# FTMI Newxletter

lssue 62: 5 pring 2007: \$9.95USD



# First Conference Issue

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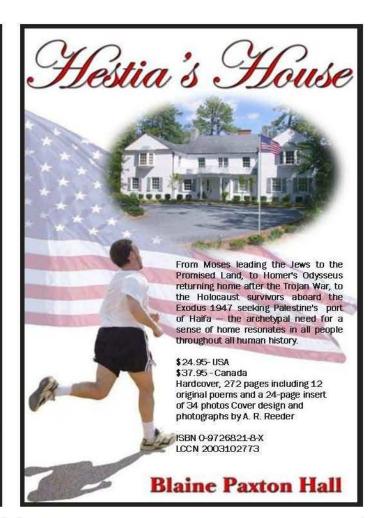
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This issue of the FTMI Newsletter is chock-full of exciting conference news. Conferences are a great opportunity to network, connect, build community, learn, get resources and keep alive friendships with FTMs from all over the world. FTMI salutes the dedicated organizers who plan and execute the conferences behind the scenes all year long. A tremendous amount of effort goes into making a successful conference. Many conferences that welcome and include FTMs are held throughout the year. Here we are highlighting two conferences of special significance to the leadership of our community, the first annual Transgender Religious Leaders Summit held in Berkeley bringing together FTM and MTF spiritual leaders and the second annual California Transgender

Leadership Summit held in Los Angeles. California is often the testing ground for legislation and advocacy that becomes national and international policy.

The special feature of this issue is an FTM conference breaking new ground, the first to be held in the heartland, FORGE Forward 2007. The hard work of this

conference is being done by a committed team led by the co-founders of FORGE, which has been serving FTMs for more than 13 years. FTMI awarded a \$5000 grant to FORGE Forward 2007 and we encourage all FTMI members to participate in this great conference. We also

are introducing our new board members, Zander, Deborah and Lyle who are bring their talents and experience to their leadership positions. They serve alongside Executive Board member Mr. Alexander Yoo MA MFTi who is our treasurer. Alexander brings his expertise in the WPATH Standards of Care as a community service provider to the board. He is the Editor of the FTMI Newsletter and moderator of the FTM\_International list, the FTM-International\_Discussion list and the FTM\_International\_AFLOAT list. He is a leader in many transgender causes. Alexander's speaking engagements include The Transgender Youth Symposium (2002), USCB (2002), Project Angel Food (2004), Trans Unity Pride (2003-2006), Transgender Day

of Remembrance (2003-2006), CSLA (2003-2006), UCLA (2003-2006), Antioch University (2003-2006), CSUN (2005), CSUCI (2005), College of the Canyons (2005), Alpha Chapter Tri-Ess (2005) and the California Transgender Leadership Summit (2006-2007). He is a Trans Unity Pride (2002-2006) Executive Board Member, 2003's Recipient of the Pride Award ("FTM of the Year") and 2005's Recipient of the Excellence Award as

President of GQR. Alexander was among the winners of the TSELF scholarship. As an Asian person of color immigrant he is proud to represent people of color, people of faith and people of gender and cultural diversity on the board of FTMI.



I am very proud to serve as the President of FTMI, and we continue to benefit from our advisor Heidi Bruins Green MBA and our Past President Mr. James Green MFA. The board thanks our former members Marty Rawlings-Fein and Todd Whitworth for their service.



Alexander is presenting at one of the conferences we feature in this issue of the newsletter, the California Transgender Leadership Summit. He spoke on the keynote plenary panel at last year's conference as well.



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FTMI membership includes:
-Newsletter Subscription
-Voting Rights
-Local or Regional contact
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Heidi Bruins Green MBA Advisor

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Ad and Submission deadline for next open issue: April 15th

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# FTM BC





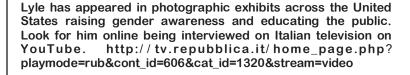
FTMI welcomes new Board of Directors members Zander, Deborah and Lyle!

FTMI Executive Board Member Rev. Zander Keig MS MTS Zander brings his strong educational and organizational background to the FTMI board. He also serves on the Steering Committee for FTM San Francisco and is the facilitator for the FTM Support group, which was started by Lou Sullivan FTM's founder 20 years ago and the Transitions group.

FTM SF's monthly support group for those in the first three years of testosterone therapy. Zander has been a presenter and workshop facilitator at Gender Odyssey, Creating Change and many other events. Zander is a veteran of the United States Armed Forces and is married to Margaret Keig.



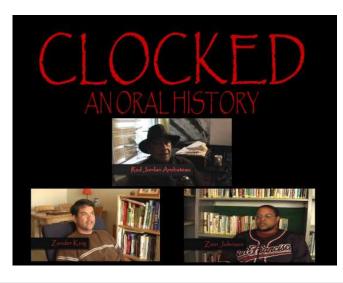
FTMI Board Member Lyle Garcia-Blake



Rabbi Levi Alter and his son appear on YouTube as well in the video Out of the Shadows produced by Trans Family Youth Advocates. http://www.imatyfa.org/ lmatyfa/lmatyfa.html



Catch Rev. Zander Keig MS MTS in his interview on Clocked, a new documentary produced by former FTMI board member Marty Rawlings-Fein, alongside former FTMI President Zion Free Johnson and longtime FTMI member, author Red Jordan Arobateau. http://clockedmovie.blogspot.com/









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# Transgender Religious Leaders Summit

Newsweek: Gender and the Pulpit

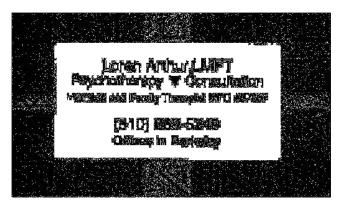
Jan. 23, 2007 - Transgender spiritual leaders gathered in the hills of Berkeley, CA Jan. 19-21, for the first National Transgender Religious Summit. The conference was a joint project of the National Center for Transgender Equality (NCTE) in Washington, D.C. and the Pacific School of Religion. Sixty-five religious leaders attended, from Lutheran, Episcopalian, Presbyterian, Unitarian, Quaker, Jewish and Agnostic communities across the country. On the agenda: denominational policy and outreach to transgender communities.

Conference organizers think the time is right for transgendered persons of faith to come out of the closet. "Transgendered people are beginning to find their public voice with more advocates and opportunities for protection," explains Justin Tanis, an ordained FTM minister who helped put together the summit. "To the eunuchs who keep my Sabbaths, who choose the things that please me and

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hold fast my covenant, I will give, in my house and within my walls, a monument and a name better than songs and daughters; I will give them an everlasting name that shall not be cut off." (Isaiah 56:1-5).

Transgendered people say another difficulty is that many religious denominations reinforce gender stereotypes—conventions about women's and men's roles in the life of a church, for example, that pose problems for people who want to live outside those rules. "The Bible has been used incorrectly throughout history to justify slavery and to oppress women," says Joshua Holiday, a female-to-male pastor at the LIFE (Love Is For EveryBODY) Interfaith Church in Louisville, Ky. A year and a half ago, Holiday co-organized a gathering of African-American transgendered people, The Transsistahs, Transbrothahs Conference (TSTB), to promote greater acceptance in the black community.

Religion, says Tanis, "is about compassion and human dignity"; he hopes the seminar will teach transgendered clergy to embrace their uncommon situation and use it for good. After going through his own transition, he says: "I had a greater sense of internal peace; I was wiser and could be a better religious leader. It is a gift to be able to see the world through more than one gender's eyes."

http://www.msnbc.msn.com/id/1677461/site/newsweek/



The Rev. Cameron Partridge (left), a transgender Episcopal priest, spoke as Reuben Zellman, the first openly transgender student to be admitted to Hebrew Union College, listened







Rabbi Levi Alter (left) President of FTM International and the Rev. Joshua Holiday, an FTM pastor, took a break from the Transgender Religious Leadership Summit in Berkeley California

Among the presenters were Rev. Justin Tanis, program director of the National Center for Transgender Equality, Rev. Cameron Partridge, an Episcopal priest and doctoral student at Harvard Divinity School, and Reuben Zellman, a rabbinical student from Oakland, CA.

Religious discrimination - Outright discrimination from religious leaders was a major concern for conference attendees. Rev. Justin Tanis outlined some of the religious right's discriminatory statements about transgender people, including their false claims that transgender people can be "cured" of non-conforming gender expression. The objections of right-wing religious leaders were discussed as a significant roadblock to public legislation protecting the rights of transgender people. "Whenever you have a media account of a legislature considering a nondiscrimination policy for transgender people, there's always fifty people to speak out in favor and one against, and the one against always has "Reverend" in front of their name," said Rabbi Levi Alter. "Well we're all reverends here, so where are we? We need to let them know that we ordained transgender religious leaders and allies] aren't just a fringe voice. We are leaders who have the support of our denominations."



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# Leaders Summit

James Green MFA



Rabbi Levi Alter presenting audience members on the direction of the movement. The theme of this years conference is Working Together for Equality.

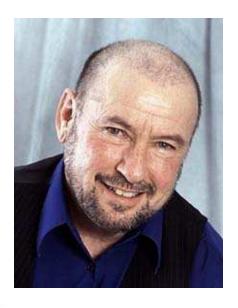
FTMI President Rabbi Levi Alter and Past President James Green served on the Planning Committee for the 2007 California Transgender Leadership Summit March 23-25 at USC.

Speakers and presenters last year included Dr. Nick Gorton, MD

who spoke with Rabbi Levi on the keynote opening night panel, past board member Marty Rawlings Fein and Executive Board member Alexander Yoo who was on the plenary closing panel of conferthe ence.



Dr. Nick Gorton MD



**FTMI Past President** James Green MFA will be speaking at this years conference as will FTMI President Rabbi Levi Alter, FTMI **Executive Board mem**ber Alexander Yoo MA MFTi, FTMI board member Lyle Garcia **Blake and former FTMI** board member Marty Rawlings-Fein. Rabbi Levi will also be speaking at the FORGE Forward 2007 conference in Milwaukee, WI.



Marty Rawlings-Fein



Masen Davis MSW President of FTM Alliance of Los Angeles and FTMI Executive Board member Alexander Yoo MA MFTi are presenters.



**Connor Maddocks** 

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Ph. (415) 776-0139 Fax (415) 641-0885 FTMI San Diego Padraic Hall Chapter President Mr. Connor Maddocks is chairing the presentation on Introduction to Strategic Planning Workshop at the Summit. Connor is also a board of directors member of San Diego Pride He is the chairman of the board of directors for the SD Transgender Community Coalition. The workshop presents the nuts and bolts of creating a strategic plan for a non-profit group for the purposes of activism, community awareness and support of the transgender community. Panelists will cover the steps for identifying and setting mission, vision, values, and goals.

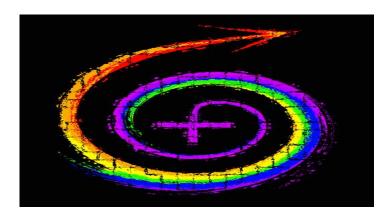
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### **FORGE Forward 2007 Conference and Intensives**



"We've met on the West Coast. We've met on the East Coast. We've met in small groups at larger conferences in Atlanta and Philadelphia and elsewhere, but never before have hundreds of those of us on the transmasculine spectrum and SOFFAs (Significant Others, Friends, Family, and Allies) invaded Middle America – until now! " announced michael munson and Loree Cook-Daniels, co-founder of FORGE, an FTM organization entering its 13th year.





FORGE cofounders michael munson and Loree Cook-Daniels

On March 29 – April 1, 2007, the "heartland" city of Milwaukee, Wisconsin is playing host to the FORGE Forward 2007 Conference and Intensives. One of the most ambitious transmasculine/ SOFFA conferences to date, the event offers nine full-day pre-conference "Intensives" focusing on specific topics in addition to 2-1/2 days' worth of plenary keynote speeches and entertainment, a film festival, authors' readings, a vendor hall, a dance, and nearly 90 planned and proposeit-on-the-spot workshops and caucuses.



Rabbi Levi Alter

"FTMInternational has provided a \$5,000 grant to help get the word out about FORGE Forward 2007 to our community," stated Rabbi Levi Alter, President of Female-to-Male International.

The FORGE Forward 2007 Conference and Intensives are designed not only to give individuals the information they seek, but also to build our community. To that end, all official programming is open to people of all identities. The Conference's co-chairs, michael munson and Loree Cook-Daniels, have made efforts to recruit participation by LGB and mainstream Midwesterners, in order to raise trans awareness. Scholarships have been provided by the Greater Milwaukee Foundation's Johnson and Pabst LGBT Humanity Fund and Robert J. Stark and Fredric A. Thompson Fund.



Dr. Nick Gorton MD

### **101 Topics**

For those who are dealing with transition issues and questions, a whole set of workshops go over the basics: do's and don'ts of hormone use, finding a therapist, safe injection techniques, hysterectomy and vaginectomy, evaluating the quality of information on trans-oriented and other websites, and presentations by five surgeons who specialize in FTM-related top and/or bottom surgeries (Brassard, Brownstein, Meltzer, Reardon, and Steinwald). Many of these surgeons will also offer free, onsite, individual consultations for prospective clients. There will also be both top and bottom surgery show-and-tells so that people can see what various procedures "look like in the flesh," and get feedback from previous clients of various surgeons. There will also be an open "ask the doctor" panel to address medical questions that don't fall under the standard workshop topics, or that cut across multiple issues. There's also a discussion forum for learning about FTM, genderqueer and designated male-at-birth bodies.



Willy Wilkinson MPH

Beyond body modification issues, the "basics" include a workshop discussing identities and labels and what's "forever," transitioning with a third gender identity, living as a gay or bi man, navigating out-versusstealth decisions in a post-9/11 world, and an open legal question and answer panel. Although as mentioned, SOFFAs and SOFFA issues are welcome and integrated throughout all workshops, we have set

aside caucus space specifically (but not exclusively) for partners of those who have only recently begun talking about gender issues and/or transitioning. Here all of your emotions and questions are welcome.



S. Bear Bergman

### Beyond Pink and Blue

Many members of the trans-masculine community do not "transition" from female to male, but walk different paths. Butch performance artist S. Bear Bergman will present hir acclaimed performance piece, "Clearly Marked," at Friday night's opening plenary.



Jules Rosskam

### **Life After Transition**

If you've moved beyond "transition" into "just living," there should be much to interest to you here! Building relationships and families will be addressed in workshops. We'll also be showing the film "Trans parent," about FTMs who have given birth, and dialoguing with its filmmaker, Jules Rosskam.



Eli Clare

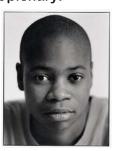
A "Beyond 101" on FTM hormonal treatment will discuss what we're learning about long-term testosterone use, while living long-term and aging caucuses will provide space to address topics.



**Rev. Malcolm Himschoot** 

### **Our Complex Identities**

In keeping with the Conference's theme, "Honoring Our Complexities," there are many offerings and discussions about identities other than gender. Spiritual issues will be addressed in Conference workshops on "Jewish genders" and an interfaith dialogue with FTMI President Rabbi Levi Alter, Shai Wise and Jamie Washam. We'll also screen the films "Call Me Malcolm," about an FTM minister, and "The Believers," about a trans gospel choir. Imani Henry will be addressing multiple identity issues in his performance art at the Saturday night plenary.



Imani Henry

### **Advancing Our Community**

The FORGE Forward 2007 Conference and Intensives has a strong track of programming dedicated to helping community members increase their advocacy and organizing skills. Mara Keisling of the National Center for Transgender Equality, Lisa Mottet of the National Gay and Lesbian Task Force, and Cole Thaler of the Lambda Legal Defense and Education Fund are sponsoring a series of workshops related to Real ID and other legal and advocacy issues, including one entitled, "The End of Stealth: Living Trans in the 21st Century." There are two presentations by experts on using medical ethics and evidence-based medicine and other methods to leverage health care insurance coverage for trans people, and two on taking more consumer control of health care. Our bias awareness and reduction series includes an anti-racism caucus. There are skills-development classes in techniques for transgender awareness presentations, creating speakers bureaus, and working with homeless shelters, prisons, youth organizations, and feminist communities. Of course we'll be addressing diagnostic reform and GID, too!



Cole Thaler Esq.

### Pre-Conference, All-day Intensives

Intensives run from 9:00am until 4:30pm. \$130 registration fee includes continental breakfast, afternoon snacks, discussions and information presented by the trainers.



Reid Vanderburgh MA

Thursday, March 29, 2007

- 1. Supporting Gender-Variant Children, Youth and Their Families
- 2. HIV Prevention/ Safer Sex for FTMs+ and Mental Health Providers
- 3. Survivor Centered Advocacy for Trans Survivors of Violence
- 4. Creative Spirituality for the Third Gender Tribe



lore m. dickey MA PhDc

Friday, March 30, 2007

- 5. Building Anti-Racist Organizations, Coalitions and Movements
- 6. Beyond the Binary: Language, Longing, and Legitimacy
- 7. Understanding the FTM Experience: 101 for Providers
- . All This And Cute Shoes Too: Femme Beyond Binaries
- 9. Breaking Isolation, Building Community: A Gathering for Disabled and Deaf Trans People and Our Allies



Ben Singer PhDc

**Keynote Speakers and Entertainment** 

Thursday
Dinner plenary

Ben Singer – "From the Medical Gaze to Sublime Mutations: The Ethics of Re-viewing Nonstandard Body Images"



**Michael Woodward** 

Friday

Dinner plenary

Hanne Blank - "Just Who Do You Think You Are? Outlaws,

Rogues, Visionaries, and the Queer Next Door"

**Opening Plenary** 

Jay Sennett – "What Kind of Man Do I Want to Be: Living Long Term, Creativity, and Digital Micropublishing"

Willy Wilkinson – "Viewing Trans Experience Through a Mixed Heritage Lens"

**Evening Entertainment** 

S. Bear Bergman – "Clearly Marked"

Music by Michael Woodward and Sheila



History and Lou Sullivan

Saturday

**Evening plenary** 

Eli Clare – "Body Shame, Body Pride: What Can Trans People

Learn from Disability Politics"

Susan Stryker – "Midwest or Cutting Edge? Transgender History and Milwaukee's Lou Sullivan"

**Evening Entertainment** 

Imani Henry - B4T and other excerpts

Dance



Dean Spade Esq.

Sunday

Afternoon plenary

Dean Spade – "Building an Anti-Subordination Trans Move-

ment Infrastructure"

**Evening Entertainment** 

**Best of the Film Festival** 

Folk singing duo Coyote Grace

Main Conference Features:

Authors' readings

ASL interpretation (pre-registered)

**Buddy program** 

Childcare (pre-registered)

Dance

Film festival

**Hosted receptions** 

**Keynote Dinners** 

**Medical consultations** 

Musical entertainment

Nearly 90 workshops and caucuses

**Networking lunches** 

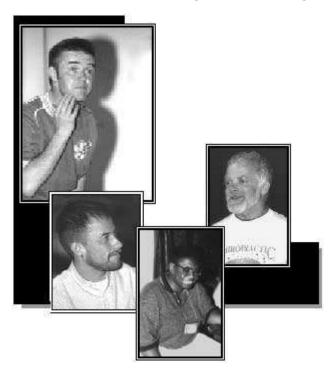
Nine pre-conference, all day intensives

Performance art

Socializing and networking

**Vendors** 

FTMI's FTM Conference of the Americas in 1995 was the first conference that got the ball rolling.



From the seed of this first conference came great FTM conferences in 1996 and 1997, the True Spirit conference series and the Gender Odyssey series.

The organizer of this year's Transgender Religious Leadership Summit in Berkeley was the Rev. Dr. Justin Tanis, who was on the organizing committee of the Forward Motion Conference in 1999 in Burbank, CA, which was also the genesis of the organization FTM Alliance of Los Angeles.

Justin was one of a number of prominent FTM leaders who served on the board of directors of FTM International from other cities, notably Los Angeles.



Rev. Dr. Justin Tanis MDiv DMin

The organizing committee of the 1999 Forward Motion conference in Burbank, one of the most ambitious of the early conferences. Past FTMI board members Mr. Jeff Shevlowitz, founder of the oldest FTM support group, Under Construction, in Los Angeles which was the model three years later for Lou Sullivan's FTM group in San Francisco (which became FTM International), the Rev. Dr. Justin Tanis and Professor Jacob Hale PhD were on the committee along with FTMI members Masen Davis MSW the President of FTM Alliance of Los Angeles and Patric Magee MSW the President of Orange County FTM and other FTM leaders.



Rev. Justin Tanis is the author of Transgendered: Theology, Ministry and Communities of Faith and contributed to the Queer Bible Commentary and Take Back the Word: A Queer Reading of the Bible. He earned his Master's Degree from Harvard Divinity School and a doctorate from San Francisco Theological Seminary. For fifteen years, he worked for Metropolitan Community Churches, serving as a pastor in Boston, Honolulu and San Francisco before becoming the Director of Leadership Development for the international denomination. He works with the National Center for Transgender Equality as Program Manager, creating publications, resources, and newsletters. Some of his recent projects include:

- •52 Things You Can Do for Transgender Equality—weekly ideas in 2006 for local activism
- •Making Your Voice Heard: A Transgender Guide to Educating Congress
- •Responding to Hate Crimes: A Community Resource Manual
- •A House Party kit for grassroots fundraising •NCTE's newsletters

Currently he is working on Teaching Transgender, a resource for leading Transgender 101 trainings, as well as co-authoring a guide for LGBT organizations seeking to become more trans-inclusive. He is also responsible for NCTE's 2007 campaign to highlight human rights issues for transgender people through a monthly calendar. Justin is the editor and designer of the Leather Times, the newsletter of the Leather Archives & Museum and is a columnist with Power Exchange magazine.

FORGE co-founders state, "In the belief that if we talk about common issues in diverse groups, we will find commonalities between identities. This in turn not only helps build a stronger community and political movement, but also helps individuals feel less isolated, misunderstood, and under siege."



Shane Whalley LMSW

Genderqueer and femme programming: " Those possibilities will be well-explored during the four days. An all-day Intensive on Friday, March 30, "Beyond the Binary: Language, Longing, and Legitimacy," will provide many tools for participants to use in thinking through and creating not only the identities but also the communities we want. Other workshops addressing non-binary issues include: examining and combating hierarchies and divisions with gender variant communities, battling the trans enough blues, and or moving from F to M to F or beyond. Butch performance artist S. Bear Bergman will present hir acclaimed performance piece, Clearly Marked," at Friday night's opening plenary. For those who identify predominately as femme, regardless of gender, Hanne Blank and Jessica Eve Humphrey are facilitating the day-long "All This And **Cute Shoes Too: Femme Beyond Binaries" Intensive** on Friday. During the Conference itself, on Saturday, there will also be a femme identities workshop, and we'll be showing the provocative and funny new film, "Female to Femme," that includes a "femme transition support group.""



**Hanne Blank** 

Family, relationships, and sexuality offerings: "on flirting with men and women, getting what you want and need from an intimate relationship, adding children to a family, raising children in trans families, and coping with family friction and "family values." "Sexuality issues will be addressed in workshops on gender play, full-body BDSM, safer sex, and a sex workshop specifically for survivors of abuse and their partners. We'll also be showing the explicit

films "Enough Man" and "Cubbyholes.""



Susan Stryker

""Zaps, zingers and slurs" will help even the most seasoned individual learn new strategies for handling the inevitable offensive or prej udicial remarks we all face way too often."



Ethan Thomas Young

Cross-cutting oppressions and connections: "March 30th' s Intensives include "Breaking Isolation, Building Community: A Gathering for Disabled and Deaf People and Our Allies," facilitated by Eli Clare and Sebastian Margaret and "Building Multi-Racial, Multi-Gender, Anti-Racist, Anti-Capitalist Trans Organizations, Coalitions and Movements," led by Dean Spade and staff of the Sylvia Rivera Law Proj ect. There are caucuses or workshops for youth, men of color, people of color, heterosexuals, and polyamorous individuals and families. There will be workshops of the connections between disability and transness, and between fat politics and trans liberation, along with Hanne Blank's crossidentity keynote, "Just Who Do You Think You Are? Outlaws, Rogues, Visionaries, and the Queer Next Door," and Willy Wilkinson's talk, ""Viewing Trans Experience Through a Mixed Heritage Lens." Spiritual issues will be addressed in an all-day March 29 Intensive by Raven Kaldera, "



Raven Kaldera

Disabilities and diversity: "on no-scent policies, "Metronormativity," neurodiversity, ablism, "

SOFFA, intersex, and cutting-edge issues: "There

(Continued on page 14)

(Continued from page 15 Spain-Central—South America)

will be workshops for self-reflective and SOFFA writing, a "professional tranny" caucus, a "workspace" for seasoned psychotherapists, and a full-day Intensive on gender variant youth. We' re pushing the boundaries with workshops on "transitioning back", body image and eating disorders, male privilege, the politics of intersex activism in queer communities, and how interpersonal violence affects us. In a mark of j ust how far we' ve come, we' ve even got a workshop on transgender characters in young adult fiction!"



Diana Courvant

"At least five Milwaukee LGBT or mainstream organizations will be sponsoring receptions at the Conference, and two classes from Alverno College will be providing volunteer assistance onsite and reflecting on gender issues in their subsequent class discussions."



Sandi Adams



**Brenda Coley** 



**Heather Davies LMSW** 



**Molly Herrmann** 



**Hector Torres PhD** 



**Jessica Eve Humphrey** 



Sebastian Margaret

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March 29– April 1, 2007 MILWAUKEE, WI (Four Points Sheraton—Airport)



FORGE FORWARD 2007 CONFERENCE



















"FTM+" encompasses a wide range of people on the female-to-masculine transgender vector.

"SOFFA" = Significant Others, Friends, Family and Allies

### PRE-CONFERENCE, ALL DAY INTENSIVES

- Supporting Gender-Variant Children, Youth and Their Families
- HIV Prevention/Safer Sex for FTMs+ and Mental Health Providers
- Survivor Centered Advocacy for Trans Survivors of Violence
- Creative Spirituality for the Third Gender Tribe
- Building Anti-Racist Organizations, Coalitions and Movements
- Beyond the Binary: Language, Longing, and Legitimacy
- Understanding the FTM Experience;
   101 for Providers
- All This And Cute Shoes Too: Femme Beyond Binaries
- Breaking Isolation, Building Community;
   A Gathering for Disabled and Deaf Trans
   People & Our Allies

# The 1st National FTM+/SOFFA CONFERENCE in the Heartland

### CONFERENCE FEATURES

Authors' readings • Vendors
Childcare • Medical consultations
Hosted receptions • Dance • Film festival
ASL interpretation • Buddy program
Socializing and networking

### SPEAKERS & ENTERTAINERS

S. Bear Bergman • Hanne Blank Coyote Grace • Eli Clare • Imani Henry Jay Sennett • Dean Spade Susan Stryker • Willy Wilkinson and more to be announced!

### **OVER 90 WORKSHOPS**

Programming tracks include:

- activism and advocacy
- health and wellness
- · academic and theoretical
- sexuality
- 101 basics
- legal concerns
- relationships & family
- youth
- · people of color
- people with disabilities

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