Strategies for Centralizing the Voices of Young People of Color in Anti-Violence Work

February 26, 2018

Captioning Transcript:

>> Welcome to today's webinar, which is titled strategies for centralizing the voices of young people of color in antiviolence work.

This is presented by Futures Without Violence in partnership with the -- at the family and youth services bureau.

The webinar will be 90 minutes long and is being recorded.

The recording link, presentation slides, and closed captioning transcript will be emailed to you after the webinar.

Thanks so much for joining us today for what is hopefully an informative and engaging presentation.

Before we get started, I'm going to hand you over to Mie who is going to let you know what kind of technology we have available.

>> Thanks, Jennifer.

So I want -- I'm a senior program specialist at Futures Without Violence in the children and youth program.

You.

>>> Listen through your computer or your phone.

If you join us through your phone, please dial the number on your screen, 1-800-832-0736.

And enter the conference room number, which is 7404927.

And pound.

Everyone's line will be muted.

Some of the other features that we'll be using today is the chat box, which is a lot of you have been using already to introduce yourselves.

Thank you so much.

Looks like we have a bunch of different people joining from different parts of the country.

Very exciting.

So I should be on the right-hand side of your screen.

This is what we'll be using to communicate with you.

Sometimes questions pop up in real time, so please put that into the chot box and we'll log it and put it into the queue.

Our goal is to answer as many questions as possible by the end of the webinar.

We also have a closed captioning box today.

It should be a also bit underneath the chat box.

The captioning box has an auto scroll feature, so as the captioner types in the text, it should scroll down.

If you would like to look through past text, all you have to do is scroll up to look at what was typed in previously.

Once you do that it disabilities the auto scroll feature.

There's a box that says auto scroll, and if you click on that it will start to auto scroll again.

If you have any technical difficulties throughout the presentation, please send me a private chat.

In order to do that, you click on the little drop-down menu on the chat box on the top right corner, and click on the start, private messages with hosts, and you'll get me.

If you have problems with the system itself, please call adobe tech support, 1-800-422-3623.

And I know that was a lot of information, and I will be putting all of that into the chat box so you can reference it later.

And for folks who join us a little bit late.

And I think that's -- one other thing, at the end of the webinar we'll prompt you to answer a short survey.

Please take a couple minutes to answer that, and we appreciate it.

And I think that's it for tech, and I'll turn it back over to Jen.

>> Thanks so much, Mie.

So before we introduce our brilliant presenters today, I want to briefly go over the promising future capacity building center.

The center provides support and technical assistance to the network of domestic violence state coalitions and local community-based programs enhanced sevens for children and youth and abused parents impacted by domestic violence.

The center is an expansion of our current promising future website that serves as a clearinghouse of evidence and practice-based interventions and resources.

The center part of the domestic violence resource New York and more information will follow after the presentation.

Please visit our website for more information.

Now let's get to our presenters.

First I would like to introduce Alesha ISTVAN.

She has over 12 years of experience working to end gender based violence and has a passion for integrating program planning, organizational management, research, and evaluation.

Broir to joining Break the Cycle, she worked as a prevention director at the Texas council of family violence.

Next, Lady Anderson, a community engagement advocate at the Northwest network for bi, trans, lesbian, and Gay survivors of abuse.

In this role she coordinates love plus, as well as the Puget Sound Teen Dating Violence Coalition.

Over the last 11 years, she's served as community organizer, legal, medical, and youth advocate throughout the county.

Committed to cultivating the self-actualization, self-determination, and leadership development of people that hold marginalized identities, lady has recently focused engaging with Black and Brown T/GNC communities.

It is my pleasure to introduce our presenters and hand it over to Alesha to get us started.

>> Thank you so much, Jen.

I'm excited to be here this afternoon or morning early evening, depending on where you are, and looking forward to getting into this presentation, and also hearing from you guys.

So I'm going to go ahead and go through my portion of the presentation.

Please feel free to pose questions as I go.

And otherwise I'll try to keep -- I'll try to keep up with your questions as much as possible.

So my part of the presentation is titled real talk, supporting queer youth of color.

I'll talk a little bit about the project, but before I do that, just really quickly coming from Break the Cycle, Break the Cycle is a culturally affirming national nonprofit whose mission is to inspire and support young people to build healthy relationships and create a culture without abuse.

We are an organization that works directly with young people and with adults to create this new culture.

So we do apply an intergenerational approach toward community partnerships, and this is intentional action around ending gender-based violence for young people.

Just really quickly in terms of our work, we not only provide educational opportunities for adults and young people, but we do some leadership engagement for young people around our let's be real movement.

But we also provide direct services to teens and young adults ages 12-24 in the DC area, survivors of dating violence and sexual violence.

So I wanted to just briefly say that.

And then I will get into my presentation itself.

So just really quickly, what are we going to do?

I'm going to talk a little bit about the background of this particular project, and what the point of it was, I'll talk a little bit about the way that we structured our listening sessions, focus groups, whatever you want to call them.

We used a structure called real talks that is part of our work with young people.

And then I want to talk a little bit about some common themes and the young people themselves, and some take-aways that we got that I feel would be particularly helpful to our work as a movement.

Working to end violence with young people.

So, some background.

In march of 2017, Futures Without Violence commissioned Break the Cycle to conduct a set of focus groups.

The realities of queer and trans youth of color, with a particular interest in the experiences in their experiences with dating and domestic violence.

So using what I'll talk about, what we've been given innovative approach of facilitating real and organic conversations, the Break the Cycle team, and they are not the team that did the work, TAhanji and

Reece are not on the presentation with me, but they did -- they actually talked to the young people, using the structure.

They worked to build some new partnerships with some local organizations that support queer youth of color.

And provided an opportunity for the young people to talk, speak openly and honestly about their lives.

And we learned quite a bit along the way.

So our real talk sessions were conducted in Washington, DC, Dallas, Texas, and Los Angeles, California.

So the report that is in the process of being finalized outlines some key take-aways from the project.

And also outlines some gaps -- continues gaps in our knowledge base, and serves to provide some suggestions for supporting mainstream organizations in their work with young people in their communities.

And I'll talk a little bit about that in this presentation today.

Break the Cycle conducted a series of listening sessions, these real talk sessions, and we analyzed findings for this project between march and September of 2017.

in addition to our partnership with Futures Without Violence, our partnerships with our local community organizations were particularly important to completing the project.

The staff at Futures, Mie who is on the call, checked in with us regularly and provided valuable comments and suggestions throughout.

And then the young people we talked to were connected to these local organizations who we either had preexisting relationships with, or organizations that we were able to go build relationships with.

In L.A. we partnered with the Los Angeles LGBT center, in Dallas, Texas, we partnered with youth first resource center, and in Washington, DC, we partnered with smile, supporting and mentoring youth advocates and leaders, all local organizations that have either the entire organization are specific project or programs within the organization supports specifically queer youth of color.

So that's a little bit about the background.

What was the reason, or what was the point behind this project?

So the goal of the project were twofold.

First, it was supposed to identify the unique attitudes and experiences of queer and trans youth of color, and second, it was to share their experiences and voices so that domestic violence and other youth serving organizations would be able to understand better their vulnerabilities, as well as their resiliency in the face of violence.

So for us this was a really exciting and important project.

We know that in the field of domestic and dating violence, mainstream organizations have too often used young people as the poster children for their causes.

And this dynamic can be disempowering and leave young people feeling unheard or silenced.

In service of our goals, or the goals of -- well-meaning, well-intentioned adults wanting to support young people can also leave them feeling unheard or silenced.

Queer youth of color are particularly invisible within this context.

Only for the most part being asked to participate in very structured environments, where they may have no say on the flow of a conversation.

So the research around working with queer youth of color has talked about the way we -- identities of young people of color, assuming their experiences of identity is limited to the ones we have outlined and we forget the complexities of their lived experiences as whole people with multiple identities occurring at the same time.

So what this can mean is that even when our goal is to understand their lives in order to support them more comprehensively, their holistic selves can remain invisible, and we can miss the mark on what these young people really need from us and our organizations.

The lack of knowledge and awareness around dating violence as it relates to queer and trans communities limits the quality of support available to them.

As I mentioned, the way to combat this, we looked at the two goals as ways that we wanted to combat that ongoing issue.

Through this process we heard the stories of queer and trans youth of color.

We focused on their lived realities as they relate to their relationships, their families, and communities, as well as their context within society as a whole.

Just a quick note before I continue on LGBTQ versus queer, at the beginning of this project we used LGBTQ to describe the potential participants, and then after receiving feedback from some of the young people that were participating, we actually switched our language to capture what they were telling us.

So instead of using LGBTQ, we started using queer and trans specifically to describe young people as a more all-encompassing inclusive description.

As one young person told us, using LGBTQ forces us to identify with one of the letters.

So we moved away from that.

On another note, that doesn't mean that that's the case for all.

We just made that decision based on the specific young people that we were working with.

Okay, so a little bit about the structure that beused to talk to the young people.

Break the Cycle Real Talks are open, honest conversations about relationships that help us learn about the dating realities of young people while providing -- allowing us to provide them education and resources.

The conversations are set up to be casual and guided by the energy of the group.

Each session begins with group agreements and questions are pick at random by participants.

Real Talk goals include providing a space for young people to lead conversations about the good, the bad, and the normal in dating and relationships, it is another goal to generate holistic conversations between young people in a space that is created for and led by them.

Providing a space for the young people to talk without fear of being judged or influenced by adults.

Another one of our goals is to build on the lived realities of the young people that we talk to in order to determine effective engagement strategies, and time prove the overall approach of youth organizing towards our goals of building this culture of healthy relationships.

The participants in the real talk sessions as I mentioned before, were connected with established LGBTQ community centers.

All the participants were young people between the ages of 13-24 who identified as queer or trans, or didn't disclose.

The majority of the participants were under the able of 18, and all identified as people of color.

And when we use the term "people of color" here, this included young people of African-American, Latin, or Asian descent.

In terms of the differences between the groups that we talked about, although the Dallas program was fairly diverse, most of the participants still lived at home and had a lot of support from their families.

On the opposite side of the spectrum, the young participants we talked to in L.A. and in Dc were currently living at the center or most of them had run away from home.

In the L.A. center specifically, the majority of them were transplants from other parts of the United States.

And were on the older end of the able range.

So we saw some differences in between the groups, really seeing the Dallas group, they're growing up in more supportive family dynamics, whereas the L.A. and DC group, not so much.

So this did have a real impact on the kinds of responses that we received.

In line with the Real Talk models I just talked about, all of the question were modeled to create an open and casual space.

So that the young people were inclined to participate.

So even though we had a particular purpose for what we wanted to do, we also wanted to set the intention that the information and the way that the information came out would be guided by the young people themselves.

So what does this mean?

It means we included language that didn't feel like an interrogation.

And we also included topics that would be considered fun to discuss.

So we talked about sharing experiences around first crushes, musical interests, celebrities, these topics helped us develop a comfortable relatively safe space for young people to talk.

And then for the facilitators to begin actively engaging without taking up too much space in the room.

So some common themes present in all of the sessions, the things that kept coming up across the board.

Most if not all of the participants expressed the need for adult support.

Lots of young people wanted adult support, but they wanted adult support that took them seriously, that listened to what they had to say.

And didn't assume they didn't know what they were talking about.

Most if not at of the participants showed knowledge about dating abuse and discussed places where we need to go deeper and think about the nuance answers of these experiences of the one of the things that benoticed and that we continued to talk about is that young people know what dating violence is.

They know what abuse is.

And the reality is they are looking for these tools that we can provide them, and it is not so much that we need to continue to educate young people about what dating violence is, but we -- we need to go deeper.

Another common theme that came up was shared stories of discrimination and limitations because of their cultural backgrounds.

So like I mentioned, this is most of these young people were clear young people of color, and so they talked about their experiences in the criminal-legal system, they talked about their experiences of racism and homophobia in their communities.

And they talked about their experiences of being seen as one and not the other.

And so just really outlines the -- a more comprehensive view of the lived experiences of these young people, and why it's super important to take their whole selves into account as we think about this work.

And then finally another common theme that we saw was that the young people expressed interest or experience in leadership within the movement to end violence.

And as we continue to think about our work with young people and engaging young people, recognizing that young people, they know a lot more than we give them credit for, and they're ready to take on leadership roles, and what does it mean for us to step aside and let some of that happen.

I'm going to go ahead now and jump into, talk a little bit about the common themes.

I'll talk a little bit about the take-aways.

So these take-aways are really associated with -- for us, where do we go from here?

Now that we've gotten all this good information from young people, what can we in our mainstream organizations continue to do to support these young people to heed what they are asking of us and to take -- to allow them to take some leadership?

The first take-away we found, again, this is also -- this is also a learning experience for Break the Cycle as we did this work, and so some of it is selfishly some take-aways that we had as an organization as well.

The first one is be in community to learn from community.

So while lots of our organizations tend to say that being in community matters, in practice, as mainstream organizations, we do find it difficult to do this regularly and intentionally.

Even as we at Break the Cycle plan for the Real Talks, the -- in our method of recruitment, they connected with community ORGS, we hosted the conversations in their spaces and we're invested in getting to know their small communities and all the dynamics involved.

This is where we were most successful in the number of participants as well as the level of responses from participants.

On the flip side, we also attempted to recruit participants to visit a central location.

For example, like Break the Cycle offices, to host these Real Talks.

And we did come up against several barriers.

Young people did not, could not travel to our offices, and were less likely to chat openly with us in an environment that was unfamiliar.

When we think about where we talk to young people, or how we talk to young people, it's also important to think and consider where.

Operating within the world of the participants meant that we couldn't simply create a space that worked for us.

We also needed to be able to model their lived realities and the spaces they were most comfortable in.

So to this end, we did not ask participants to identify their gender and sexual expressions.

This didn't affect their participation.

It was important for us to advocate for environments that mirrored their realities, and that reality is that not every young person present identified or chose to disclose their identity, even if they were in this space specifically.

This take-away, of course falls -- it's not enough to open your space for community members, particularly young queer youth of color to participate.

We must be flexible, work on their time, and operate in places where they feel most safe.

Keeping in mind, these young people, especially these young people who are part of communities of color, have experienced all kinds of people looking to help or learn about them.

Some less than others.

Being intentional about how we engage these young people who are some of the most vulnerable in our society is absolutely essential to providing the most authentic and honest support.

So the second take-away that we had, the second take-away that we had was no jumping in and out.

An important aspect of these Real Talks and the work that we did with these young people is that we did not want to just come in there live, get information from them, and leave.

Many of the participants were really engaged with the conversations and were sad they had come to an end.

So we were prepared for this, we realized we couldn't just say goodbye.

We provided opportunities for continued conversations and leadership by connecting them with Break the Cycle youth-led movement, and this allowed them to have an ongoing platform to continue to talk to one another, and with us, about the issues most important to them.

So for us the take-away here was that any organization hoping to work with young people in prevention or intervention should be able to provide opportunities for engagement over and above providing a service hosting a listening session, or doing a presentation.

This shows a long-term investment in the lives of these young people, and their communities, and is crucial to creating lasting change that prevents and addresses relationship and systemic violence.

Furthermore, these opportunities should be meaningful and intentional and showcase actual faith that young people can make decisions over their own lives.

The third take-away that we had was a bit of an interesting one.

As we hosted conversations across the country, we noticed that there were these different trends that came up.

And in these ones in particular, religion and spirituality were particularly important.

Most participants talked about religion being a major part of their lives, while some of them were actively members of accepting -- of accepting churches in their communities, particularly in the Dallas area, many of them were not.

They maintained some level of spirituality and religious practices, even as they were discriminated against for their identities.

So for those who are able to participate in the religious home that accepted them, their church groups provided spaces for their leadership and personal growth.

For those who found their original religious spaces to be unwelcoming and hostile, they still maintained a level of spirituality and religious consciousness that helped them navigate the world.

Though they felt conflicts between religion and their queer identities, they were able to develop these really interesting and complex understandings of what was going on for them.

And so, again, in terms of the take-away for us, mainstream organizations, what we realize, we are -- we do need to dig deeper into the dynamic of religion and spirituality and how it relates to queer youth of chloride advertise and activism.

It's not enough for to us talk about gender norms and expectations outside of the strongly held religious and cultural beliefs of a young person.

Creating spaces where they are unable to pull upon these beliefs that can be a core part of their identities is a significant gap that needs to be addressed.

The field must begin to identify religious and spiritual arenas along with others for engagement and further conversation.

There's a question here from Maria, how did you all bring this up and handle conversations related to religion and spirituality?

That's a great question.

Again, most of these conversations, it was dlsh was no question because we didn't anticipate this coming up, there was no question about religion and spirituality.

But what we noticed is that as the young people were answering other questions about how they learn about dating, or how they handle violence in their home, or how they handle violence in their community, religion and spirituality just kept coming up.

And when we talked about some of the -- where we asked about some of their barriers towards getting support from organizations, they also brought up religion and spirituality in those contexts as well.

So I think there's a lot here in terms of figuring out -- in terms of looking a little deeper about what's going on there, and what kind of ways we need to be engaging religion and spirituality as we [indiscernible]

I think there's a lot still for us to learn here, is the answer.

Absolutely.

Okay, so take-away number four was, we are not the experts.

Adults need to check their privilege.

This is one of the things we continue to work from the -- Break the Cycle continues to work from that perspective and also it was important for us to continue to realize that this was something that -- even as we set up and structured these conversations to be really youth led and we were prepared as facilitators, to guide the conversation but not take over the conversation, we still needed to check our privilege in those dynamics, in those spaces, and reflect on the ways that we were not able to do that.

One of the strongest implications of this project is that the -- these young people are experts in their own lives.

And the field needs to catch up.

It's important that we recognize that reality and don't assume we know what young people need to lead resilient lives in the face of violence.

Along with our professionalizations, we kind of, you know, hide behind this security in assuming that our theories and models are correct.

But one of the things we learned is we have to be willing to throw those professional learnings out of the window, if young people tell us we're wrong.

We have to address our own adultism and control the situations in which young people are a part.

We need to listen authentically and honestly to them, not just for verification of our own preconceived notions, which we all kind of fall prey to sometimes.

And again, if we are really to be a resource to young people, we need to be able to check our privileges out of the way.

I've got three minutes, so I'll go -- I think this is -- yes, I have one more take-away here, and that's around young leaders are already doing the work.

And that was again one of the -- back to this idea that not assuming we need to educate young people about what dating violence is, but we need to begin to go deeper and think about those tools that they need to actually build this new culture, that we want them to build.

Young people already know a lot about what we want to teach.

We may need to begin as a movement to renegotiate our starting points with the young people we work with.

In order to continue to move towards progress.

As young leaders, the participants didn't define leadership in traditional way.

Their leadership was rooted in being supportive when their friends were experiencing abuse, raising awareness about dating abuse and other issues that affected their community, and actively working to create a work -- world that was better for themselves and others.

Several participants shared that they knew -- shared strategies with us around how they would support a friend experiencing abuse.

Overall young people already know what constitutes dating abuse, they're more than capable of identifying undesirable behaviors in a relationship.

And although they may not name it like we do, can figure out things like warning signs.

Our work is to go deeper with them.

It's time for us to really focus on those nuances and gray areas that may not have a simple answer, back to the question of religion and spirituality.

For example, it's time for us to go into those gray areas.

That's how we support them.

We -- it's time to step aside and let them lead these discussions.

For the most part what we found is that these young people were not interested in passively learning about abuse.

They were interested in stepping up and doing something about it.

And so, again, the biggest take-away really for us is that as mainstream organizations, we really need to focus less on trying to educate them, and more on providing the tools they need to work alongside us.

And along with those tools are really this focus on these nuances and these gray areas.

I saw there was a question here, as a young queer person of color how would you recommend bringing up these conversations in these spaces?

We're going to hold that there and I will pause here to -- because I know that we have to get through lady's part of the presentation, and this is one of the questions I think both of us can join in and answer.

Another question, did your organization think about compensating youth for their knowledge and participation?

Absolutely.

It's one of those things that we were really cognizant, and one of the things we begin to work towards figuring out how to compensate, so we did compensate with gift cards this time around, and just in all transparency there, it's not enough.

We all tend to do things like small tokens, $25 gift cards or whatever, what have you, and we know that we need to do more here.

But great question, and thank you for asking it.

So as we transition from my portion to lady, I believe we have a poll question.

>> Can you see the poll question there?

Can you see it, Alesha?

>> I can.

If you all can just answer that question, as we begin to think about how we more and more able to center year youth in our work, what is one way you are currently or would like to in the future continue to center year youth of color?

>> This poll is open-ended, so you can type right into the poll.

So please go ahead and do that.

And if you -- if for any reason you cannot, you can also use the chat box to answer the question as well.

We'll give folks 10 seconds to put your answers in.

>> While folks are answering that, I saw Karen asked the question about specific skills used to identify systems change in the world.

Over and over again we heard skills and tools around doing policy work and policy advocacy.

And that seems to be one of the main ones.

Another is any tool that we have about -- around leadership development, public speaking, really tangible things like that.

A question around center, do I -- focus on, but really use -- allowing year youth of color and their experiences to guide the work.

Not necessarily focused on, but using their experiences as a foundation.

Okay, some folks are saying currently we hire queer youth of color to inform our staff.

We could do more.

By accepting any gender into the facility.

As far as meeting with year youth on their terms, I would like to learn more about how I can clear space for them to be their own advocates.

Shut up and listen, read the literature and poetry.

Appreciate their art, support their events, talk to other adults about adultism I carry.

Absolutely.

Wonderful.

I think we're running out of time here, but these are really great responses.

Thank you all so much.

Okay.

So I think we're going to transfer over to Lady now.

Are you ready?

>> Yes, I'm ready.

Hi there, everyone.

My name is Lady.

Let's give a little bit of background about me first.

Thanks again for the introduction.

I have a background for about 11 years being an advocate, I started out as a criminal-legal system advocate in Cleveland, Ohio, then became a youth advocate, then a LGBTQ advocate throughout the country, and a little bit of important information about me as well, is that I'm a Buddhist, which has a lot to do with my work.

My Buddhist teachers met each other in queer and sexual assault assault groups in the turn of the '90s.

So I've had the background of what it means to be a queer trans advocate for quite a while.

It's shaped how I like to move through difficult conversation and difficult situations.

I've done my best to move through with humility in asking question and having the courage to not lean to what's right and wrong, but what's real.

During today's presentation I will ask you many questions and you don't have to answer me specifically, they're rhetorical, but know that I'm in no way, shape, or form trying to judge everyone, I'm just trying to share information and lead into what's real.

And though I am presenting today, I was not the project lead for this, the network we had -- I was on the periphery.

So first things first, I think we have poll questions we want to get into.

>> Yes.

One come in your way right now.

>> I also want to point out I know I can be soft spoken and my East Coast tongue can be very fast.

So if at some point someone is having difficulty understanding me, please let me know.

So the question I'm posing for you all is a poll.

How comfortable are you with navigating resources to support Black and Brown youth?

The first one, take a few seconds to respond to that.

These questions are really great ways to start to think about some of the work we do with this project.

Again, no shame, no judgment, just getting a read of what's going on so we can also understand and compare notes with other folk.

We'll trust our facilitators to move along to the next question whenever they feel appropriate.

>> I'm going to go ahead and end this poll, it looks like it's -- thank you, folks.

There are two more coming your way.

>> Thanks much.

>> Here is the next one.

>> Next one here, how comfortable are you with navigating resources to support LGBTQ youth?

Lesbian, Gay, bisexual, trans, and queer.

Not about what's right and wrong, but what about what's real.

And I'll talk about it more.

The most important take-away is to ask yourself questions, like we all know racism is alive and well, misogyny, adultism, they're real factors about the work we do, and I think shying away from it isn't going to help anyone.

So the young people committed to serving, I think it's important to know where you are and to move from that.

>> I'm going to end this poll.

It looks like the majority of people are moderately comfortable.

>> I think it's also important, especially in spaces, I mentioned -- as mentioned before in my bio , I coordinate with the teen violence coalition in the Seattle area, and it's technical assistance, it's important to be able to say, no, I don't know how to do this.

I messed this up, how do we lean on each other to build on those skills?

So the next question is, how comfortable are you with navigating resources to support youth experiencing homelessness and unstable housing?

And the next one here, I think it's important to notice the differences in your comfort, imagining that there are many people, especially here in the Seattle region that I'm sure many of you have served them as well, young people who hold these identities at the same time.

What does it mean to be able to have a strength in one area and not the other.

And how does that manifest in our support.

>> All right.

I'm going to end this poll as well.

>> First slide up, why the network was a project lead here.

I think the many reasons that feed into that.

I think the most important take-away is that the network was already connected and is already connected to year and transyouth and service providers, I coordinate the Puget Sound Teen Dating Violence Coalition, and I'm also the -- the network is involved in the GSAs, providing training and technical assistance throughout the region, I also coordinate the program which is much of what Alesha was talking about, relationship conversations with young people throughout the region.

We're already building youth leadership with a program called outspoken, we're actually training young people to speak about their experiences on panels and to share their experiences with service providers as well, and also provide question and answer sessions, which are very valuable.

And we also of course pay the young people to one be trained, and two provide those wonderful and informative panels.

And also the network has, all the work we do, which we mentioned, as a commitment to really centering antioppressive framework throughout all of our advocacy and prevention programs, so all in all it wasn't -- while Sydney was the wonderful coordinator for this project, did lots of work, it wasn't too hard of a lift because we had already been connected and embedded into these communities.

So it wasn't like we had to -- for the most part we spoke to the people we were already working with.

Much of what I'm going to say is also going to support what Alesha said, we noticed our projects were very similar findings.

When we think about what was the background of this endeavor, the real gist of it is that we all understand and know that systems are creating more vulnerabilities and barriers to access to care and service, so this study really tried its best to lean into how do we lift up the voices of young people to get their take on specifically.

What specifically do we believe the causes are.

I see there's questions here.

I keep speeding through, we have lots of slides here.

I'm more than happy to answer questions as we go.

The project goals are very simple.

I don't have to say much more about it.

It's to hear directly from many people about their experiences seeking and receiving supports, the nuance relationships and complex relationships they have with their family and friends, and how that interact with their receiving support, and the role and impact of the systems and institutions as well.

Living their own lives and -- [indiscernible].

The approach, I think this is something that's really stood out for me to witness it as a person who is black and trans and queer, and -- from several times in my life as a young person, Sydney devised this wonderful system of focus groups which I'll talk more about later, but they were open conversations where young people could speak with each other and build off their experiences, and they also convened before we actually got to the part of speaking with young people, we convened and paid community leaders, people who were more embedded into specific communities, we wanted to get involved with to help them help us to shape the language that would be relevant.

And also creating one example that created a gallery walk, of specific types of programming throughout the region that people would receive support and we got to poll how well did they receive support in those different situations.

We also provided training for the young people, young people to cofacilitate and also take notes, so that way it wasn't just a matter of a whole bunch of adults walking into a room and asking a bunch of questions, it was really one network representative, and then the rest of the facilitators were young people.

So I think it was important to have the young people be reflected in the people conducting the study.

As I mentioned, there were 12 different focus groups in 12 different regions which speaks to our commitment of the next.

Meeting young people where they're at, and also not just going to where they are, Buffett paying them to one, be in that space, paying for their transportation, making sure there was food available for them, and then also of course paying for the young people who were the leaders in this, paying them for their time and expertise and making sure they had the means to travel there as well, not just expecting them to do it on their own.

I apologize, there are siren, Seattle is a very busy city right now, I apologize.

We also, went to specific regions, so it wasn't just a matter of, if we were going to south of the city, we didn't just want to plop up to someplace people were already going.

We went to where young people were already convenienting and we help identify that with the partnerships with leaders that we guidance on how to shape the language.

Findings.

The long story short, structural racism is abundant.

Which is so sad, but that's the gist of it.

Racism is abundant, and here, and our programs throughout all of our work, it gets important to be honest p that in order to move forward.

So we're going to speed through here.

The findings were mine with the full frame initiative model that we already know to be true, but structural racism we know within our programs erode the capacity for the five different domains of well-being.

Undermines the determination of young people, black and brown youth, and even though we didn't specifically center on LGBTQs in this specific study, I believe a little more than half of the young people identified as lesbian, bisexual, trans, or queer, and not one identified as Gay, which I thought was an interesting take-away.

Alesha spoke a little bit about that, the specifics of languaging and how that makes a difference in how we listen.

Moving on, the key things, five of them, one, families are going through it.

Because of structural racism.

And racial bias and racism in formal supports prevents barriers from receiving services.

Supporting self-determination and efficacy is what young people were asking for, that positive relationships with caring adults made the difference in how well they can receive those services, and increasing access to resources primarily by building the positive relationships made all the difference.

I'm going to go into a little bit of the key points.

And get around to questions.

So the first one, families are going through it, I think this finding in the study cuts with the myth of willful neglect of poor, Black and Brown youth, and poor Black and Brown parents.

The idea is that instead of thinking oh, those black folk or brown folk aren't doing better because they don't care, the study really dug into the fact that the structural racism prevents a lot of our service providers from understanding the full totality of the complex family structures that we have, and one of the advocates here made a wonderful imagery, we all know about the story about the oxygen mask and how we have to put our own oxygen mask on first, and I think it's important to say in this situation, it isn't a matter of these parents not putting on their children's oxygen mask, they've already passed out.

The pressure has already built in the cabin and they've passed out.

Their oxygen mask isn't on, that's why they're not putting their children's oxygen mask on, if that makes sense to you all.

Next here, the racial bias and racism in formal supports, it's a really speaks to the -- where they're at, and not just physically, but also where they are in their relationships.

And I believe the question was asked earlier today about how do we navigate this.

I think it's important to remember that it's not the job of the young people to navigate racism and -- it's a job to survive and be self-determinant.

And it's our jobs to ask those questions of ourselves and to figure out how we can continually move and push forward and listen.

So when I say this isn't working for me.

Thank you for bearing with me, I hope you're breathing well.

I'm not trying to attack anyone, just putting up questions.

Supporting self-determination and efficacy.

I think one of the things that came out here, yep, m-hmm, one of the things that was important here was realizing that a lot of young people felt they had to fit into the roles of a perfect survivor, and to fit a certain type of needy performance, really, and that's an unfortunate thing, especially because these youth of color, they're strong and they're willing and they're sure of themselves, they know their boundaries, they're more than able to communicate them, and it's just a matter of taking that for what it is and out of a, oh, they seem fine, they seem strong, maybe they don't actually need this service.

And they get looked over.

So I think it's really important to realize that Alesha spoke to before, there's many ways in which they show up because of cultural and ethnic backgrounds, and that's important information we have service providers must do the job of translating that and not expecting the young people to do it for us.

The fourth theme, positive relationships with caring adults made the difference.

So I think this is an important thing for our organizations to consider who is on your front line.

Who are your service providers, who are connecting with these young people, who is making decisions about your programming, do they have the information they need to be the most impactful.

I'll repeat that.

It's important to consider who is actually connecting with these young people, do they see themselves reflected, can they trust them, do they know they might have some shared experiences, I know for a fact that one of the program -- one of the high schools I work with here, I think I'm the first black trans person -- I know it made a big difference, because now I'm there for several hours every other week, and there's more black and brown trans and queer people who knew to reach out to us because we're in the school.

There's been an uptick in them, and they know I'm also someone who has shared experiences they have as well.

Reflections on positive relationships with caring adults.

These are aimed -- they wanted to have long-term relationships, they wanted people to listen to them, they didn't want to feel judged, they want to be encouraged about what they decide is best for them.

As opposed to being told what to do which often happens.

We have to constantly check that.

They want someone that looks like them, someone who is obviously showing up, again, having familiar experiences with them.

And I think that it's important to know, speak a little louder?

Yes.

I think while it's important to remember and not be too hard on ourselves, that we're not going to have all these experiences, like you may not relate to every single person you're working with, and that's okay.

That's where you are.

And it is -- try to do better and to really think about and to ask ourselves and to ask our coworkers, to ask our other service providers, what are ways we can -- how can we listen to the leaders of the community, how can we identify them and not put more work on to them, but realize it is our work that I know we're called to do, and I believe that we're all well intentioned, and have a very great understanding of what our intentions are, but to be mindful to check that and continually come back to how that impact is reading.

And theme five, increasing access to resources.

One thing that really came up is a very important theme, which has been echoed before, and it's not a surprise.

A lack of consistent reliable access to resources definitely undermines the ability to sustain and maintain self-determination.

If you -- it's one thing to know the resource can be available, but if you can't count on it, you can't rely on it, what good is it?

These are people who are trying to make their way through a world of so many compounding oppressions, they need to be able to predict and make choices, and they can't make choices if they don't know where the floor is going to be the next day.

Zooming right through.

So to reiterate the take-aways are that structural racism undergirders experiences of homelessness for young people of color.

That it's important to recognize the service providers are complex roles of families, and it's not always cut and dry as it may seem.

Building relationships with young people of color is essential.

You can't just hop in and out like Alesha was mentioning before.

And youth want to have flexible, expansive, strength-based support that affirm self-determination and their wisdom, they know exactly what they're doing, they just -- and to also prevent other people from getting in the way and being responsive to leading them to their own strength.

Now we're going to get to my favorite part, the really wonderful fun questions that actually came up with a recent training I did specifically with the -- these are questions I really encourage you not to answer necessarily in the chat right now, I don't think we have time for that, I want to make sure we acknowledge the full weight of the questions.

So I want you to not answer them now, but take them back to your organization, ask yourself and your leaders, organize leaders, youth leaders, community leaders about how you can actually move forward with this.

No need to rush.

Wonderful.

So first one, what policies and practices make it harder to build positive relationships with young Black and Brown people?

I think that while the questions may seem like too big to deal with, I think these are the questions that honestly need to be asked.

And to really think about, like you know, we do the work we do, we love our organizations and that's important.

And if we can't realize that structural racism is abundant and including within ourselves, and within our organizations, then we're doing a disservice.

And I don't think we're doing our jobs appropriately.

Again, I'm not trying to talk about what is right and wrong, I'm just trying to be very honest about what's real.

I can say that each and every one of us, I'm going to go and lean into it, the ways in which structural racism do show up in our policies and practices, and unless we're very thorough and honest and humble enough to lean into that, we're again, doing a disservice to the young people and continuing to cause harm.

The next one here is what are the opportunities to collaborate with other black and brown community leaders and agencies?

And I may should have put with others, because I'm sure there's some community organizations here that specifically work with just Black and Brown youth, or themselves are Black and Brown leaders.

And I think that's important to point out, and also think about how we continue to push.

So, for instance, we have intersectional lives, I work here at the Northwest -- I'm also currently the board cochair of the social center, which is now the longest running transpeer support education network in the country, and I'm -- until recently I was the only black person, black trans person formally involved with the organization and that obviously was an issue.

There was a lot of things not being looked at, and now we're finding ways to communicate and connect with the programs and organizations, and then I saw a lot of times there would be black organizations, Black and Brown organizations that didn't know how to address trans issues, or the things that are important to us, and so it's hard to have all the things at once, and that's okay.

I think it's just important to lean into and identify who we can lean on to help us move forward.

So now we're at a point where all these organization, especially the network, is I think -- it's many ways very good at leaning into how we can identify leaders of other programs, other supports and with other communities, and find ways to work together as a cohort as opposed to fighting for individual scraps and trying to outbid people and receiving grants and how we can -- figure out how we can be collaborative.

Next up these two sets of questions, what are the things that your organization does to undermine the self-determination of young Black and Brown people?

I'll go back, actually, I have a question here.

A question -- how are we defining the term "leaders" in these questions.

I'm going to go back, actually.

How am I defining that?

I think that's up to communities to determine who the leaders are in the community.

We -- in terms of this study in particular, the network worked with people who are actually in community organizations themselves, and also people who aren't working in organizations just are, you know, the aunties and uncles, the people that the young people already know and trust.

It wasn't a matter of who works with the organizations, we look at people we know, who are at the Starbucks, available for young people when they need to speak to them.

We see people who worked in organizations before, but are no longer there, or maybe they're just in a teacher in the school, people that they can reach out to.

So it's a very open idea of what a leader is, and it's so also focused on -- the people they trust.

Questions?

Next up, what are the things that your organization does to undermine the self-determination of young Black and Brown people and I'd like to specifically phrase it this way, because it is happening.

It may not be happening a lot, it may -- you may be very intentional about it, and I'm certain, like I can say for my network, I know there are times in my situations where in order to get anything done, we try to mitigate as much as possible, we're not doing as good of a job as we could.

There are times where in order for -- there was some undermining that goes on, and I think that's an important thing we do our best to check in about, when I notice it, I check in with my mentors here and my team, there's lots of different teams in the network, and we get to collaborate across programs, the program I'm specifically on, the advocacy team, even the institute, I think it's important for us to be able to have that cross-section of information about how we can actively identify and move through the ways in which we practice and manifest a lot of the barriers young people have to navigate.

Which sometimes ends up with heated conversations.

And that's a real part of relationships, the conflict is real, and it's going to happen everywhere, including in your workplace.

And I think it's important to be able to build the skills of how you can have that conflict and navigate through it, because again, it's not just for our own betterment, though it is, it's primarily for the betterment and the support of these young people that we're committed to.

Next up, I have what could your agency do to reduce the likelihood of racism -- structural racism occurring?

A lot of big questions, I think it's important to ask them, if you don't ask them honestly in a way that is structured and a way that's accountable, you're not going to get any better at it, we're not going to move forward, and we're not -- I don't know about all of you, but that is definitely my goal in this life, so really thinking about what are you doing, why you're doing it, what systems do you have to question your structures and policies, and how are you making sure, what is the measure that you have to check it against like structural racism?

Wonderful.

I got a little note here from Laura pointing out that the majority of your young clients referred by the court, so that diminishes the determination, and it's real, I think it's important to notice with young people in general, adultism alone prevents a lot of these people from really being able to lean into their full determination, and I just had a session with young people -- in Burien, Washington, last week, and the young people were talking about essentially the naming and vocalizing, hey, we're young, our parents tell us what to do, sometimes they don't listen to us.

And I think it's important to know -- people were pointing out, yeah, it sucks.

It's not good.

And young people really don't have a lot of voices, a lot of factors that we are trying to prevent young people from having their full voice, and they are going to be navigating systems that are not trying to uplift them, not trying to uphold them, and not trying to have them be in a full self-determination, which is why we've got to do a lot of harm rejection, it's a real thing.

How can we show up as service providers in order to build up as much self-determination as we can, knowing they deserve and need more.

In honor of community, I wanted to make sure we made the acknowledgments of our community partners and the youth leaders as well as the logistical data analysis support.

I'm going to call them out my name.

Marcus harden, Andrew GUillen --

so also of course Emily and the city of Seattle innovation team, and I know we're going to have a moment for questions and answers, let me just make sure to thank you all so much for showing up, asking these questions, if there's any way I can support you or the network as a whole can support you, we're here for you.

And again, thank you all so much for spending time with us today.

>> Thank you so much, Lady.

I'm going to go ahead and post the link of the report that you referenced today into the chat box.

So that folks can visit the website and download the report and read it whenever you can.

It goes more into what Lady spoke to, and it's a really great report.

I really recommend everyone read it.

Now I would love to go into the Q and A section.

We have about 10 minutes for that.

I have a couple questions that I believe were not answered quite yet, Alesha and Lady, that I'd like to read to you.

And then if you did answer it, I know Alesha you've been answering some questions via the chat box, please let me know.

Lady, if you have other things to add to what Alesha has already said, please go ahead and do so.

And while I'm doing that, if folks have other questions, please type them into the chat box and I'll add them to our list.

So the first question I have here is from Keisha, I don't know if I'm saying your name incorrectly, if I am, I'm so sorry.

The question is, it's not a question, but it's more of a comment.

I'm wondering if you could neighbor think of suggestions or ideas.

I am comfortable providing resources but our biggest issue is that we don't have a lot of resources in our immediate area.

So we're very curious as to how engage our LGBTQ community.

I'm interested to hear about the work that you all do.

So any recommendations that you have about -- for folks who don't have a lot of resources for this community -- for these communities, and how to engage?

>> I would love to address that question.

Thank you for asking it.

Love questions.

Keep asking them.

I think it's important to also realize, are you the best -- in the best position to support those people, while I think it's important for us to ask how we can be doing better, sometimes the answer is maybe it's not yours.

Maybe it's for someone else to do.

And maybe there's ways that you can support other people in taking that leadership role.

I think our program is going to be different.

Some are going to have more money than others, some will be better connected.

I think that's fine to be able to acknowledge that, but think about if you can't support in this way, what are other ways you can support that don't have you at the forefront of it?

>> That's a really great point.

Alesha, do you have anything that you'd like to add?

>> Yeah, I was actually going to go in the same direction, Lady, so thank you for saying it.

I was actually going to respond very similarly, which was, look at the organizations in your area that are supporting them, young LGBTQ youth that you can work with and support, and that you can put -- one of our take-aways was go be in community.

And I think there's -- it's really important that we do that intentionally.

But then there's another part to this question, it may be why you're asking, there is not real support for LGBTQ youth in your community right now.

If you're in a smaller town or something.

Reach out to other organizations -- maybe newer different areas of the country that might be able to offer support.

Futures has some great resources, Northwest network has some great resources you can utilize.

So that's the other part I guess.

>> Great.

We do actually have resources, and I know the Northwest network has queer, trans, LGBTQ specifically resources relating to domestic violence and young people, and Break the Cycle as well.

So please use us as a resource, visit us on our website, and feel free to email Alesha, Lady, or me and I'm happy to try and -- we'll all -- I'm speaking for you too, I'm sure we're all on board in trying to connect you to resources that will be helpful, even though they might be local.

All right, so the second question I have here is, do you have specific examples of what specific skills the youths identified as needing for systems change in the world?

>> Would you ask that question between, please?

>> Yeah.

Do you have specific examples of what specific skills the youth identified as needing for a systems change in the world?

And I'm guessing this is also related to leadership, so leadership building skills, in order to support systems change.

>> That's a wonderfully large question.

Which thanks for asking it again, I think if you go back to the specific slide, I think this slide actually gets particularly specific and let me know if that's not the case where I think they're naming it, they want to be able to know someone is actually listening to them and not just making the rounds.

They want to know the people they're working with aren't going to judge them or think they've done something wrong or they've messed up or they're bad, for them talking about how they're surviving the world.

We know, sometimes survivors, they aren't perfect survivors, they may be doing things that may not seem appropriate, or that may be deemed as inappropriate, and they just know that people that are working with us are still going to be there for them, and are going to show up with them and going to be

able to hold that space for them and to encourage them and know, sometimes you have decisions and it's -- you're caught between a bad decision and an even worse one, and sometimes you got to make it work.

You gotta make it happen.

And their lives are going to be nuanced and complex and we have to be able to hold that.

>> And on the -- in a more systems context, I kind of alluded to this a little bit earlier, but some of the things that we heard that young people were wanting in terms of skills and tools was around how to work in policy, how to work in changing policy and not just when we think about federal policy, or -- or state level policy, but things like their policies in their schools, or their communities, how to do that, and wanting support in a built support as they try to do that.

Some other stuff was around public speaking, media training, writing, really those practical skills that folks can really support young people into strengthening their work.

And all of that to say I wouldn't make an assumption about what young people need in order to get to -- for them to do the work successfully.

These are things that we were asked for specifically, but there are -- it doesn't mean every young person needs a writing class in order to be successful in their work.

>> Great.

And then actually I have two more questions, but I'm going to ask the one from grace, any suggestions or advice for taking this and presenting it to small groups of primarily white CIS youth that won't immediately -- about defensiveness?

>> I think it's a wonderful question, and I just want to point out that I am not white, I am not CIS or straight, and I'm not a youth at this point.

So -- factor that filter in.

I think it's important to be able to meet people where they're at, which includes being honest about your context, so letting people know, this is where I'm coming from, I am a black, trans, queer, a young adult, and that is a part of how I'm coming to the space, and even with, that I'm still here because I care, and I trust and I love the people I'm working with.

And it's a part of my value system to make sure that I'm moving with intentioniality, I'm moving with love, and to be able to let people know I'm here to hold them and I'm not here to fight, and we will have conflict most likely because we're humans in the world, and that's a thing that's important to work through.

And it's one of the ways in which we can build, you know, the equitable, sustainable relationships we want.

That may not sound like a thing for -- that's attainable for folk, but all-around, work through the country, and especially now living with Seattle, Washington, after being a youth advocate in Vermont, there were very few people who look like me, and at the same time I was able to build relationships with people because they knew and trusted I wasn't there to put them down, and I was honestly showing my best to support them.

If that makes sense.

I think being really honest, direct, clear, consistent, those things make a big difference, especially young people's ability and yug willingness to connect and communicate and grow with you.

>> Great.

All right.

I have one last question.

It's from Kai who sis, as a young queer person of color, how would you recommend bringing up these conversations in these spaces?

>> Alesha, do you want to get this first, or do you want me to go at it?

>> I was kind of waiting for you to come in.

I would actually say -- so the first thing that came up for me when I saw that question, and I'm sure that Lady has good practical advice about how to do this, the first thing that came up to me is don't do this alone, and depending on the spaces that you're talking about, especially going back to the last question that Lady was just answering, just remembering that as young queer people of color, we are already dealing with a whole bunch of other stuff, and just recognizing that you don't have to take it -- take that on for somebody else.

And that you don't have to do it alone.

You don't have to bring up these issues that are personal to you alone in spaces that might be -- that may not be ready to hear them.

So isolation increases the risk -- is a risk factor for violence, and people of color, we always -- queer people of color we already experience violence, so recognizing that and not going it alone.

That was my first thought.

Lady may have some more practical advice about how to actually have the conversation, and I just needed to say that.

>> Alesha, I want to echo exactly what you're saying.

I'll say it again, it is not the job of people to navigate structural racism in our programs.

It's our job to do that.

And also, they do have to deal with it in some aspect, I want to echo again Alesha's, don't go it alone.

From my own experiences as being a young queer, trans person of color and witnessing young people doing it now, navigating resources, going it alone, going it at all sometimes is not good.

It's not safe for you.

You will be hurt.

Systems are -- structural racism is doing what it's intended to do.

Transmisogyny, these things -- they're succeeding, they are meant to impact all of our systems and they're meant to provide the self-determination of minorities.

That's their goal.

And they will succeed unless we actively put it down as much as possible.

So I think that it's very real to know for young people trying to navigate those systems, know when it's worth it, and to be really honest, do I need to do this thing, does it fit in my larger goals, do I need to deal with it at this exact moment?

What are ways people have been able to navigate it in the past, what can I learn from this situation, how it's applicable to my current situation, I think that's -- those are the things that are important to look at to really be, and I'm certain that most of these people are navigating that, already thinking about how they can best move through this system.

And what -- at what cost does it take to move through each system and make sure they're actively balancing that across the different manifestations.

>> So folks, we are at 3:00 -- 3:30, and I want to be really mindful of everybody's time.

Before we do a quick thank you, I just want to bring folks' attention to the slides on some important resources that are available to you.

They're at the national domestic violence hotlines, there's a teen dating violence, sexual assault hotline, strong hearts native help line, all available and free to all of you.

Additionally, here is a list of some of the culturally specific resource centers, including the national indigenous women's resource center, the national Latino network, Ujima, Alaska native women's resource center, the list continues.

I know you'll get these slides, so please use these resources.

They are here for you and available to help your thinking moving forward.

Before we close, I want to give a hugest thanks to both Lady and Alesha for your amazing presentations and the work that you continue to do and your passion, and love, and to all of you who engaged in this conversation and do this work every day and are struggling to do the best you can and to primarily love and resistance, and peace to your communities.

So thank you all, thanks for taking time to be with us, and we look forward to being with you on a webinar in the coming months.

Take good care, and thanks again, everybody.

>> Thank you.

And then please make sure to fill out the survey.

It's very short, and while you're doing that, I also want to say that on the website when I post the recording and all the materials, I'll also include a list of other websites and other organizations that are LGBTQ specific, so that for folks who are saying they don't have resources or have access to a lot of queer/transspecific resources, at least we have a list for you there as a kind of starting guide.

All right.

Thank you very much, and I hope you all have a great day.

>> Thanks Alesha and Lady, Jen.

Bye.

>> Thank you all so much.

(See next pages for poll results)

Poll Results:

Attendee	Answer
Karyn London	To let the youth know that we acknowledge that not only are they having to deal with racism but also discrimination for being gay. A
Kelly McGuire	Using scenarios in my healthy relationship and consent lessons that depict queer youth of color
Drew Bowling	As far as meeting with queer youth on their terms, I would like to learn more about how I can clear space for them to be their own advocates.
Estefania Mondragon	Currently we hire queer youth of color as staff to inform our work. We could do more.
alicia easter	a
Nicole Huryta	Assure we include queer youth of color in our leadership board.
Brittany Batell	Being conscious of asking youth of color from our youth advisory council to co-facilitate or participate in trainings/speaking opportunities when they arise in our organization
Seth Quam	We have a queer and trans youth discussion group that functions as relationship violence prevention and encouraging healthy relationships. Many of those individuals (majority POC) are in our youth advisory council and provide recommendations to our org.
Laura Hutzel	I don't know if it's due to the culture of the south, but RARELY do I have a youth of color idenitfy as queer, etc.
Marijke van Roojen	listening, believing and centering queer youth of color's own stories and authentically seeking guidance and leadership from queer youth of color
Kassamira Carter-Howard	identifying ways to get them information we produce and including them in the planning stages of our work
claire barrera	We have begun to include youth of color in the interviewing process when hiring for positions that directly work with youth.
Emily Janas	We are trying now to make our education curricula more inclusive to the LGBTQ+ community, but we have not done too much with the intersection of race and sexual and gender identity. I'd like to focus on that with youth in the future.
Dudney Sylla	Weaving in intersectional and critical lens into our training, technical assistance and research practices with the mentoring field
Kristin Harsch	offer educational/PD resources for our grantees regarding this topic
Karen Larson	We teach about dating violence in a non-binary way
Katie Conely	having a youth advisory board for youth directed content
Ky Wilson	Beginning to give queer youth of color the space to have those conversations and also having people who look and relate to them as young queer youth of color in positions of advocacy
Stephanie Gilmore	I would like to be more present for queer youth of color in shelters and community spaces
Maisue Thao	For our organization, I would like to introduce this to our Summer Bridge program to help our first generation low income youth create a more supportive environment because this population is historically disadvantaged and often fall into Queer Youth.
Ceci Jacobo	uplift work of Queer YoC seen locally and everywhere

Back to Poll | Edit | Reopen

This Poll is closed for voting. To allow participants to vote, click Reopen.

Attendee	Answer
Maisue Thao	For our organization, I would like to introduce this to our Summer Bridge program to help our first generation low income youth create a more supportive environment because this population is historically disadvantaged and often fall into Queer Youth.
Ceci Jacobo	uplift work of Queer YoC seen locally and everywhere
Daphne Lampley	have them bee peer leaders in redefining social norms around substance use
Koy Adams	Not treating them as these theoretical concepts. Often they (QTPOC &QTYOC) are acknowledged but systematically exiled so much that they are seen as these mythical untouchable unicorns or so deeply understood based off assumptions from systemic oppression
Michelle Harriman	not excluding individuals from particpating in groups or clubs regardless of their sexuality or race
Neukisha Motsinger	nonw
Agustin Torres	provide space for queer youth of color to lead discussions
Casey Keene	Inviting them to author pieces, speak on webinars, conferences, etc. and be represented on our advisory groups.
Roy Rios	I would like the communities to inform how best to reach them with our messages.
jFournier@futureswithoutviolence.org	compensating queer & trans youth of color for their insights and contributions
Virginia Hilliard	n/a
Jessica Tomchick	Currently focusing on how intersectionality plays a major role in the expereinces shared by these youths. See change in PA Victims Compensation become available for minors as they are often homeless and/or more vulnerable to victimization.
Kevin Singletary 2	For everyone to work in harmony and focus less sexuality
mLopez@futureswithoutviolence.org	participate more in activism for the community, be a stronger ally
Catina Cole	I am trying to get the space and staff prepared and social justice oriented so they do not harm the youth nce they arrive.
Shaka Huff	By accepting any gender into facility.
Andrea Zanders	Support groups
Vianny Tineo	I'm currently unsure, as I've not been well exposed or educated, however I am in the process of engaging in order to account for their needs
Pat Goddard	does not apply with casa
Maria Limon	Shut up and listen; read the literature and poetry and appreciate the art they produce; support their events; talk to other adults about the adultism I carry
Mercedes Mack	Working with a local queer organization to analyze our services, social media, and competency levels of working with queer survivors
Mie Fukuda	