

Kelsey Pacha

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(510) 516-4164



EDUCATION

Pacific School of Religion, Berkeley, CA

Master of Divinity, Awarded May 2017

Master of Arts in Religion and Psychology, Awarded May 2017

Thesis: *"Beloved Communities: Spiritual and Religious Issues in LGBTQ Community Centers."* Awarded CLGS Marcella Althaus-Reid Award for Best Student Essay in Queering Theology, 2017

Certificate of Sexuality and Religion, Awarded May 2017.

Northwestern University, Evanston, IL

Bachelor of Science in Human Development and Psychological Services, Awarded June 2008.

Post-Bachelor Courses: University of Iowa, Iowa City, IA: "Non-Profit Organizational Effectiveness I and II," Fall 2011 and Spring 2012.

EXPERIENCE

Kelsey Pacha Consulting, Oakland, CA

Owner, February 2014-present

- Consult with corporations, non-profit organizations, clinicians, and faith communities
- Create and present trainings on cultural humility/awareness, gender, sexuality, mental health, religion, spirituality, LGBTQ rights, family acceptance, & curriculum development/facilitation skills
- Develop curriculum for trainings, conference workshops, & college courses
- Contribute to academic texts on gender, sexuality, religion, spirituality, and mental health
- Write scripts & implement educational design for LGBTQ training courses

Trans Bodies, Trans Selves National Board

President, July 2019-present

Secretary, December 2014-July 2019

- Oversee operation and finances of [Trans Bodies, Trans Selves](#) non-profit organization
- Manage board recruitment efforts and outreach at gender-focused conferences
- Facilitate conversation about TBTS strategic vision, mission, & values
- Serve as national spokesperson for organization to major media outlets
- Lead organizer of book donation program, donating over 250 books to organizations nationwide
- Organize editors and other contributors for second edition of book, released April 2022

Believr Advisory Team

Advisor, February 2019-present

- Support coding and creative team at [Believr](#), an LGBTQQ Christian dating app
- Advise on user experience (UX) and give input on identity-based language choices
- Perform beta testing of features

Minnesota Department of Health & Human Services

Community Trainer (Foundations), 2021-present

- Facilitate 97-hour Foundations Training for Minnesota DHS workers in the child welfare system
- Deliver content on implicit bias, intake, screening, investigation, assessment, and intervention processes based on Minnesota state statute
- Co-facilitate with team of trainers with various backgrounds and identities

Rainbow Community Center, Concord, CA

Training Director, December 2018-December 2019

- Provided cultural competency trainings for schools, hospitals, and other community organizations in Contra Costa County
- Increased total number of annual trainings from 25 to 55

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- Increased revenue from \$15,091 (calendar 2018) to \$33,525 (calendar 2019)
- Created Train the Trainer for 11 staff to facilitate and develop training materials
- Created joint LGBTQQ-inclusive sexual health curriculum with Planned Parenthood
- Dispatched RCC staff trainers for clinical, youth, and school-based settings
- Regularly updated training content and streamlined training request systems
- Managed grants and contracts

Trans Bodies, Trans Selves Second Edition Editing Team

Survey Editor, April 2018-present

- Manage collection, coordination, and data analysis of international qualitative research survey of over 2,000 trans, nonbinary, & gender expansive respondents
- Recruit and manage 6-member Survey Team of scholars to code data
- Create coding process to deliver relevant quotes to TBTS chapter authors by theme
- Author of "Religion and Spirituality" chapter
- Co-edit entire book, 25 chapters
- Create fundraising campaign to pay 50+ chapter authors

Oakland LGBTQQ Center, Oakland, CA

Religion and Spirituality Committee Coordinator, December 2017-April 2018

- Managed creation of mission, vision, and values statement
- Orchestrated monthly religion and spirituality event
- Managed outreach to over 40 LGBTQQ-affirming faith communities in Alameda County

Lavender Youth Recreation and Information Center (LYRIC), San Francisco, CA

Community Engagement Consultant, Allies in Faith Network February 2014-October 2016

- Shaped strategic vision for interfaith network of faith leaders to support LGBTQ youth in San Francisco
- Planned quarterly meetings, Brown Bag lunches, and other educational/networking opportunities
- Organized all-day Summit for San Francisco faith leaders in August 2015 and prepared all training materials
- Created LYRIC staff training about how to engage spirituality and trauma with youth clients
- Created curriculum for faith leader engagement with LGBTQ youth issues

Rainbow Community Center, Concord, CA

Spirituality Groups Coordinator, June 2015-June 2016

- Led monthly spirituality group for LGBTQQ-identified people
- Provided pastoral care as needed to consumers of LGBTQQ center services
- Developed training on LGBTQ people and spiritual trauma for MSW and MFT interns
- Coordinated special events such as Queer Seder and Transgender Day of Remembrance

Center for Lesbian and Gay Studies in Religion and Ministry (CLGS), Berkeley, CA

Youth Resource Coordinator, June 2014-June 2015

- Sole author of *Transitioning to Inclusion: A guide to welcoming transgender children and their families in your community of faith*, a 20-page resource guide for spiritual leaders
- Sole author of companion guide focusing on LGBTQQ youth in religious education programs
- Created two 90-minute trainings for faith communities on how to be inclusive of transgender children and youth and LGBTQQ youth, respectively

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- Analyzed and distilled current research on LGBTQ youth health outcomes, laws, and religious education best practices
- Conducted interviews with parents, religious educators, and pastors to structure guide
- Created curriculum guide for teachers to use LGBTQ Religious Archives Network online resources

PRESENTATIONS

- *LGBTQ Inclusion for the Workplace* (also for Educators, for Clinicians, for Providers Working with Veterans, for Providers Working with Dual Diagnosed Youth, for Parents, for Faith Leaders)
- *Gender/Pronoun 101 for the Workplace* (also for Educators, for Clinicians, for Providers Working with Veterans, for Providers Working with Dual Diagnosed Youth, for Parents, for Faith Leaders)
- *Advanced Best Practices for LGBTQ Inclusion in (the Workplace, Education, Clinical Settings, for Parents, for Faith Leaders)*
- *What's Your Pronoun? Neopronouns & Pronoun Best Practices in Action*
- *Cultural Humility for the Workplace*
- *Confronting White Supremacy & Racist Microaggressions*
- *Confronting Microaggressions*
- *Bias, Power, & Privilege*
- *Preventing Clinical Bias*
- *Interrupting the Cycle of Oppression*
- *Religious and Spiritual Competency for Mental Health Professionals*
- *Increasing Family Acceptance Among Caregivers of LGBTQ Youth*
- *Restorative Practices for Healing from Spiritual Trauma Series* (Six 4-hour sessions, co-facilitated)
- *Know Your Rights for LGBTQ People*
- *Name & Gender Changes and LGBTQ Discrimination Awareness*
- *Supporting Transgender Youth 11 & Under*
- *Exploring Development Models for Youth with Multiple Marginalized Identities*
- *Understanding Body Size Myths & Fatphobia for Providers*
- *Understanding LGBTQ Communities Across Generations*
- *Advocating for Trans Youth in School, Social Services, & Child Welfare Systems*
- *Transitioning to Inclusion: How to Welcome LGBQ and Transgender Youth in Your Faith Community*
- *Train the Trainer: Facilitation and Content Skills for Professionals*

MEDIA

- "Trans Bodies, Trans Selves," [NPR's The Takeaway with Melissa Harris-Perry](#), May 11, 2022.
- "The Most Damaging Myths About Transgender Kids," [LGBTQ Nation](#), April 19, 2022.
- "Book Release: Trans Bodies, Trans Selves," [Gender Rebels Podcast](#), April 26, 2022.
- "Beyond They/Them: What are Neopronouns?" by Elizabeth Yuko, [Rolling Stone](#), June 29, 2021.
- "A Guide to Personal Pronouns and How They've Evolved," [Grammarly](#) blog, June 14, 2021.
- "Insight with Vicki Gonzalez Radio Show," Cap Radio, June 3, 2021. [Cap Radio](#).
- "And So We Meet Again Podcast: Round Table with Kelsey Pacha," Layne and Anna Sheetz. November 12, 2019. [Anchor](#).

PUBLICATIONS

- Chapter author, "Religion and Spirituality," in *Trans Bodies, Trans Selves*, 2nd edition. Edited by Laura Erickson-Schroth. To be published June 2021 by Oxford University Press.
- Co-author, "Gender Confirmation Surgery and Religion," in [Gender Confirmation Surgery: Principles and Techniques for an Emerging Field](#), edited by Loren Schecter. Forthcoming 2020.
- Editor, "Beyond Transgender Day of Remembrance: Recommendations for UCC Congregations on Establishing Your Community as a Site for Gender Justice and Allyship for Transgender and

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Gender Expansive People,” online resource for the United Church of Christ. Forthcoming on ucc.org

- [Transitioning to Inclusion: A Guide to Welcoming Transgender Children and Their Families in Your Community of Faith](#). Published by the Center for LGBTQQ and Gender Studies in Religion, October 2014.

- [Transitioning to Inclusion: Embracing Lesbian, Gay, Bisexual, Transgender, and Questioning Youth in Faith Communities](#). Published by the Center for LGBTQQ and Gender Studies in Religion, October 2014.

- Original author, [“Legal Name and Gender Marker Change: A Step-by-Step Guide for Transgender and Gender Nonconforming Folks in San Francisco,”](#) Lavender Youth Recreation and Information Center. Updated 2020.

CONFERENCES

- *Spiritual Trauma and Mental Health Among Trans/Gender Expansive People*, Gender Spectrum Professionals’ Symposium; Philadelphia Trans Wellness Professional Track; Napa State Hospital; 2018-present

- *Supporting Family Acceptance Among Religious Caregivers of Trans/Nonbinary Youth*, Gender Spectrum Professionals’ Symposium, 2021

- *Faith Leader Panel facilitator*, Gender Spectrum Family Conference & Professionals’ Symposium, 2014, 2015, 2019, 2020, 2021

- *Healing Spiritual Wounds for LGBTQQ Youth*, GSA Network YES! Conference, 2016

- *The State of Trans Youth*, Pacific School of Religion Transgender Health Fair, 2015

- *Mental Health, Spirituality, and Trans & Gender Expansive People*, co-led with Gender Spectrum, Alameda County Mental Health and Spirituality Conference, 2015

- *Transgender Seminarian Panel*, Creating Change Conference, 2015

- *Self-Defining Your Spirituality*, Welcoming Schools and Communities Summit, 2014

OTHER EXPERIENCE

Rainbow Community Center, Concord, CA

Pastoral Intern, September 2014-June 2014

- Led monthly spirituality group for LGBTQQ-identified people
- Provided pastoral care as needed to consumers of LGBTQ center drop-in services
- Updated RCC faith guide of affirming faith communities in Contra Costa County
- Created and conducted workshop for LGBTQQ youth on reclaiming their spiritual lives

Rainbow Community Center, Concord, CA

Youth Collaborative Consultant, June 2014-August 2014

- Conducted outreach to local faith communities
- Searched and applied for mini-grants to support youth faith programs
- Organized Welcoming Schools and Communities Summit, a conference on LGBTQQ youth support in Contra Costa County

Gender Spectrum

Family Conference Kids Camp Volunteer, July 2013-present

- Organized only faith-based workshop for 2014 Gender Spectrum Family Camp
- Supervised group of ten 5-to 8-year old gender non-conforming children in day camp
- Aided in set-up, check-in, and check-out of campers

Camp Aranu'tiq

Volunteer Camp Counselor, June 2013

- Co-counselor of transmasculine 15-year-old cabin at week-long sleepaway camp

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- Facilitated conversations about gender with 8-15 year old gender non-conforming children
- Led daily activities including archery, yoga, and writing workshops for campers

Lavender Youth Recreation and Information Center (LYRIC), San Francisco, CA

Interfaith Initiative Planning Committee, September 2013-February 2014

- Advised LYRIC staff in creation of Interfaith Initiative (later, Allies in Faith)
- Facilitated conversation among faith leaders and organized input into strategic vision
- Performed outreach to faith leaders in support of Bay Area LGBTQ Youth

Volunteer, September 2013-February 2014

- Set up, cleaned up, and supervised youth at quarterly dances

National Association of Independent Schools (NAIS)

Student Diversity Leadership Conference Faculty, October 2012-October 2014

- Co-facilitated diversity curriculum for group of 70 high school students
- Co-creator of religion curriculum
- Led LGBTQ Affinity Group

United Action for Youth, Iowa City, IA

Volunteer, October 2011-December 2012

- Gathered LGBTQ health resources for UAY website
- Facilitated discussion in LGBTQ support group
- Aided staff in supervising special youth events in drop-in space, such as Halloween parties

Lavender Youth Recreation and Information Center (LYRIC), San Francisco, CA

Youth Advocate for Social Change, October 2010-September 2011

- Provided individual case management services for caseload of 15 clients
- Successfully advocated for clients to obtain employment, affordable healthcare, public benefits, and both temporary and permanent housing
- Performed new participant intakes and supervised youth drop-in space 2-4 days per week
- Developed documentation and internal strategies to track individual goal progress in case plans
- Performed crisis intervention and created behavioral contracts to ensure client success
- Specialized in legal name and gender changes for trans/gender expansive clients, scheduling an average of 2 per week
- Developed step-by-step legal name and gender change guide for providers
- Provided off-site case management services at LGBTQ Youth Meal Night and Dimensions Clinic

Community Partnership for Queer Youth Co-Facilitator, February 2011-September 2011

- Facilitated meetings with San Francisco youth-serving organizations to coordinate services
- Disseminated information about and advocated for unified case management model across agencies

The ARC of San Francisco, San Francisco, CA

Integrated Work Services/Independent Living Services Instructor, January 2009-October 2010

- Managed schedules and wrote weekly progress notes for revolving caseload of 6-12 clients
- Aided clients in developing goals and chairing their own Individual Program Plan meetings
- Supported clients in achieving behavioral, social, employment, and health-related objectives
- Helped clients obtain unemployment, Social Security, Food Stamp, and Medi-Cal benefits
- Researched and participated in self-advocacy events with clients, such as MUNI hearings

Co-facilitator of LGBTQ support group, April 2010-October 2010

- Structured a bi-monthly support group for LGBTQ clients of the Arc

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- Assisted service director in facilitating LGBTQ sensitivity/resource training for clients and staff
- Prepared clients for drag performance at Cirque de l'Arc, a May 2010 LGBTQ-focused fundraiser

Larkin Street Youth Services, San Francisco, CA

Weekend Drop-In Center Volunteer, March 2009-March 2010

- Participated with youth in creating music in recording studio and completing art projects
- Supervised youth in kitchen, clothing, and supply areas

New Leaf Services for Our Community, San Francisco, CA

Undergraduate Intern, June 2007-August 2007

- Evaluated organization's outreach for harm reduction-based youth substance abuse program
- Assembled a multicultural competency reader with an annotated bibliography for clinicians
- Drafted grant applications

ACTIVITIES

2015 Transgender Religious Leadership Cohort

Selected as one of five transgender seminarians nationwide, December 2014-October 2015

- Attended and presented workshop at three national conferences focused on LGBTQ issues and faith
- Networked with and supported other transgender seminarians across the country
- Built leadership skills with other transgender spiritual leaders

Northwestern University Rainbow Alliance

Co-President, 2006-07, 2007-08

- Managed executive board of 8 members
- Supervised all campus events throughout 2006-08 including four major speakers
- Interfaced with media, university staff, and other student group leaders

Outreach/Education Chair, 2004-2005, 2005-06

- Acted as point person for National Coming Out Day activities
- Established annual Spring LGBTQ Christian program
- Led campus-wide LGBTQ Bible study

Northwestern University Gender Protection Initiative

Co-Founder, 2007-08

- Organized meetings with administration, staff, and students to change NU's non-discrimination policy to include gender identity and expression (accomplished in 2008)
- Created campus-wide education programs about gender identity and expression

Soulforce

Equality Rider, Spring 2007

- Coordinated educational programming for the University of Notre Dame stop
- Trained in non-violent resistance and liberal Christian apologetics

Co-Organizer of Right to Serve Campaign in Chicago, Summer 2006

- Attempted to enlist in the Army Reserves as an openly gay woman
- Organized press conferences and two sit-ins to protest "Don't Ask, Don't Tell" policy
- Organized city-wide educational forum on the "Don't Ask, Don't Tell" policy

Professor J Michael Bailey's Human Sexuality Research Laboratory, Northwestern University

Research Assistant, Winter 2007

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- Ran experiments on human sexuality and coordinated scheduling
- Input survey data

HONORS

CLGS Marcella Althaus-Reid Award for Best Student Essay in Queering Theology, 2017
Windy City Times' "30 Under 30" Award, 2007
Northwestern University LGBTQ Support Network Activism Award, 2007
Northwestern University LGBTQ Support Network Above and Beyond Award, 2005