

The logo for the Nepa Trans Health Conference is centered on a white rectangular background. It features the text "nepa trans health conference" in a light blue, lowercase, sans-serif font, stacked in four lines. The text is contained within a light blue outline that resembles a torn piece of paper or a ribbon, with a jagged right edge. The background of the entire page consists of horizontal stripes: light blue at the top and bottom, and light pink in the middle, with the white logo box overlapping the pink section.

nepa  
trans  
health  
conference

April 15, 2024

12<sup>th</sup> Annual Conference

Event Guide



## Disclosures

The NEPA Trans Health conference planning group is a nonprofit organized under the umbrella of the Northeastern PA Diversity Initiative Consortium (NEPDEC) and has no financial disclosure or conflicts of interest, individually or collectively, with the presented material.

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## A Message from the Conference Manager

**Welcome to the 2024 NEPA Trans Health Conference.**

One of our goals is to ensure that everyone who attends will leave having come to know a person of transgender experience as a person, not as a theory or a talking point, or as a patient. That is why, more than anyone, we are thankful for the trans and nonbinary people and their families and loved ones who consent to be known, as planners, presenters, or attendees. Without the trans community and those who love them, this conference simply does not work.

As you proceed through the day, if you are not a person of trans experience, we want you to consider what it means for gender diverse people and families to make themselves visible to you in this way. Consider the personal cost that is extracted by appearing before a forum where their existence may be open to debate, medicalized, politicized, or dehumanized. Please let the thought that a person is not a debate guide your experience of the day.

Even while strides have been made medically in the decade plus since we started this conference, nevertheless, the last twelve years have been tough. For transgender people and their providers recent years and months have seen a steady erosion of the right to receive and practice standard necessary lifesaving healthcare. During these times decisions around care are being removed, state by state, from transgender people themselves, from parents and families, from professional standards, and from healthcare professionals across the board, and are being given over to the state instead.

Caring for transgender people in an affirming way saves lives and unlocks joy. If you are in medicine, the behavioral sciences, or education, affirming care is the default position of your discipline. Affirming care is the status quo; not a radical alternative. It is the recommended standard practice.

It is our hope that as you come to know the truths of trans lives, you will make them visible in your own lives and contexts in ways that bring aid and comfort to transgender people and those who love them, and an increase of grace and justice to everyone.



## **Mission**

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.

## **Goal**

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.



## General Conference Etiquette

Western society historically has identified people as male or female and each of these has come with a series of roles and expectations, excluding those who identify across and beyond this simplified categorization.

Today we invite you to consider the following:

- Please do not assume anyone's gender. Check their preference for appropriate pronoun usage by simply asking them.
- If you feel comfortable doing so, please add your pronouns to your name tag or screen name.
- Please be respectful and kind.
- When you know better, do better, but don't think anyone has to be perfect before you can learn from one another.



## Meeting Etiquette for Virtual and In Person Attendees

- Please wear your name tag (in person). Keep your camera on if you are able to/feel comfortable doing so and if possible please display your name (virtual).
- Do not engage in side conversations during talks. If virtual, do mute your microphone if you are not speaking.
- Whether in person or virtual, privacy matters. No taking photos, screen shots or recording unless given explicit permission to do so.
- If you need to take breaks, take them as you need but please excuse yourself quietly (in person) or turn off your camera (virtual) to avoid distracting other attendees or the speakers.



## Public Media Etiquette

We require that reporters, bloggers, and all other public media refrain from the following:

- Do not photograph or film anyone without the explicit permission of every person in the shot.
- Do not photograph or film during presentations.
- Do not publish, post, or broadcast reports of the conference, presenters or attendees in any way that does not comply with respectful standards and practices for reporting about transgender people.
- Do not post professional reports of the conference in situations where comments from the general public are not monitored by a page Admin.



## Social Media Etiquette

We ask that you protect yourselves and others, and practice courtesy on all social media outlets and platforms:

- Do not post photos or video of conference attendees without permission.
- Do not post photos or video during the presentations.
- Do not post photos or videos of other conference attendees during and between sessions.
- Do not post or comment about the conference, presenters or attendees in any way that does not comply with respectful standards and practices.
- Do not post professional reports of the conference in situations where comments from the general public are not monitored by a page Admin.





# Guidelines for Writing about Transgender People

(Adapted from "GLAAD In Focus: Covering the Transgender Community")

**Language is important.** Using accurate terminology is the first step toward creating a respectful story about transgender people. We have offered definitions of basic terms, along with guidelines on name and pronoun usage and a list of defamatory and offensive terms to avoid.

**Moving beyond the coming out narrative.** People who have just come out publicly as transgender are considered newsworthy, but they are often not ready for media attention. Consider interviewing people who have chosen to take leadership roles in the community. The media is encouraged to look for stories about transgender people that go beyond "when did you know" and "what surgeries have you had."

**Avoid focusing on medical issues.** It is inappropriate to ask a transgender person questions about their genitals or other surgeries they may or may not have had. They also distract the journalist and the viewer from seeing the whole person, and from focusing on larger issues that affect transgender people like discrimination, poverty, and violence. Do not characterize being transgender as a mental disorder.

**Describing the fact that someone is transgender.** Transgender should always be used as an adjective. For example, "Susan is a transgender woman." If your audience needs clarification about what that phrase means, you can explain that "Susan was designated male at birth, and began her transition 15 years ago." Avoid "Susan was born a man." A person's biology does not "trump" their gender identity, and oversimplifications like "born a man" can invalidate the current, authentic gender of the person you're speaking about.

**Disclosing birth names.** When a transgender person's birth name is used in a story, the implication is almost always that this is the person's "real name." But in fact, a transgender person's chosen name is their real name, whether or not they are able to obtain a court-ordered name change. Transgender people should be accorded the same respect.

**Illustrating your story and headlines.** In almost every instance it is unnecessary to show before and after pictures of the person being profiled. Similarly, avoid clichéd images of transgender women putting on make-up, wigs, or panty hose, and shots of transgender men shaving. These type of photos connote that being transgender is simply a superficial, external matter. Avoid phrases like "sex change" or "born a man" in headlines. **Bringing in expert opinion.** Be cautious of inviting non-transgender guests to talk about transgender people - instead of talking to transgender people. Transgender people are the experts to talk about transgender people. You don't always need a medical or psychological "expert" to speak about transgender people, but if you'd like a medical or psychological perspective, there are many transgender doctors and psychologists who can speak with experience and authority.

**Integrating transgender people into non-trans stories.** While it is true that there are many social issues that must be addressed before transgender people are treated equally, it is also true that transgender people live day-to-day lives just like everyone else. When being transgender is just one of the many traits that make someone unique, we will move closer to full acceptance.



## 2024 List of Resource Links (1 or 2)

### Standards of Care and Best Practices

<https://www.wpath.org/soc8>

<https://publications.aap.org/pediatrics/article/142/4/e20182162/37381/Ensuring-Comprehensive-Care-and-Support-for>

<https://transhealthproject.org/resources/medical-organization-statements/>

<https://www.sciline.org/health-medicine/gender-transition-young-people/#video-transcript>

<https://thegenderbook.tumblr.com/post/39362773392/imagine-gender-as-a-planet-all-people-grow-up>

### Conferences (PA Local, Regional, State)

<http://www.nepatranshealth.com/>

<https://www.mazzonicenter.org/gender-affirming-care/philadelphia-trans-wellness-conference>

<https://www.keystone-conference.org/>

### Trans Affirming Language

<https://www.lgbtqihealtheducation.org/publication/lgbtqi-glossary-of-terms-for-health-care-teams/>

[Jackson Bird: How to talk \(and listen\) to transgender people | TED Talk](#)



## 2024 List of Resource Links (1 or 2)

### TV Panel Talks/Investigative Reports on Video \*

<https://www.wvia.org/shows/keystone-edition/episodes/health-episode-2-9dxaj8>

<https://tv.apple.com/us/episode/the-war-over-gender/umc.cmc.1jj39s607lehulo4k0iscsarp>

### Trans Support and Education (Local)

<https://www.patransequity.org/>

<https://www.nepapridecoalition.org/>

<https://rainbowalliance.org/>

### Trans Support and Education (National)

<https://www.hrc.org/resources/attacks-on-gender-affirming-care-by-state-map> or main site

<https://www.hrc.org/>

<https://www.lgbtmap.org/>

<https://www.erinthemorning.com/>

\*WVIA no subscription needed, Apple TV requires subscription or 7-day free trial



## 2024 Schedule of Presentations

8:45 am - Morning Welcome/Introduction with Conference Manager Karen Waldeck and Geisinger's Dr. Byerley

9:00 am – *“Creating Great Patient and Provider Relationships with Gender Diverse Patients”*

nadeen herring, AKA Motha Sistah, Mother, Speaker, Educator and Author

10:00 am – *“Policy Battles in Pennsylvania and their Effect on Young Trans Students and Others”*

Jason Landau- Goodman, The Pennsylvania Youth Congress

11:00 am – Personal Journeys Part One: *“My Path of Authenticity as a Trans Woman”* Brianne Rose Brinker, Union College and Laura Craig

11:30 am – Personal Journeys Part Two: *“Considerations of Late in Life Transitioners”* Laura Craig, Community Co-Chair, NEPA Trans Health Planning Committee and Brianne Rose Brinker

12:00 pm - Lunch Break

12:45 pm – Afternoon Welcome/Introduction with Chris Hughes, Representing the Scranton Mayor's Office

1:00 pm – *“Prevention and Treatment of HIV, Hepatitis, and STIs in the Transgender Community”* Dr. Shubra Shetty, Infectious Disease Specialist and Professor of Medicine at Geisinger

2:00 pm – *“Affirming Medical Care for the Transgender Community”* Corinne Goodwin, Eastern PA Trans Equity Project

3:00 pm - Trans Life Experience Panel Discussion Q and A, with Conference Manager, Karen Waldeck as MC



## The NEPA Trans Health Planning Committee Officers and Volunteers (1 of 3)

### Conference Manager

**Karen H. Waldeck** (She/Her) is a Scranton based momma bear, ally to the transgender community, and a founding member of Parent Warriors, an advocacy group supporting Pennsylvania gender diverse people and their families. A longtime planning committee member and occasional presenter, Karen is the current Conference Manager of the NEPA Trans Health Conference. Her mission is to ensure that all people, regardless of race, religion, sex, sexual orientation or gender identity/expression, live in freedom and love, with ample and equal care and regard from the greater community of humankind.

### Community Co-Chair (s)

**Laura Craig PE ret.** (She/Her) is a trans woman from New Jersey, temporarily residing in Scranton. She is a retired licensed professional engineer (NJ), a graduate of Union College in Schenectady, New York, a parent, grandparent, and former foster parent. She served eight years in the U.S. Navy as a power plant operator and supervisor on board a nuclear submarine. A lifelong learner, Laura returned to school in her 40s and obtained a degree in economics, and returned to school in her 60s to study undergraduate and graduate-level counseling, gender studies, women's history, and political science. She is an active member of St. Luke's Episcopal Church in Scranton.

**Martin Russo, BS,CRS. Joyce, MD, FAAFP** (He/Him) is a transgender man who is a frequent and sought after public speaker and is passionately committed to bringing change through social and political activism on behalf of the LGBTQ community in northeastern Pennsylvania.

### NEPDEC Liaison/GCSOM Faculty Facilitator

**Jennifer M. Joyce, MD, FAAFP** (She/Her) is a family doctor with more than 25 years of experience in medical education. She supported the founding of the NEPA Trans Health Conference. She continues to support this unique community-campus partnership for health as a member of the planning committee. Dr Jenn considers advocacy for social justice an essential part of her professional development. She embraces authentic healing relationships with people and communities as critical to improving health equity for all.



## The NEPA Trans Health Planning Committee Officers and Volunteers (2 of 3)

### GCSOM Co-Faculty Facilitator

**Amanda M. Caleb, PhD, MPH** (She/Her) is a Professor of Medical Humanities, GCSOM Department of Medical Education, with experience in interdisciplinary teaching and research, curriculum and program development and assessment, mentoring, and grant writing and development. Research and teaching experience in medical and public health humanities, narrative medicine, health communication, bioethics and the Holocaust.

### Student Co-Chair(s)

**Jessica Ravenscroft** (She/Her), is from the class of 2026 and is a second-year medical student at GCSOM. Originally from Horsham, PA, she attended the University of Pittsburgh and in 2022 graduated with a bachelor's degree in biological sciences with a minor in LGBTQ and critical sexuality studies. She is currently interested in pursuing a career in primary care and is passionate about advocating for more equitable LGBTQIA+ healthcare.

**Caroline Virone** (She/Her) Caroline Virone is a first-year medical student at GCSOM. Born and raised in northern NJ, she received her BS in microbiology from the University of the Sciences and MBA in pharmaceutical and healthcare business from Saint Joseph's University. Caroline is part of the Abigail Geisinger Scholars Program and hopes to practice Family Medicine with a focus on expanding quality healthcare access in historically marginalized communities, including LGBTQIA+ populations. She hopes that her career will inspire other queer individuals to advocate for their community in the healthcare space and ensure better outcomes for all.

**Elijah-Graham Jones** (He/Him) is a third-year medical student at GCSOM. He is originally from Atlanta, GA and is interested in pediatric oncology. He is dedicated to improving 2SLGBTQIA care across all specialties.



## The NEPA Trans Health Planning Committee Officers and Volunteers (3 of 3)

### Planning Committee Community and Professional Members

**Kirsten Havira, LPC** (She/Her) is a licensed professional counselor who has been working throughout Lackawanna, Wayne, and Pike counties in Mental Health for close to 20 years. Kirsten is committed to providing acceptance, education, and awareness for the LGBTQ+ population both in her counseling role and in her personal life. She runs the LGBTQ+ support/therapy group and a TGNC group for the transgender and gender non-conforming community. She is committed to doing her part to make sure everyone is able to live the life they were meant to live with dignity and authenticity.

**Sr. Ruth Neely, MSN, CRNP** (She/Her) is a graduate of College Misericordia. She currently works at the Wright Center Community Health Ryan White HIV Clinic. She has 25 years of serving the vulnerable & underserved.

**Leah Dougherty** (She/Her) serves as the Director of Social Work at Marywood University in Scranton, PA. She also is the Professor of Practice for the master's and social work programs.

**Levi Larouche** (They/Them) is a Community Organizer with the group, NEPA Stands Up.

**Dr. Christian Carbe, PhD** (He/His) is an Assistant Professor and Educator of Medical and Molecular Genetics and MicroBiology at the Department of Medical Education GCSOM

**Kara L. Badyrka, Director of Special Events and Special Projects** (She/Her) is a native of NEPA and has been planning fundraising and special events for over 20 years for national and local organizations. Including the March of Dimes, the Maxis Health Care System, Community Medical Center, Geisinger Foundation, and the Geisinger Commonwealth School of Medicine. She currently resides in Dickson City with her husband and two children.



## Important Acknowledgements

**The Planning Committee would like to extend additional special thanks to:**

**Dr. Cham Sante** without whose drive, compassion, and originating concept the NEPA Trans Health Conference would not exist,

**Maureen Gray and Karen Foley** who first made this whole thing manageable,

**Kara Badyrka** for literally everything. **Robin Bardo** of the Geisinger CE office,

**All speakers and panelists**, this event would not have been possible without your amazing contributions,

**All the volunteers** through the entire process of planning and carrying off this event,

**Geisinger and GCSOM's** venue management, tech support and stand-by support,

**Most especially we would like to thank the Transgender Community of NEPA and the surrounding area who have lent their presence in any way (public or private) to make this years' event a success.**



# Thanks to our Donors and Supporters!

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## ABOUT US

The Northeastern Pennsylvania Diversity Education Consortium (NEPDEC) is a non-sectarian, 503C corporation, a not-for-profit educational consortium.

### Decades of experience

*NEPDEC was established in 1998, and has 14 members, including healthcare organizations, schools, universities, colleges, and businesses. Membership dues are currently \$3450 per year.*

*NEPDEC members receive approximately 10 programs a year, at an average cost of \$200 each, and a day of training and/or consultation.*

*Our offices are located at the Advocacy Alliance in Scranton, and appointments with the*

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