



ReVision

re (ri) *n.* I. anew, again **vision** (vizzh'ən) *n.* I. the manner in which one sees or conceives of something

Train the Trainers Expands YES Reach

A dozen dedicated volunteers from across the country will be YES's newest trainers. With personal, professional and ethnic backgrounds as diverse as their geographic locations, they will spread the YES model and messages into more and more communities thanks to the Institute's new formalized leadership training program.



Left to right: Charles Press, Key Biscayne Police Chief; Rev. Frank Colladay, Dahlonaga, Georgia; Bishop James Ottley; Eunide LeFévre facing Ottley; and Martha Fugate in discussion.

The inaugural Train the Trainers Education Week concluded Jan. 17, after four days of intense training, including the bedrock course, Communication Solutions (see below). This training of trainers is planned as an annual event.

"These trained volunteers enable us to expand our reach exponentially without increasing our organization's staff," explained YES Institute Director Martha Fugate. "Trainers will be able to go out into their community and facilitate workshops and distance learning events. To achieve our mission of safety for all youth, we want to transfer our dialogue and education models to the people who are interested and committed to advancing this purpose."

"I want to help YES extend without being bound by geography. This work is needed everywhere," said Donna Waddell, Ed.D., RN, CS, professor of nursing at North Georgia College and State University. She hopes to add YES courses within the nursing department curriculum in addition to a new Gender Studies minor in development at NGCSU. (NGCSU's School of Education already uses YES classes.) Upon her retirement at the end of the year, she plans to become even more involved with YES.



Susan Ferrell, NGCSU.



Lee Lesser, Parent Services & Ren Pilinger, Skidmore College.

Waddell also noted that the great diversity of attendees enriched the training and gave it depth - a sentiment echoed by many participants.

“ I want to help YES extend without being bound by geography. ”

- Donna Waddell, Ed.D., RN, CS, NGCSU School of Nursing

"We deliberately kept the class small so it could be customized," said Joseph Zolobczuk, YES Education Coordinator. "Using everyone's personal situations allows us all to learn from one another, while we work on how to use the techniques within their specific environments." In addition to the classes in Miami, participants will receive follow-up coaching, networking opportunities, and collaboration through online web conferencing.

Diversity of Attendees Enriches Communication Course



New leaders discussing safety for youth.

Although the full two-day Communication Solutions Course was an integral part of the Train the Trainers program, this particular section of the leadership training was opened up to a larger audience. Approximately a dozen more attendees joined the trainees on Jan. 14-15 for this course.

"I find the communication model intriguing and I love how this attracts a wide group of people from different arenas, including churches, police and others," said Lee Lesser, who traveled from California to attend the Train the Trainers program in Miami.

Charles Press, Chief of Police for the Key Biscayne Police Department, noted that the positive interaction with other attendees during the course enabled him to grow further as a person. "I was able to learn a different way to deal with and resolve conflict," he said. "It truly was a refreshing experience." Miami psychologist Eunide LeFévre remarked that despite the racial and orientation diversity in the room, she didn't feel any of the typical stereotypes associated with race or gender during the seminar.

Although LeFévre initially was drawn to the course for personal reasons, she plans to bring 20 Haitian teenagers from her non-profit youth group,

“ It's not about being gay or not gay, it's about how to communicate with people. ”

- Eunide LeFévre, Miami psychologist

first Impressions, to a class soon. "These teens need to be empowered with the tools and skills of YES," she said. "I want to be the voice of YES in the Haitian community," she added.

"This course should be part of all seminary training for future ministers as well as a requirement for all educators and education administrators," said the Rev. Frank Colladay, pastor of the Dahlonaga Presbyterian Church and president of the Dahlonaga Ministerial Association. "Because of this course, there is light at the end of the tunnel - I see safe space being created all across this country because of the seeds that were planted this weekend." Colladay also participated in the Train the Trainers program.



Norwood Coleman, Jr., Delaware social worker, with Bishop James Ottley.

These programs are made possible by your generosity. To participate in keeping all youth safe, visit www.yesinstitute.org to learn more.

Reaching Educators in a Changing Culture



Yes Institute Expands Distance Learning Programs

A group of dedicated educators and ministers in rural Georgia continues to make inroads into youth safety within their local community.

YES' innovative partnership with North Georgia College and State University (NGCSU) and the Dahlonega Ministerial Association began over five years ago. It has progressed rapidly over this time, and has strengthened each year.

Currently, YES teaches two courses via videoconference to remote audiences in NGCSU classrooms: a graduate-level gender course for education students and a communication workshop to create safer learning environments for school personnel. Faculty receive professional learning credits from the NGCSU School of Education for their participation in the course.

"We just want to help people come together to keep the community safe," said the Rev. Frank Colladay, pastor of the Dahlonega Presbyterian Church and president of the Dahlonega Ministerial Association. "The issue is how to protect our students, not whether homosexuality is right or wrong."



Live sessions allow for interaction.

The training particularly resonates in Dahlonega, given its close proximity to White County, where last year the school board temporarily suspended all school clubs rather than recognize a Gay-Straight Alliance (GSA). "If they'd used these (YES) techniques, that whole controversy never would have happened," said Colladay.

Faculty, Ministers Embrace YES Model



Diana Darris talks about racial inclusion via videoconference.

Offered for the first time last year, the Gender Continuum for graduate students generated such positive course evaluations that the college wanted to offer a YES course to NGCSU

faculty in partnership with the Dahlonega Ministerial Association. Designed as a continuing education course and also taught via videoconference, Communication for Safer Learning Environments (CSLE) addresses the challenges of diverse students and situations. This six-session workshop provides tools to enable leaders to respond effectively to the rapidly changing culture. This course addresses not just gender and orientation, but also immigration, ethnicity, and differing religious beliefs.

In addition to NGCSU faculty, participants include ministers and local school system counselors. The course began Jan. 27, and consists of six four-hour sessions over approximately 12 weeks.



Participants in the Georgia classroom.

"The reaction has been overwhelmingly positive," said the Rev. Colladay. Colladay noted that the videoconference environment does not affect learning at all. "There's a slight lag in the transmission between locations," he said. "But once you get into the class discussion, you're not even aware of it."

“ Learning about the relationship between gender, bullying, and school violence will change the way I deal with harrassment. ”

- Lynn White
3rd Grade Teacher, White County, GA.

Enrollment Up in Graduate-Level Class for Teachers

Enrollment has increased and enthusiasm continues for the Gender Continuum graduate-level class at the NGCSU School of Education that began Jan. 5. Taught via videoconference, YES Institute's Martha Fugate and Joseph Zolobczuk connect live to the Dahlonega, Georgia classroom for two and a half hours every Thursday evening through April 20.

"It's just like a regular class except the instructors and students are in two different

locations," Zolobczuk said. "Courses contain lecture, PowerPoint presentations, video clips, and live interaction with students".

The class, designed for teachers in various fields and all levels from K-12 to higher education, is an interdisciplinary approach to gender theory and best practices that will assist them in making school environments safer and more effective.



Instructors view of the Gender Continuum class.

Kiaora Society Membership News

With enormous gratitude, we welcome Jonathan Lewis as the first Kiaora Philanthropist.

We thank Visionaries Tina & Jon Kislak, long time friends and YES supporters, for renewing this year's contribution in honor of their new grandson Ezra Kislak Brown. Congratulations to the Kislak family and the proud moms, Rebecca and Joanna. A special thanks to Visionary Rev. Marta Weeks for increasing her ongoing support.

Founding Kiaora member Ed McAmis & Gerson Gonzalez have also renewed as Kiaora Visionaries. Tom Blount and Joseph Fitzgerald & Kenneth G. Rau have very generously increased

their giving and become Kiaora Champions. Kevin Koro generously increased his giving to Kiaora Leader. We also thank renewing Kiaora Leaders and YES friends, Mel Heifetz and Larry L. Luing. We welcome and thank new Kiaora Mentors Alfredo Barbero, Sherri Hankal & Julia Zayas, and Virginia Dunn & Jackie Cartier.

We thank the Women's Fund of Miami-Dade, and special contributing partners Ellen Freidin and Karen Goodman for awarding funds to YES for the third consecutive year for leadership and communication training for women in our community. We thank them for their partnership and generosity.

Jonathan Lewis Leading the Way

Long time friend and YES Institute supporter Jonathan Lewis is our first Kiaora Society of Donors Philanthropist, pledging \$100,000 for 2006. Lewis sent his first donation to YES in 1996 after reading in the newsletter of our need for a fax machine. Within the week, a state-of-the-art fax/copier/phone system arrived with a personal note wishing us luck. As we have grown, so have his generous contributions.

A visionary philanthropist, Lewis contributes his business acumen to creating systemic social change. With an astute eye on the results, yet never interfering in the process, he inspires us with his commitment to support work that seeks to make the world safer for all youth.

Recognizing that removing the obstacles of distance, time, and space would magnify the effectiveness of our programs and reach even the most remote locations, Lewis spearheaded the launch of the YES Distance Learning Program with a \$50,000 challenge grant last year. Since then, education on gender and orientation has spread via distance learning to Amarillo, Texas; Skidmore College, New York; Dahlonoga, Georgia; Wilmington and Dover, Delaware; Gainesville, Florida and Smith College, New York, all due to his stunning generosity.

With the distance learning program launched, YES moves into its next phase of growth.



Jonathan Lewis with Martha Fugate.

“ This is an organization with a vision and a track record of making a difference for gay youth. Political victories will mean little if hearts and minds of parents, clergy, teachers, and caretakers of our youth do not change. ”

- Jonathan D. Lewis

Now, with an infrastructure in place and a five-year vision plan for expansion, Lewis leads the way once again.

“We must invest in the long, but permanent path of education to achieve our goals. I challenge you to join me,” said Lewis.

YES Technology Translated: More Ways To Magnify Message

From asynchronous communication to zooming in via video conferencing, the distance learning technologies and techniques used by YES sound pretty complicated to those of us who only use a fraction of the features on our cell phones or digital cameras. And it is – and it isn't. While the generosity of donors like Jonathan Lewis (see above) has allowed the Institute to assemble an impressive array of sophisticated teaching techniques, the simple explanation is that these are just tools that take our message to anyone, regardless of their location.

“The technology allows us to connect in a variety of ways, but it's still YES. Our message is the same, but we don't have to necessarily be there

in the same room to share it,” said Joseph Zolobczuk, Education Coordinator. Distance learning is the broad umbrella for an educational situation in which the instructor and students are separated by time, location, or both, Zolobczuk elaborates. Distance learning can be (a) live; (b) anytime (asynchronous); or even (c); a hybrid of the two.

In live distance learning, all participants are linked at the same time - typically by audio or videoconferencing - for an instructor-led interactive session. Anytime learning includes self-directed programs such as a course taken via the Internet at the student's own pace (online or web-based learning), it is considered asynchronous.

Kiaora Society

Kiaora Society members donate \$1,000 or more to the YES Institute annually.

Philanthropist \$100,000 or more

Jonathan Lewis

Luminary \$25,000 or more

Lang Baumgarten
Tim & Meredith Birrittella

Visionary \$10,000 or more

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Vision

A community in which ALL youth develop as healthy individuals free of suicide, violence and discrimination.

Mission

To prevent suicide and ensure the healthy development of gay, lesbian, bisexual, transgender and ALL youth by initiating dialogue, providing education and creating support systems.

Accreditations



North Georgia College and State University Professional Learning Units (PLUs)



Florida State Board of Clinical Social Work, Marriage and Family Therapy, and Mental Health Counseling



Colorado Mountain College



Florida State Board of Nursing providing continuing education to LPNs, RNs, and ANRP Professionals



Communication Consultants for the SE Florida Episcopal Church



Roaring Fork Valley School District (RE-1) Teacher Education



Nikki Saltzburg and Lee Lesser in a Train the Trainers session.

REGISTER NOW FOR UPCOMING MIAMI COURSES
Communication Solutions - Saturday & Sunday,
April 22 & 23, Noon-6PM each day - 12 CEU credits

The Gender Continuum - Saturday, May 6
9:00 AM to 5:00 PM - 8 CEU credits

What's Inside!

- **Visionary Philanthropist Jonathan D. Lewis donates \$100,000**
Long-term supporter challenges others to invest in changing hearts through education.
- **Inaugural Train the Trainers Course Builds New Leaders**
YES' reach to expand exponentially through this program.
- **Communication Solutions Attracts Broad Audience**
A police chief, a Bishop, educators, students, and counselors of diverse ethnicities and orientations were among the latest class participants.
- **New Technology = More Mileage to Our Mission**
High-tech capabilities defined in easy to understand terms.

Did You Know?

Statistics on Violence Against Our Youth

Gay Youth:

- 33% of all teen suicides
- 50% rejected by their parents

Heterosexual Youth:

- 80% of youth harassed "as gay" actually identify as heterosexual
- 97% of all students hear anti-gay comments

In Our Schools: The Facts

- 5 out of 8 assailants in school shootings have been taunted repeatedly about masculinity.
- 20% of teenage girls are assaulted by a boyfriend, increasing their risk of anorexia, early pregnancy, drug abuse, and suicide.

YES is Listening

Do you have a question or comment? Send correspondence to: email@yesinstitute.org



YES speaker Eric Mendez addresses Family Counseling Services Staff.