

A Message from the Conference Manager for New Planners, Team Members, Conference Staff, or Organizational Supporters:

We ask any person or organization working on behalf of the NEPA Trans Health conference carefully to review the mission information presented in this document before undertaking actions on the conference's behalf. If questions arise, please consult with the Conference Manager for clarification.

WHAT IS THE NEPA TRANS HEALTH CONFERENCE?**Our Mission and Goal**

The NEPA Trans Health Conference was conceived in 2012 as an educational forum for Northeastern Pennsylvania (NEPA) area health care professionals, their staffs, educators, and the general public to learn from the transgender community and from those who treat and support them about the necessary care, respect, and understanding of people who are transgender.

The primary goal of the conference is to overcome provider knowledge gaps and to reduce the psychological harm and medical neglect that is done to transgender people when their lived experience and the professional consensus that directs their care and treatment is not well understood by care providers and others.

Unpacking Our Mission

Presentations focus on topics seeking to increase the ability of health care professionals to provide specifically trans-competent care and feature themes that support the trans and gender nonconforming community, their families, advocates, and allies. Thus, the overall expectation is for the conference to create and sustain a safe space for trans people and those who care about them to interact with those who do or will provide care for them, believing that the best spokespeople for transgender people are transgender people themselves.

It is NOT a feature of the conference's mission to engage with the part of the public that will endanger the conference as a safe space for the transgender community.

For this reason, the conference committee limits advertising of these events to a select few targeted social media sites, invitations via specific workplace or organizational communications, and word of mouth. Any other formal advertising or publicity is neither sought nor desired. We discourage news coverage and advance press releases to public media. Attendees, presenters, and planners may not be *outed* to anyone (out = to reveal the sexual or gender identity of a person) to the public, by word or image, without their express permission.

The conference measures success on our adherence to mission, not on traditional goals of broad exposure. Increasing attendance numbers outside of our specific constituencies (Current and future - Providers and their Staffs, Educators, Students, Transgender people, Parents and Families of trans children/youth/adults, Trans/LGBTQ+ Advocates and Allies) is not, on its own, a goal.

Conference planners are required to review the website www.nepatranshealth.com to become familiar with the public face of the conference and, especially, its rich history as a community and campus cooperative event.

Conference planners who use Facebook are invited to follow the NEPA Trans Health page.

Communicating With the Committee

Organizing communications occur via email. Please make sure the Conference Manager is updated with your correct preferred email address. Read and respond to messages from the committee in a timely manner.

The Conference Manager can be reached at waldeckk2@comcast.net, 570 687 6450 for phone calls or texts, or on Facebook or Facebook Messenger as Karen Waldeck.

If you want to provide contact information for phone calls, texts, or Facebook Messenger you are welcome to do so and the Conference Manager will use the contact to back up your email contact. We all sometimes have issues with email so an alternative is helpful.

We will make reasonable efforts to keep you looped in but staying informed about the group is your responsibility.

Meetings are held via Zoom until a walk through in person gathering close to the event.

Unless there is a volunteer to take and distribute notes members are expected to take their own notes of important needs and deadlines.

Planning Committee Ethics and Assumptions

We value diversity.

We value kindness.

We value punctuality and responsiveness.

We encourage participation and self-expression.

We employ “Step Up” “Step Back” and encourage members to allow other members to speak during meetings.

We strive for group consensus. That said, there are times when legal issues or other requirements force a decision or countermand a group member’s desires and the Conference Manager, Faculty Liaison, or NEPDEC Oversight Liaison will call an audible and make a binding decision.

The Committee seeks to locate Presenters, not to be Presenters. That said, there have been times when members of the Committee have been called on to present because they have a very compelling and useful story or because there is a blank space in the day’s events. There are two known caveats to this principle. One is that Martin Russo’s talk for students and faculty is included whenever he can present it. The other is when the committee is invited to present elsewhere (not during our conference) and the Away Team is activated.

We consider the needs of our audience over our own preferences. The audience prefers something new each year. This means if one of us has been up front in the schedule/presented to the conference for a year or two we should expect to defer to someone else for a year or two. This does not apply to our participation in introductions or transitions during the event.

We DO NOT CONFIRM anyone as a presenter without discussing it during a meeting or group email. Spots are limited.

We are ambassadors for the Conference and for the Trans Community and do not publicly denigrate either one.

We are always open to new rules to govern our group behavior. The place to bring them up is in a meeting.