



The Source for Knowledge on Gender & Orientation



Impact & Outcomes 2021

2021 Annual Impact Report

Our Vision – A community in which all youth develop as healthy individuals free of suicide, violence and discrimination.

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

Dear friends, requests for our in-person education increased significantly from July through December 2021. Virtual interactive dialogues and courses continue to be sought-after by our partners across education, mental health, medical, and hospitality fields.

In Florida public schools, among the 25% of high school students who identify as lesbian, gay, bisexual, or unsure of their sexual orientation in the 2021 CDC Youth Risk Behavior Survey, 23% attempted suicide – five times greater than their heterosexual-identified peers. Roughly 1.7% of Florida high school students identify as transgender, and national data suggests an even higher risk of suicide. Two years of disconnect from typical school and social interactions is linked to reports of increased depression, isolation, and anxiety among young people.

As we near the completion of our 25 Year Anniversary giving campaign, our work continues to serve a vital role in transforming stigma, rejection, and isolation to inclusion, belonging, and welcome. Consider making a contribution today at yesinstitute.org/give



With high demand for our work, we welcome our newest staff member, Ayari Aguayo, MA, joining as the Leader of Community Engagement & Belonging. Ayari most recently served as Director of Communication and Social Responsibility for the Overtown Youth Center (OYC). During her time at OYC, Ayari fostered community relationships, entrusting families and youth to her care. Ayari also

led gender-based human rights policy efforts in Puerto Rico with the education system and the prison system. She is bilingual in Spanish and English, and oversees our Youth Advisory Leadership Council.

“Ayari is kind, patient, and nurturing, and allows us to make mistakes and learn and grow from them, and to just be our real selves.” –*Youth Advisory Leadership Council member*

Our approach to interaction and education is based on a dialogue and communication model that effectively engages the entire community, welcoming and including diversity of thoughts, viewpoints, and experiences. Middle and high school students report high frequency of orientation and gender-based slurs in their daily educational environments.



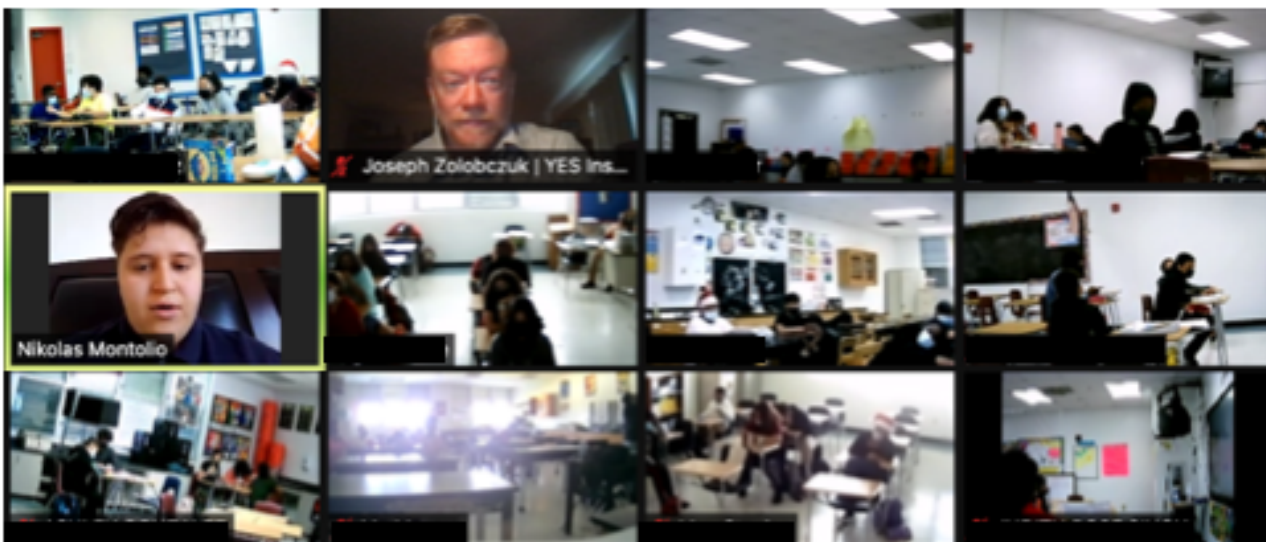
*“At first I wasn’t interested in the assembly, but now I’m glad I went. When are they inviting you back?”...
-High school student*

Faculty and parents at Unity School Delray Beach.

YES Institute was invited by Citrus Grove Elementary School to present to parents in Spanish on bullying prevention with their children. We examined the hidden struggles children carry that can lead to bullying behaviors, so that more lasting solutions to school safety can be discovered. Parents openly shared and were brought to tears by recalling their own struggles with bullying, which provided catharsis and healing.



Citrus Grove school counselor Natalia with YES Institute staff members Ayari and Joseph.



Peer-to-peer student dialogue on bullying prevention for Campbell Drive Middle school.



Miami-Dade College Continuing Education and Professional Development faculty.

Providing gender and orientation awareness education to graduate students who are soon entering their careers can lead to more inclusive healthcare and professional services, reducing barriers to care.



University of Miami Physical Therapy department, School of Nursing, and Child & Adolescent Mood and Anxiety Treatment program invited our team to open dialogues and provide education. We also trained faculty with the Continuing Education & Professional Development program at Miami-Dade College.

Mike Mio, YES Institute Board Member with Umut Dursun, MA.

“Today left a huge impact on me. While I consider myself to be open, hearing personal accounts first hand gives you an entirely new level of understanding. Today encouraged me to be better and do better to ensure that every patient feels supported and appreciated.”.....

..Physical Therapy PhD candidate

The *Journal of Rehabilitation Nursing* published an editorial on building awareness of gender and orientation diverse patient populations authored by Evan McEwing, DNP and Terrie Black, DNP,

with YES Institute Executive Director Joseph Zolobczuk, MS Ed., and education consultant Umut Dursun, MA. The journal article is available at: <https://pubmed.ncbi.nlm.nih.gov/34469091> [Rehabilitation Nursing: 9/10/2021, Vol. 46(5), p. 245-246].





United Way early learning professionals.

Miami-Dade United Way program staff including administrators and teachers in early learning childhood education have experienced a tumultuous two years – juggling the realities of keeping childcare centers available and open for scores of anxious and distressed parents during the pandemic, while managing care of their own children simultaneously. YES Institute provided our Communication Toolbox and Leadership in Action™ professional development courses to equip early childhood leaders with helpful tools to navigate communication breakdowns and generate teamwork and problem-solving among their frontline staff.



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 and self-harm. All Miami-Dade CPIs participated with YES Institute in-person education to understand the social, cultural, and family dynamics involved with gay and transgender youth. Community resource and referral calls to YES Institute from case workers have increased as a result of our sessions.

The Legacy Couples Exhibition, in partnership with HistoryMiami Museum, Miami Beach Pride, and YES Institute, are preserving the heritage of Miami gay and lesbian couples who have celebrated over 20, 30 and even 40 years together. Developed as a two-way conversation between older and younger generations, first-hand audio stories, portraits, and mementos from 14 couples are now historically preserved.

Youth interns from YES Institute were trained by HistoryMiami Museum education staff in how to prepare interview questions and conduct archival-quality interviews. Starting on May 6, 2022, History Miami Museum will house the exhibit at their downtown location and will be open to the public.

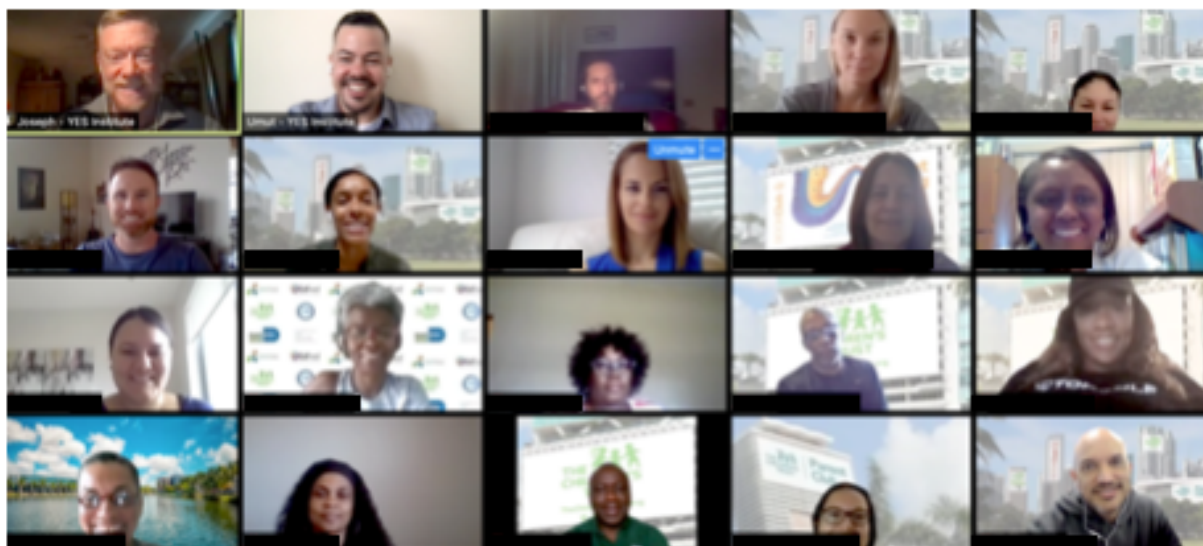


YES Institute interns with HistoryMiami staff and Legacy Couple Kathy & Rachel with their two children.

“Our youth gained valuable knowledge and skills in the interviewing process, walking away with a deeper appreciation for those who opened the doors in our community. Allowing the opportunity for our young people to hear firsthand testimonials from our elders creates bridges and offers strength, hope, and guidance for a new generation.” *—Ayari Aguayo, MA*



Interview with Mark Steinberg & Dennis Edwards by Vic Marti, YES Institute intern for the Legacy Couples project, along with Morgan from HistoryMiami staff.

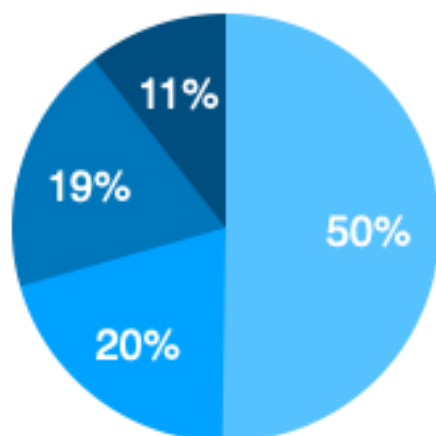


The Children's Trust of Miami-Dade staff experiencing YES Institute's Communication Toolbox virtual course.

Virtual training sessions and a return to in-person engagements allows community partners to access our work with flexibility and convenience. Our total quantitative impact for 2021 includes the following:

5,957	Total Participants Engaged	186	Total Sessions
108	Community Dialogues	146	Miami-Dade County
35	Courses/Trainings	17	Beyond South Florida
22	Youth Leadership Sessions	15	Palm Beach County
21	Community Meetings	8	Broward County

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 have been audited by an independent accounting firm annually since our inception. Our 2020 audit is completed and copies are available upon request.



50% Kiaora Society of Donors & Professionals Society of Donors
\$374.7K

20% Grants & Foundations
\$151.5K

19% Fee-for-Service Revenue
\$140.4K

11% PPP#2 & EIDL COVID Relief
\$79K



[guidestar.org/profile/65-0646667](https://www.guidestar.org/profile/65-0646667)

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Katy Sorenson in Honor of
Lynn Leverett & Lane Park
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We thank our amazing Kiaora Society and Professionals Society of Donors for their incredible support of our mission. Contributions to YES Institute are vital to sustain and build our innovative programs. YES Institute invests 91% of every dollar directly into our educational programs, which means your donation is going directly to support the programs you care about.

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

yesinstitute.org/give

Updated through March 31.

Generous Giving Makes Our Work Possible



YES Institute thanks the Miami Platoon of The Mission Continues, a nonprofit organization connecting US Veterans with local community service projects. Veteran volunteers removed old furniture and carpeting, painted, and rewired our network.

Veterans learned about our suicide prevention work and participated in YES Institute events. This revitalization prepared us to receive our community into welcoming and beautified meeting and course spaces.



GuideWell is a not-for-profit umbrella company for a family of health care advancement organizations including Florida Blue, Blue Cross, and Blue Shield. Each year, regional and statewide competitions are held where innovative nonprofits have 5 minutes to share their solution to a social problem, and respond to 3 minutes of questions before a panel of community judges.

YES Institute was chosen as a winner from nine regional innovative South Florida nonprofits to receive a \$5,000 prize. View our award-winning *Inclusive Futures* video: yesinstitute.org/futures



A total of \$29,743 was generously contributed to YES Institute by 72 magnanimous donors during the 10th Anniversary of GiveMiamiDay. This was our most successful year for participation. We appreciate and thank all of our donors.



Four Seasons staff at Walt Disney World® Orlando Resort.

Our inclusion training for hospitality leaders allows us to reach a broad array of individuals and parents with our unique dialogue and education sessions, which can increase the experience of comfortability and belonging for all guests, families, and employees. YES Institute provided two in-person training sessions for Four Seasons Resort Palm Beach and two in-person sessions for Four Seasons Resort Orlando at Walt Disney World® Resort.

Hyatt Hotels and Concord Hospitality Diversity & Belonging Council members hosted a YES Institute virtual training session for diversity leaders at numerous properties spanning Eastern US and Canada.



Dan Rios with GMCVB 2021 conference attendees.

YES Institute continues our partnership with the Greater Miami Convention & Visitors Bureau (GMCVB). Our groundbreaking online hospitality training has been experienced by over 1,600 participants across Miami-Dade County and beyond.

Volunteer ushers with the Adrienne Arsht Center for the Performing Arts received a gender and orientation awareness training with YES Institute in July. To schedule an inclusion training, call YES Institute at 305-663-7195 or info@yesinstitute.org



Online training is available to the entire tourism industry and the general public at: miamibeginswithme.com

Numerous mental health therapists and psychologists are reporting they are nearly overbooked with clients. Two years of pandemic stressors has led to increased requests for mental health services for all people, including parents who are navigating their children's gender and orientation experiences and well-being. We are thankful to engage with Buxani Counseling Care as they expand their capacity to serve our community. YES Institute also provided a training for Integrity Behavioral Health professionals.



Buxani Counseling Care therapists engage with YES Institute to ensure best clinical practices with parents and youth when gender or orientation are presenting or underlying mental health topics.

Our *Inclusive Futures* Palm Beach expansion initiative includes new community partners Kindness Matters 365.



YES Institute with leaders from Kindness Matters 365.

"I am beyond grateful for the honesty your team shared. The insight into how you approach your work. The WHY behind your commitment. It physically hurts my heart what our children are exposed to in society today. From the moment I had my son, my priorities have been to ensure he always feels loved, safe, and supported, and that he in turn treats all those he meets with compassion, empathy, and inclusion." -Kindness Matters staff