



THE SOURCE FOR KNOWLEDGE ON GENDER & ORIENTATION*

Impact & Outcomes

Annual Report 2023



Our mission is to prevent suicide and ensure the healthy development of all youth through powerful communication and education on gender and orientation.

South Florida high school students who are stigmatized or rejected due to their experience of orientation and gender are at high risk of self-harm:

- **6%** of heterosexual youth make an attempt;
- **24%** of gay, lesbian, bisexual youth make an attempt;
- **31%** of transgender youth make an attempt.

YES Institute focuses on the root causes of rejection. Crisis hotlines, medication, and Baker Act facilities have a necessary role in emergency situations. YES Institute coordinates with therapists to immediately engage families with prevention education and support. YES Institute asks, “What message or communication is having youth and young adults feel they don’t belong, and are not loved?”



Martha Fugate, Co-founder of YES Institute, engaging with participants.

“The course emboldened me as the dad of a gender non-conforming child. I now know I am not alone. I am now better equipped with communication skills to have the courageous conversations with my extended family and parents at my child’s school.” –Father

YES Institute conducts Communication Solutions™ annually in January, a profound two-day course where participants discover for themselves how powerful they truly are in this world, and the difference their authentic voice can make for youth safety and well-being. Principals, teachers, and administrators from a private school in Minnesota traveled to Miami to experience the course, as well as national non-profit leaders and board members of various organizations learning new tools to better communicate with their teams and communities. Therapists sought to renew dialogue practices and provide more resources to their clients.

*“I’ve been arguing with people who may just want to be heard. I’m definitely going to work on being with others authentically, acknowledging their points, and give the gift of generosity.”
–Participant*



Attendees practicing listening skills.

YES Institute creates access and openings for families to fully understand and learn about gender and orientation. Families can participate in our educational courses, receive linkages to other community resources, register their children in our youth empowerment programming, obtain appropriate medical and mental health referrals, as well as peer support.



Mom Ellie Cano (second from right) with her family and friends.



Moms Kristen and Naomi (center) with their children.

"My child wouldn't be alive today if it were not for the help we received from YES!" –Tori, YES Institute volunteer and parent speaker

In 2022, YES Institute received 75 intake calls seeking support. Last year, the number of calls rose to 153. Parents call to understand what their child is experiencing, while others are seeking safe environments for their children to be the full expression of their authentic selves.



Milagros & Yvonne with family at a YES Institute Bowling Tournament fundraiser.

"The Our Fund Foundation put us in touch in 2020, when my daughter first told me she was transgender. YES Institute was very helpful, and I continue on my journey of learning with your courses. I am thrilled YES Institute provides educational opportunities." –Broward Mom

Isabelle Camille first connected with YES Institute over a decade ago. She is publishing a book titled, "Sole's Mom" a memoir about her journey as a Haitian-American mother and the difference YES Institute made in rediscovering unconditional love.



Umut Dursun, Sky and Sky's mother Isabelle Camille, with YES Institute staff.

Youth Belonging

“The single most powerful impact from YES Institute was learning the fact that I’m not all alone. I have something in common with the people here. It made me feel like I belong.”
–Youth Leader

When our team facilitates dialogues on gender, skin color, and orientation, youth who openly identify as non-binary and/or transgender have shared that finding connections within the community has become incredibly challenging and necessary. Their experiences range from feeling misunderstood, being mis-gendered, and regularly outcasted for being themselves.

“YES Institute made me think about the norms and boxes created by us as a society and how it affects our daily lives.”
–High school student

A majority of our high school after school program and summer camp presentation requests were for education on resilience, empowerment, and community. YES Institute also shares mindfulness and mental health self-care practices.

“I realized that I shouldn’t be afraid to open up and reach out when I’m feeling stressed. There’s always someone I can talk to and there’s an amazing community at YES Institute!”
–Youth leader



University of Miami First Star Academy for high school students.



Breakthrough Miami Schools & Mosaic Miami Panel on inclusion.



Trevor Day School K12 all grade level class presentations in New York, NY.



Urban League of Broward County Teen Conference on bullying prevention.



Trevor Day School K12 faculty and staff training in New York, NY.



Unitarian Universalist Congregation panel on gender and faith.



University of Hawaii undergrad class.



Miami Dade College Honors Program.



Unitarian Universalist Congregation of Miami Social Justice Committee.

“Today we learned about gender concepts and about some of the ways that sexism impacts everyday life. It was really interesting to get to hear other people share experiences that were either similar to mine or dramatically different.”

–Trevor Day Upper student

YES Institute serves school communities and faith leaders by initiating powerful conversations and education, including:

- Breakthrough Miami Schools & Mosaic Miami Panel
- Broward Sheriffs Office Juvenile Diversion Program
- Catholic Charities Children's Village Unaccompanied Minors
- Miami Children's Museum Rainbow Family Celebration
- Miami Dade College Honors Program Homestead campus
- Miami Dade County Public Schools: SAFE Liaisons and Division of Student Services
- Parenting With Pride Florida
- St. Thomas University Undergrad psychology class
- Trevor Day School (NYC)
- Unitarian Universalist Congregation Miami
- United Church of Christ Pinecrest congregation
- University of Hawaii undergrad
- University of Miami First Star Academy program
- Urban League Broward Student Bullying Prevention



St. Thomas University health psychology class.



South Miami Psychology Group.



Pinecrest Preparatory Academy Middle & High School Mental Health Fair.



Care Resource healthcare center.

"You all are a Godsend, it's hard to find organizations like yours in Florida." –Therapist call seeking medical resources for their client after attending a training at YES Institute

Mental health agency staff and university psychology students served include:

- Care Resource Miami & Broward
- Nova Southeastern University School Psychology program
- Pinecrest Preparatory Academy Middle & High School Mental Health Fair
- South Miami Psychology Group
- St. Thomas University health psychology class
- University of Miami counseling classes

"I appreciated learning about how to support clients within the public school system. Thank you for the information and making an impact in the community!" –South Miami Psychology Group therapist

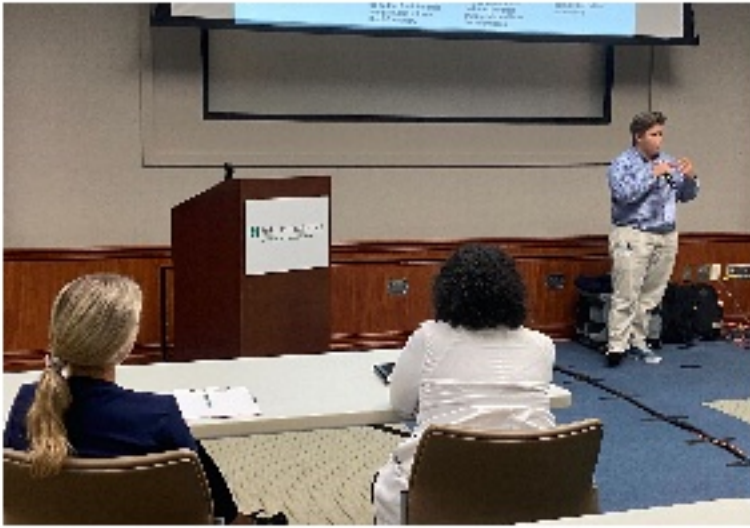
Hotlines

Miami-Dade 24Hr Mobile Crisis Unit
1-800-435-7968

Trevor Project 1-866-488-7386
thetrevorproject.org/get-help

Trans Lifeline 1-877-565-8860
translifeline.org

Blackline 1-800-604-5841
callblackline.com



Baptist Health South Florida Bethesda East Hospital patient-centered care inclusion training.

Hospitals and professional medical training programs regularly invite YES Institute to present continuing education, including:

- Baptist Health South Florida
- Cleveland Clinic Florida Nursing Grand Rounds
- Nova Southeastern University College Of Osteopathic Medicine
- South Florida Transgender Medical Conference
- University of Miami Miller School of Medicine First Year medical students
- University of Miami Public Health and Nursing students

“Thank you very much. This was the best presentation I have attended so far discussing these topics. Education is crucial at all levels!”

–Baptist Health South Florida Registered Nurse



Neurodiversity staff training with UM & NSU Center for Autism & Related Disabilities Center (CARD).

“I wished this training was longer! The best emerging practices were very helpful in getting more comfortable with today’s cultural landscape.”

–Baptist Health South Florida South Miami Hospital Leadership team member



Baptist Health South Florida South Miami Hospital clinical CE leadership presentation.

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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 87% of every dollar directly into our educational programs. Our finances are audited annually. You may review our IRS Form 990s here: <https://yesinstitute.org/finances/>



We are rated Gold by Candid/Guidestar.

<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, 2023.**

Workplace Inclusivity



Danone Miami leaders with YES Institute education team members.

From global corporate conference workshops to local business trainings, our team is digging deep into inclusion, belonging, and psychological safety in the workplace.



Claire Tolman, MEd., YES Institute Education Specialist, at Danone Miami.

“The YES Institute session was a great lesson of humanity, resilience, and trust in life against all odds.” –Circana staff

YES Institute facilitates conversations by setting the context through the lens of our shared humanity, where participants bring their whole selves, all viewpoints, and beliefs, centering learning over perfection.

Workplace clients served include:

- Amplify Mi Gente ERG
- Baptist Health South Florida
Bethesda Hospital: Diversity & Inclusion Committee, Patient Care Staff, Human Resource Managers (Palm Beach, FL)
- Baptist Health South Florida
South Miami Clinical Leadership
- Center For Children & Youth Justice (Seattle, WA)
- Circana Pride ERG
- Port Discovery Museum (MD)
- Danone Miami
- Disability Rights Florida
- HistoryMiami Museum
- Kindness Matters 365
- FLVS Praxity Conference (AZ)
- SAP Miami Lunch & Learn
- Teach for America Florida
- University of Miami Human Resources



SAP Miami with YES Institute.



Kindness Matters 365 nonprofit leaders.

What can companies and organizations do to create a respectful environment for their employees and clients? YES Institute receives requests from companies and hospitality industry leaders who see these challenges as opportunities for learning and growth. A 2023 Center for American Progress survey shows 50% of respondents who identify as gay or transgender experience discrimination at work.

“I learned best practices for interacting, communicating, and hosting the Pride tourism community.” –Hospitality leader

The Greater Miami Convention & Visitors Bureau has developed a dynamic educational offering in partnership with YES Institute to enhance the service experience of tourists and guests.

WORLD-CLASS CUSTOMER SERVICE IS OUR PRIORITY

MIAMI BEGINS WITH ME

GREATER MIAMI AND MIAMI BEACH NEEDS YOU TO KEEP OUR VISITORS HAPPY AND OUR TOURISM ECONOMY STRONG.



Designed for multiple levels of hospitality professionals, the “LGBTQ+ Sensitivity & Awareness” training offers best practices for welcoming and including lesbian, gay, bisexual, transgender, and gender nonbinary visitors, and their families, to the Miami region. For more information, email us: info@yesinstitute.org



Hospitality professionals attending Greater Miami Convention & Visitors Bureau and YES Institute training.



AC Hotel Miami Beach, a Marriott property, hosted “Miami Begins with Me” LGBTQ+ Sensitivity & Awareness training conducted by YES Institute.

2023 Impact

5,556 people

including students, parents, and professionals who attended YES Institute educational dialogues and courses

170 sessions

delivered virtually, in-person, or in hybrid formats

Double the amount

of intake calls for mental health, peer and family support, and medical referrals, compared to 2022



THE SOURCE FOR KNOWLEDGE ON GENDER & ORIENTATION*

2024 UPCOMING COURSES

**DECIPHERING GENDER &
ORIENTATION**

**SATURDAY, FEBRUARY 24, 2024
9AM-1PM**

LEADERSHIP IN ACTION

**SATURDAY, MARCH 9, 2024
9AM-1PM**

**A COMMUNICATION CALLED
"BULLYING"**

**FRIDAY, MARCH 22, 2024
9AM-1PM**

COMMUNICATION TOOLBOX

**SATURDAY, APRIL 13, 2024
9AM-2PM**

UNCONSCIOUS BIAS

**SATURDAY, MAY 18, 2024
9AM-1PM**



YES Institute offers groundbreaking communication and educational courses guided by leading research and a spirit of inquiry.

Our courses are offered in-person at the YES Institute Education Center in South Miami and simultaneously via Zoom.

FOLLOW US:
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