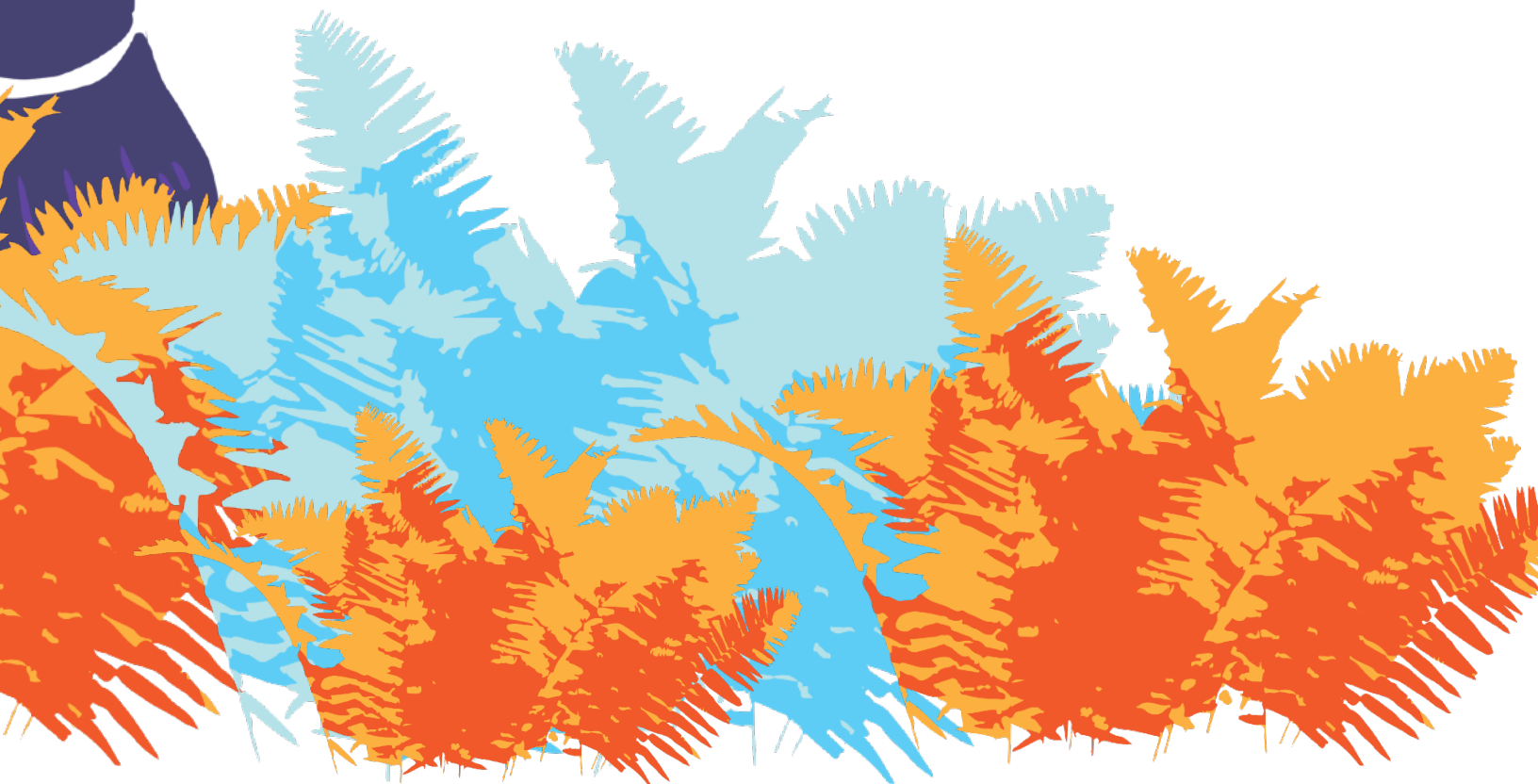




Growing and Evolving

Impact & Outcomes 2020



Dear Friends,

Twenty-five years ago, I walked into YES Institute having endured years of bullying behaviors, coming to terms with my own identity as a gay male and the dynamics of family acceptance and my Catholic upbringing. As I found solace in distinguishing my authentic experience from the expectations of others, I saw an incredible opportunity and a big task ahead – using my voice and commitment to ensure all youth and families have access to YES Institute’s life-changing communication and education work.



*Joseph
Zolobczuk,
Director*



*Umut Dursun,
Director of
Education*

Ten years ago, as a high school teacher, I heard anti-gay and gender-biased slurs everyday. Having served in the US Marines under “Don’t Ask, Don’t Tell”, and later going through a gender transition, fear and the thought of colleagues and students discovering my past kept me silent. Coming to YES Institute seeking resources for my students opened my eyes to the power of authenticity and vulnerability. As someone whose life is dedicated to service, the communication and education tools I gained with YES Institute empower me to lead and make a difference in the world.

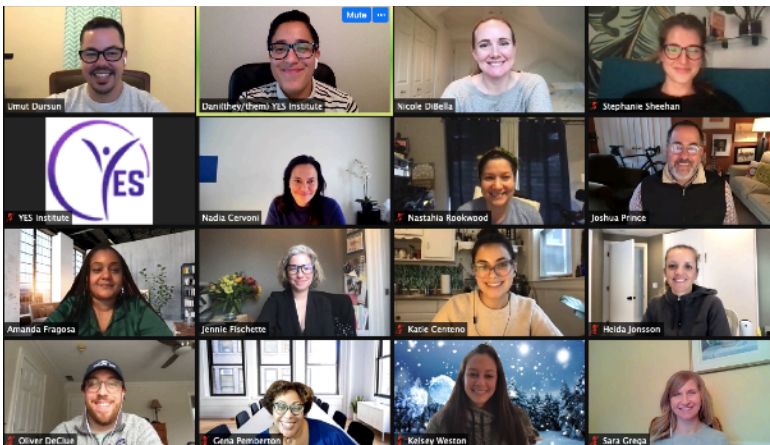
On the cusp of our twenty-five year anniversary, there are so many accomplishments for which to be both proud of and thankful. Since 1996, we have engaged thousands across our community, working to ensure all youth experience safety, support, and belonging. Yet, as noted by authors of a September 2020 *Journal of Adolescent Health* study, the impact of COVID-19 has drastically increased distress. They found youth dealing with gender and orientation rejection are experiencing **“difficulties maintaining mental health, being isolated with unsupportive families, and loss of in-person identity-based socialization and support.”**

During these times of urgency, the rapid adoption of online platforms has increased the accessibility of our work, broadening our reach locally and nationally for English and Spanish-speaking communities. You are a critical part in fulfilling our vision of a world free of youth suicide, violence, and discrimination. **We ask you, where else can you envision YES Institute making a difference?** Through your connections, where can we be invited? Who else could we serve?

In community and partnership,
Joseph and Umut

Communication Toolbox

New course delivers powerful communication tools in 3-hour interactive online learning experience.



DDB Health diversity resource employees based in New York City engage in Communication Toolbox.

Our approach to interaction and education is based on a communication model that effectively engages the entire community, welcoming and including diversity of thoughts and experiences.

Communication Toolbox stems from the distinctions in our signature two-day

Communication Solutions™ course, providing insight into “right vs. wrong” and “us vs. them” dynamics that can lead to breakdowns, interrupting relatedness. Launched in September 2020, the distinctions in this course connect people to a common purpose, even when they strongly disagree. In the course, participants gain practical tools for relating authentically, working across lines of difference, and cultivating environments where all feel seen, heard, and included.

Clients who have experienced Communication Toolbox include:



“I’ve had many difficulties expressing myself with others because I tend to be adamant about my values and force them upon people. I learned I can express my stance while honoring where other people are coming from even if we have different perspectives.” –DDB staff

Communication Toolbox

Sat, March 6, 10am-1pm ET
Sat, April 24, 10am-1pm ET
Wed, June 16, 10am-1pm ET

yesinstitute.org/register

\$75/person

CE hours available



Youth Advisory Leadership Council

Youth members discover their voices, now assisting YES Institute staff at educational dialogues.



YES Institute YALC members co-presenting alongside YES Institute staff for iPrep Academy with Miami-Dade County Public Schools.

Our Youth Advisory Leadership Council (YALC) program provides youth the opportunity to grow by enhancing their leadership and communication skills. Alongside YES Institute staff, three of the twelve YALC members have now co-presented to other peers and faculty at iPrep Academy and MAST Academy in Miami, and Dana Hall School in Massachusetts. Centering youth voices and experiences within our education increases the impact and urgency to address student safety and belonging.

K-12 Faculty and Student Trainings

YES Institute continues our work in both public and independent schools with live online interactive learning.

Despite a challenging year for school communities, education leaders from public and private sectors hosted YES Institute education sessions for teachers and students, including SAFE Program Liaisons from Miami-Dade County Public Schools' Division of Student Services, Psychologists from North Dakota's Bismarck Public Schools, and leaders from independent schools such as Gulliver Prep in Miami.



School psychologists with Bismarck Public Schools in North Dakota receive training through listening and engaging with YES Institute parent speakers from South Florida.

Serving Youth Behavioral Health Systems of Care

YES Institute named lead consultant and educator for Miami-Dade & Monroe system of care on gender and orientation.



Thriving Mind promotes access to effective, accountable, and compassionate care for individuals and families with mental illnesses and substance use disorders. They oversee a safety net of services for uninsured individuals in Miami-Dade and Monroe counties. YES Institute is a contract partner with Thriving Mind, providing continuing education sessions and consultation for their entire local system of care servicing youth and families with diverse experiences of gender and orientation. YES Institute conducted *Achieving Success in the Workplace*, a two-part *Deciphering Gender & Orientation* course, and a customized training for therapists specializing in addiction & recovery.

46% of gay and transgender youth reported they wanted counseling from a mental health professional, but were unable to receive services. –Trevor Project National Survey, 2020

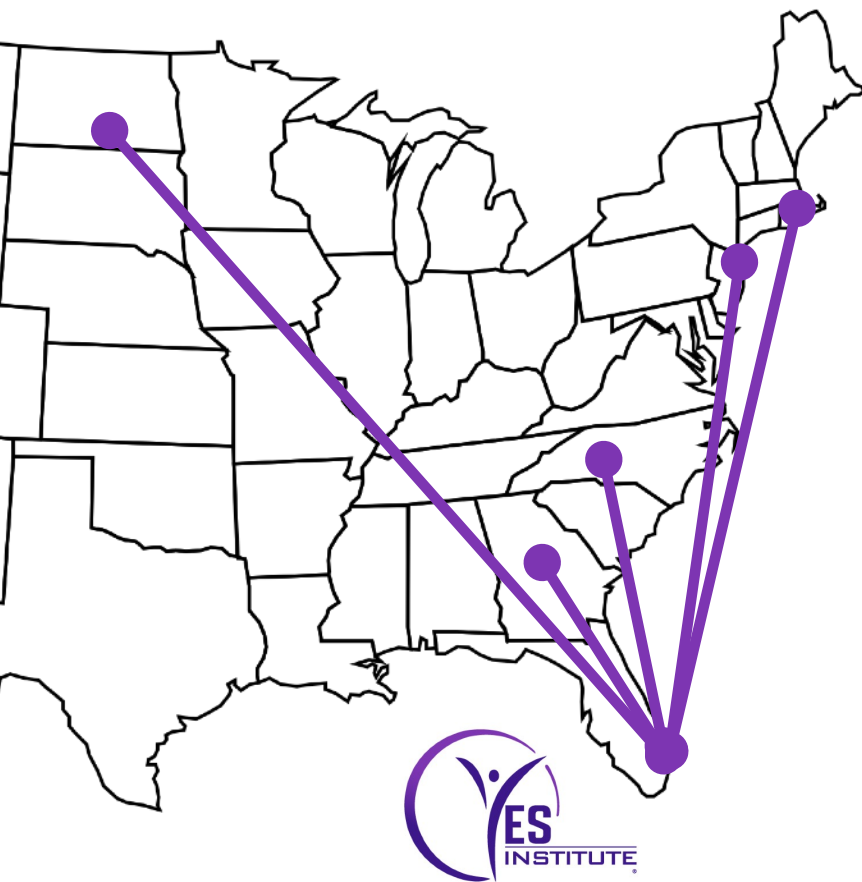
“I didn't expect to learn much as I felt I had a solid foundation on gender and orientation topics. This course provided a great space for people across different communities to engage in really healthy, productive conversations.” –Counselor



Child Protective Investigators (CPIs) conduct investigations regarding allegations of childhood abuse, neglect, and abandonment. Youth dealing with gender and orientation stigma are particularly vulnerable to family rejection, which can lead to homelessness. Miami-Dade CPIs participated in education sessions with YES Institute to understand the



social, cultural, and family dynamics involved with gay and transgender youth.



Interactive online video technology has allowed us to deepen our reach in South Florida while simultaneously providing prevention education to K-12 public and private schools, universities, and workplaces in **Georgia, North Carolina, North Dakota, New York City, and Massachusetts.**



Engagement

6,518 total participants engaged with YES Institute

- 4,014 on Zoom/other platforms
- 2,504 in-person pre-pandemic

189 total education sessions

- 132 educational dialogues
- 15 courses
- 22 Youth Advisory Leadership Council sessions
- 20 open community outreach sessions on Zoom

yesinstitute.org

Students from **Miami-Dade College** Hialeah, Homestead, Padron & Wolfson Campuses engaged with YES Institute during their university classes, and we continue to provide training, education, and consultation to a grant-funded MDC Wolfson student domestic violence prevention initiative.

While **6%** of South Florida high school youth who identify as heterosexual will make a suicide attempt, **24%** of youth who identify as gay, lesbian, or bisexual will make an attempt.

–CDC Youth Risk Behavior Survey, South Florida datasets, 2018 & 2020.

“I had never experienced public conversations on gender and orientation topics and youth safety. This training was absolutely awesome! I learned so much.” – School counselor



HistoryMiami Museum received professional development sessions for their education team on inclusion and diversity topics.

Next Courses

Deciphering Gender & Orientation
 Sat., March 13, 10am–5pm ET
 Sat., April 10, 10am–5pm ET
 Sat., May 22, 10am–5pm ET

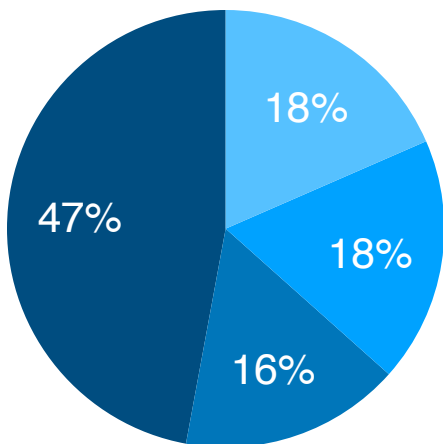
Unconscious Bias in Learning Environments
 Fri., March 26, 10am–4pm ET
 Thurs., June 10, 10am–4pm ET

yesinstitute.org/register



2020 Funding Sources

YES Institute is a Florida registered 501(c)(3) non-profit organization and is committed to the highest standards of fiscal responsibility and financial management. Our financial systems and records are audited by an independent accounting firm annually since our inception. Our 2019 audit has been completed and copies are available upon request. Our PPP loan has received full forgiveness by the SBA.



47% *Kiaora Society of Donors & Professionals Society of Donors*
\$251,863

18% *Foundation & Private Grants*
\$97,000

18% *PPP & COVID Grants*
\$98,700

16% *Fee-for-Service Revenue*
\$87,259



YES Institute has a Gold ranking with GuideStar
guidestar.org/profile/65-0646667

KIAORA SOCIETY OF DONORS

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Inspired? We invite you to share about
our work and invite your friends.

[yesinstitute.org/give](https://www.yesinstitute.org/give)

Generous Giving Makes Our Work Possible

Engaging with Religious Communities

YES Institute partners with churches and synagogues to connect and engage with families of faith. We conducted education sessions with St. Martin's Episcopal School in Atlanta, and Temple Beth Or among several other communities.



Rabbi Robyn Fisher of Temple Beth Or hosted a Hanukkah candle lighting ritual and social awareness evening on gender and orientation topics.

Rabbi Robyn Fisher of Temple Beth Or shares, “The work of YES Institute helps re-infuse positive spirituality into the Jewish experience among youth and families who are struggling to reconcile traditional religious upbringing. When Jewish youth and parents join these community dialogue events, families discover faith leaders and welcoming communities inclusive of their experiences and life journeys. Families from many diverse faith backgrounds also participate in these dialogue sessions. This interfaith work breaks down barriers and builds bridges of understanding, awareness, and shared community.”

Giving with Open Hands and Hearts



Thanks to 81 generous contributors, YES Institute experienced our most successful GiveMiamiDay in 2020, since our first participation in 2016. The Miami Foundation's GiveMiamiDay event is one of the nation's biggest 24-hour annual giving online events. Thank you to all who gave!

We are also thankful to all the community and family foundations who contributed funding for 2020 programs and our overall mission, including The Micky & Madeleine Arison Family Foundation, The Batchelor Foundation, Inc., The William J. & Isobel G. Clarke Foundation, The Coral Gables Community Foundation, The Dunspaugh-Dalton Foundation, Inc., The Miami Foundation, The NE Miami Women's Club, and Our Fund, Inc. We welcome The Irving & Barbara Gutin Charitable Foundation for supporting our Palm Beach County expansion initiative, launching in 2021.

“I am now confident that I will be able to truly communicate, and listen better, with my mom.”
–Communication Solutions™ youth participant

Welcoming All in Healthcare

“On behalf of our entire Bioethics Department, thank you all so much for this amazing presentation that was so informative and will be very beneficial for all our Baptist Health South Florida physicians and healthcare professionals.”

–Rose Allen, DNP, MSM/HM, RN, CHPN, HEC-C



Baptist Health South Florida partnered with YES Institute to offer a CME-approved “Conversations in Ethics” session on affirming care for patients with diverse experiences of gender and orientation. Engaging healthcare professionals across Florida, AIDS Healthcare Foundation initiated YES training opportunities centered on eliminating barriers to medical care. University of Miami Miller School of Medicine invited us to prepare future healthcare professionals to welcome and serve everyone by presenting to second-year medical students and physical therapy doctoral students. YES Institute’s CE-accredited education pairs clinical faculty expertise with authentic patient experiences, thus deepening learning, and contributing to better health outcomes.

Greater Miami Convention & Visitors Bureau Online Training

YES Institute developed and produced video-based training to ensure world-class tourism experiences.



Scene with customer service representative interacting with a gender non-binary visitor.

The Greater Miami Convention & Visitors Bureau (GMCVB) contracted YES Institute to produce a 30-minute live action gender and orientation diversity and inclusion training. The training is now available to the entire industry and general public at: miamibeginswithme.com

Have video training needs on gender and orientation? Contact YES Institute at 305-663-7195.

25 Years of Purpose

1996 – 2021

Vision A community in which all youth are free of suicide, violence, and discrimination.

Mission To prevent suicide and ensure the healthy development of all youth through powerful communication and education on gender and orientation.

This year marks the start of our 25th year of service to community. Stay tuned for upcoming events acknowledging countless volunteers, donors, and supporters who have ensured our mission is vital and thriving.

We thank Ross McCarthy, YES Institute youth intern, for his graphic design artwork featured in this report.

YES Institute

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