seton Hall University, his M.A. in Clinical Counseling from Eastern University, and his M.A. in Theological Studies from Princeton Theological Seminary. He is presently working on collection of essays, a book on Black queer Christian thought, and a co-edited anthology (with Stephanie Gilmore and Aishah Shahidah Simmons) entitled America's Autumn, which examines the intersections and convergences within America's contemporaneous moments of radical protest. Darnell hails from Camden, NJ, and currently lives in Brooklyn, NY.

LGBT Facts & Figures

1828: The term "crime against nature" is coined in the U.S. Criminal Code.

1867: "Father of the LGBT Movement" Karl-Heinrich Ulrichs is the first to speak out for gay rights.

1892: First use of "bisexual" appears in Charles Gilbert Chaddock's translation of Richard von Krafft-Ebing's Psychopathia Sexualis.

1924: The Society for Human Rights, the first gay-rights organization in the United States, is founded. I is shut down by police within few months.

1962: Illinois becomes the first state to decriminalize homosexual acts

1969: Stonewall riots in New York gain national attention for gay rights.

1970: First **Gay Liberation Day March** is held in New York City; similar events are held in Los Angeles and San Francisco.

1973: The American Psychiatric Association removes "homosexuality" definition as a mental disorder.

1975: Minneapolis becomes the first city to protect transgender people by law from discrimination.

1978: Rainbow flag is first used as symbol of gay pride.

1979: First national gay-rights march is held in Washington, DC.

1982 Wisconsin is the first state to outlaw discrimination on the basis of sexual orientation.

1983: Rep. Gerry Studds (Mass.) becomes the first openly gay member of Congress.

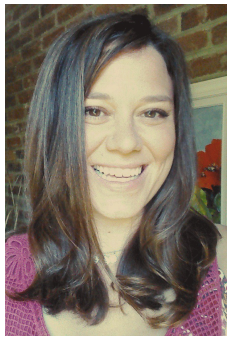
1989: Denmark becomes the first country to legalize same-sex partnerships.

1993:

- "Don't ask, don't tell," policy allowing gays/lesbians to serve in the U.S. military as long as they are closeted.
- Minnesota passes the first state-wide law prohibiting discrimination against transgender people.

1996: Supreme Court says protection for gays/lesbians are civil rights guaranteed to all U.S. citizens.

Erin Reiney, MPH, CHES *(Panelist)*



Erin Reiney, MPH, CHES is the Director of Injury and Violence Prevention Programs under the EMSC and Injury Prevention Branch at HRSA's Maternal and Child Health Bureau (MCHB). She leads HRSA's Bullying Prevention program and serves on the Editorial Board for the StopBullying.gov website. Erin joined MCHB from the Maryland Department of Health and Mental Hygiene, where she served as the state's Injury Prevention Coordinator. Erin first discovered public health as Peace Corps volunteer in El Salvador, followed by working as community health educator at a local health department in Maryland. She received her Master's in Public Health from the Johns Hopkins Bloomberg School of Public Health, where she also served as staff for the school's Center for Injury Research and Policy.

Arnold Grossman, Ph.D *(Panelist)*

Arnold Grossman, Ph.D is the Principal Investigator of a research study funded by the National Institute of Mental Health (2011-2016): "Risk and Protective Factors for Suicide among Sexual Minority Youth." This five-year longitudinal research study is designed to follow a diverse sample of lesbian, gay, bisexual and transgender (LGBT) youth, ages 15-24, and to examine changes in constellations, magnitudes, and developmental sequences of risk and protective factors for suicidal behaviors with a particular emphasis on the major components of the interpersonal psychological theory of suicide. Simultaneously, it is documenting whether or not the risk and protective factors for suicide are uniquely related to LGBT youths' developmental milestones. Dr. Grossman continues to analyze data and disseminate findings as the Co-Investigator of "Challenges and Coping: The Q & A Project," also funded by the National Institute of Mental Health. This five-year project used a longitudinal research design to investigate the mental health consequences of sexual orientation victimization of a diverse sample of gay, lesbian, bisexual youth (ages 15 to 21). Additionally, he is analyzing data and disseminating findings as the Principal Investigator of four other research projects: "Transgender Youth: A Vulnerable Population"; "Caregiving Among Middle-Aged and Older Lesbian, Gay and Bisexual Adults;" and "Using Assessments & Program Assignments to Reduce Sexual Minority Stress & Enhance Psychological Well-Being among LGBT Youth"; and "Project DAN," study of hurtful and harmful experiences among sexual minority older adults.

Mark L. Hatzenbuehler, Ph.D *(Panelist)*

Mark L. Hatzenbuehler, Ph.D is Assistant Professor of Sociomedical Sciences at the Mailman School of Public Health at Columbia University. His research utilizes a multi-level approach to study stigma as it relates to population health. His work has incorporated numerous research designs and methods, including epidemiologic and community-based studies, as well as prospective, experimental, and experience sampling methodologies. Mark's research has focused on two lines of inquiry, including: (1) identifying social/ structural determinants of mental health disparities in lesbian, gay, and bisexual (LGB) populations; and (2) elucidating how structural forms of discrimination give rise to interpersonal and intra-personal psychological mechanisms that in turn explain the development and persistence of mental health disparities. The goal of this research is to develop evidence-based policies and structural interventions that improve the health and well-being of members of socially disadvantaged groups. Mark's work has been published in several top-tier journals, including the American Journal of Public Health and Psychological Bulletin, and he has received grants and awards from the American Public Health Association, the National Institute of Mental Health, the American Psychological Association, and the Williams Institute a the UCLA School of Law. His recent research on the impact of social policies on mental health disparities in LGB populations was cited in an amicus brief for the California Supreme Court's decision on Proposition 8.

Jessica Hawkins, M.S. *(Panelist)*

Jessica Hawkins, M.S. began her federal career in human resources with the US Army Corps of Engineers in 1995. She began working for the National Institutes of Health (NIH) in 2000 as an Employee Relations Specialist. She has been working for the Workforce Relations Division in the NIH Office of Human Resources since 2006 with specific expertise in performance management and employee relations. Ms. Hawkins has trained hundreds of managers throughout NIH on how to maximize the value of the performance management process, how to motivate and engage staff, and how to give and receive feedback effectively. She also currently serves as a workplace violence prevention specialist and handles difficult employee relations issues for NIH. Ms. Hawkins earned her Master of Science in Counseling from Johns Hopkins University and Bachelor of Science in Psychology from Towson University.