



THE SOURCE FOR KNOWLEDGE ON GENDER & ORIENTATION®



IMPACT & OUTCOMES

ANNUAL REPORT

2022



Mission

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

Dear Friends,

I came to YES Institute about eight years ago. I called them seeking support and guidance about what to do or how to help my 'gender non-conforming' little boy, before I even knew that term. To me, he was a magical little unicorn baby who sparkled and twirled and wanted to wear a dress.



My little human rainbow. A blessing. But from the world around us we were getting the message that he wasn't "normal." **I didn't know how to let him be who he is and keep him safe.** I spoke to staff over the phone, then I came to take their courses and kept coming until I had taken them all. It was my son that led me to YES all those years ago. I came in a Mama Bear and stayed for our youth.

In my naivety I couldn't fathom that not everyone accepts their child. I learned how youth are, or sadly are not, free to be themselves - or perhaps and this hurts this Mama's heart to even say - have to choose between who they are and having a family or being housed or loved or accepted or just safe....or even staying alive.

I am and always will be here because of the indelible pain that suicide leaves. I believe that suicide is a permanent decision often based on temporary feelings and **I believe that YES Institute saves lives in a unique, profound, and vital way.** I am a YES Institute supporter because I believe in the work and the people who deliver it.

I am and always will be in awe of YES Institute's impact and their ability to reach, communicate with, often heal and to always hear EVERYONE. The YES Institute does magic, they just don't call it that.

– *Proud Mama Bear*



YES Institute is grateful to have committed parents who volunteer their time and support to lead empowering conversations for families experiencing similar pivotal moments in life.



“I don’t want to be an Alpha male, but I don’t know how not to be anything other than hyper Alpha.” - Middle School Student

Young Men’s Preparatory Academy

YES Institute led dialogues on masculinity in the private and public sector, with a vast majority of inquiries pouring in from school systems. Miami-Dade County Public School teachers, counselors, and administrators explored the ways in which they relate to their students specifically around gender expectations. One of the teachers shared that they learned how to better support their male students emotionally in ways they had not considered before.

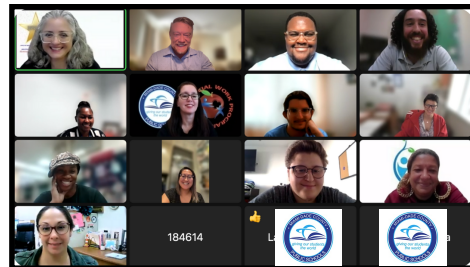
During a dialogue on suicide prevention among Black and Hispanic young men, one youth participant shared that he learned creative ways to reach out to people, noting that certain emotions were viewed as a sign of weakness – even though he desperately wanted to be vulnerable and open up.

At the Young Men’s Preparatory Academy, students shared that discussing their mental and emotional health is incredibly taboo and frowned upon. Being tough, angry, and sometimes violent was far more acceptable than crying when upset.

In-depth inquiry in our dialogues uncovers the correlation between the stigma of mental health and mass shootings through the lens of gender, specifically masculinity.

According to the Violence Project, 98% of mass shooters over the last 50 years have been men.

By examining the constraints of masculinity, participants can become aware of the way gender impacts their lives individually and on a global level.



Miami-Dade County Public School Division of Student Services Professionals

*“I learned that masculinity is ever evolving and the focus needs to move away from toxic masculinity and focus more on positive masculinity.”
- Teacher*



University School in Broward County, FL

School communities often ask what they can do for their students, especially for those who are experiencing bullying behaviors, navigating gender and orientation, and challenges communicating.

YES Institute has been invited to facilitate dialogues to private and public school parents, students, administration, and after-school enrichment programs. Our education team also led multiple bilingual workshops for faith-based parental groups.

Citrus Family Care Network (FCN) is training their staff with a video created by YES Institute on “Inclusion, Cultural Competency, and Best Practices for Youth & Families in Child Welfare Impacted by Gender, Orientation, and Racial Diversity Experiences.”



National Voices for Equality, Education and Enlightenment (NVEEE) Youth Ambassadors

Educational Communities:

- Design and Architecture Senior High School
- George Washington Carver Middle School
- Miami-Dade County Public Schools Division of Student Services
- National Voices for Equality, Education and Enlightenment
- Palmer Trinity School
- Pinecrest Preparatory Academy
- St. Martin's Episcopal School
- United Church of Christ Parents
- University School Middle School
- Young Men's Preparatory Academy

When families call seeking guidance, our team sets-up family meetings to provide tools and resources. Our volunteer parents who have similar experiences, are also available to provide personal insight.

“No sabíamos qué hacer cuando nuestro hijo dijo que era un niño y lo acosaron en la escuela. No puedo agradecerles lo suficiente por estar aquí para nuestra familia.”

(We didn't know what to do when our child said they were a boy and got picked on at school. I can't thank you enough for being here for our family.) - Parent during a Family Meeting with YES Institute's Team



Caleb, YALC member, and Kristen, Caleb's Mom and YES Institute Volunteer & Donor

Our youth leaders gain valuable experiences and use the power of their speaking to create change. Thanks to the partnership with the Broward County Public School district, one of our Youth Advisory Leadership Council (YALC) members voiced their experience around gender-based bullying in their school and has district support in navigating the situation.



Angel Dimitrievski, a Community Solutions Program Fellow with the International Research Exchange

YALC members participated in a workshop on “Disability and Queer Communities in North Macedonia” led by Angel. Youth shared about their own experiences with visible and invisible disabilities, explored allyship, and inclusive practices.

“YALC is a powerful group of people that supports one another. It is a close knit community, a safe environment where you are included no matter who you are. It is a place where we share our experiences and where being vulnerable is a strength.”
- Rachel, YALC Member



Neptune, YALC member, with their former teacher & YES Institute Donor, Michael

We congratulate three YALC Members for entering their first year of college: Neptune is studying English at New York University, Ryan is at University of North Carolina Asheville focusing on Biology, and Abby is majoring in Clinical Psychology at Florida Atlantic University.



Colleges and Universities



Center for the Advancement of Jewish Education

Colleges across North America are reaching out to gain more understanding, practical tools, and resources to support their students in all fields. Student groups are inquiring about the way gender shows up on campus and asking for guidance to navigate challenging situations.

Dialogue Requests:

If you would like to request an in-person or virtual dialogue for your college, class, or department, email us: info@yesinstitute.org

We request one month advance notice.



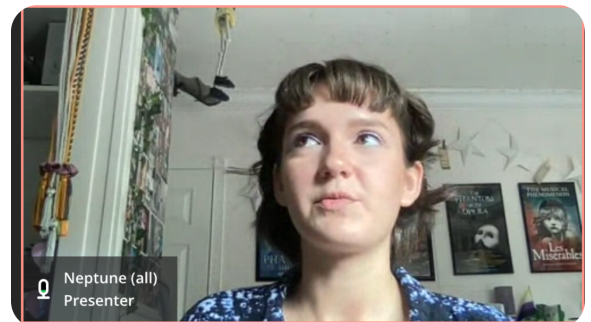
University of Miami Counseling Class

“It was also helpful knowing the services YES Institute provides, as a future practitioner to know who to refer to.” - Counseling Student

Higher Education:

- Albizu University: Counseling Course
- Florida Atlantic University Clinical Social Work
- Florida International University Out Professional Panthers Engagement Network
- Miami Dade College North, Kendall, Hialeah Campuses and Pride Student Group
- Nova Southeastern University Psychology Interns
- University of Georgia, Phi Delta Epsilon Medical Fraternity
- University of Miami Public Health Nursing Students, Undergrad Counseling/ Psychotherapy and Psychology Courses, and Mailman Center for Child Development

“Thank you for being supportive and for being a resource to my clients! The world needs you.” - Therapist



Miami Dade College North Campus

Leading medical facilities and local hospitals are inviting us to Nursing Grand Rounds and Bioethics Leadership sessions.

YES Institute is providing continuing education and consultation with one of the largest healthcare systems in South Florida to create inclusive administrative processes and provide patient affirming care training to frontline workers and administrative staff.



Gender & Orientation Inclusive Patient Care



305-663-7195 office
yesinstitute.org

YES Institute is on the planning committee for this year's South Florida Transgender Medical Consortium in September 2023. With the theme of "Supporting Families," YES Institute is integral to the consortium's organizers. We are sharing resources and providing knowledge and education regarding family needs.



University of Miami Physical Therapy



University of Miami Medical Training

"The session reinforced definitions but more importantly I realized that the YES institute is looking after a wholesome care for an entire community. When we ask a patient, 'how would you like to be addressed or called?', that speaks volumes about how we want to respect and honor them. Trust and rapport can begin to develop when we communicate with respect."
- Nurse in Palm Beach County

Medical Field:

- University of Miami School of Nursing & Health Sciences
- Nursing Grand Rounds Palm Beach & Broward County Professionals
- South Florida clinical and non-clinical hospital staff



Miami Dade College Medical School

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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 our vision and fulfill our purpose.

YES Institute invests 88% of every dollar directly into our educational programs. Our finances are audited annually. We are rated with Gold Transparency by Candid/Guidestar.



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

Inspired? We invite you to share about our work and invite your friends to consider donating.
yesinstitute.org/give

**Donor contributions through
December 31, 2022.**

Generous Giving Makes Our Purpose Possible

Behavioral Health and Recovery

On World Mental Health Day, YES Institute was invited to participate in mental health fairs at two South Florida high schools.

Our team also led a bilingual discussion for parents where they shared their concerns around a notable increase in depression and anxiety with their own children. One mother noted she did not know what to do with her daughter or who to talk to as her self-esteem was worsening. YES Institute was there to directly link her to community resources.

Our Executive Director, Joseph Zolobczuk shared his thoughts on the mental health impact from the Club Q shooting with the Miami New Times. "We hear from therapists because we work with, train and refer a lot of our youth, parents, and families to mental health therapists. They are all overbooked."

YES Institute is now serving on the Recovery-Oriented System of Care (ROSC) steering committee through Thriving Mind South Florida.

ROSC is a wellness-focused framework of care that centers the whole person and their strengths.

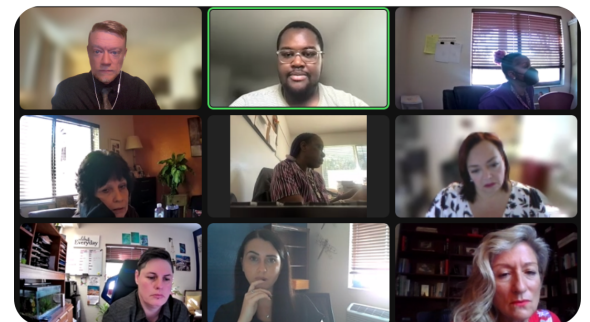
Behavioral Health:

- Arch to Freedom
- Chrysalis Health
- Family Center for Recovery
- Florida Association of School Psychologists (FASP)
- Thriving Mind South Florida



World Mental Health Day at Pinecrest Preparatory Middle School

"I can absolutely empathize with parents' reactions for safety. I also want to just remind people, given the suicide and bullying statistics that we have, youth are also not safe if there isn't a place that works for families and communities to have discussions about these topics." - Joseph Zolobczuk, interview on WLRN (December 6, 2022)



Family Center for Recovery

Hotlines:

9-8-8 National self-harm prevention hotline

Trevor Project: **866-488-7386**

Black Lifeline: **800-604-5841**

Trans Lifeline: **877-565-8860**



Grove Bank & Trust

Companies are seeking to create inclusive and welcoming workplaces for their employees. To strengthen company culture, YES Institute is being requested to lead more corporate trainings and facilitate our Communications Toolbox, Leadership In Action, Inclusive Workplaces and Unconscious



Center for Children Youth & Justice

“I see the value in expressing my own vulnerability first as a way to open the door for others to express their feelings.”



Greater Miami Convention & Visitors Bureau

Organizations and Companies:

- Accenture Technology
- Catholic Charities’ Unaccompanied Refugee Minors Program
- Center for the Advancement of Jewish Education
- Center for Children Youth & Justice in Seattle
- Equinox Fitness
- Family Resource Center
- Greater Miami Convention & Visitors Bureau
- Rave Mobile Safety
- United Way Miami

2022 End-of-Year Reach

5,949 people

including students, parents, and professionals who attended YES Institute education sessions

172 sessions

delivered virtually, in-person, or in hybrid formats

41% increase

intake calls for mental health, peer and family support, and medical referrals, compared to 2021

Upcoming Courses

yesinstitute.org/upcoming-courses

Continuing Education units available

Deciphering Gender & Orientation

via Zoom

Saturday, April 1

9am-2pm ET

Communication Toolbox™

Hybrid: In-person and Zoom

Saturday, April 29

9am-2pm ET

A Communication Called “Bullying”

via Zoom

Saturday, May 20

9am-2pm ET

We appreciate you, Roxy!

“The moment I stepped through the doors of YES Institute it was a feeling of being free to be me and that is a gift I want to give others; the support, tools and courage to be themselves.” - Roxy Sora, Board Member, Immediate Past Chairperson

Roxy’s vision for families to communicate authentically and effectively ensuring that there is always love and affinity present has directed the vision of the organization and inspired those around her into action.

Roxy has served as a volunteer and Board Member at YES Institute since 2011. Roxy’s wholehearted commitment to our mission and fervent leadership led her to become the Board Chair for the past seven years.

On behalf of YES Institute’s community, we thank you for your service, guidance, and stewardship as Chairperson.



305-663-7195

yesinstitute.org

info@yesinstitute.org

5275 Sunset Drive, Miami, FL 33143