



# ReVision

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

## Delaware State Visit Sparks New Partnerships

Our recent trainings in Delaware provided compelling evidence that people in every segment of the community require greater knowledge about gender. On previous visits, YES conducted trainings for clergy and social workers in the Wilmington area. This time we were invited to work with staff of the Department of Services for Children, Youth and their Families (DSCYF).

During a four-day period, 40 crisis workers from DSCYF, Delaware Child Mental Health Services (DCMHS), and Delaware Guidance Services participated in Essentials of Orientation™, Communication Solutions™, and our new Gender 101 course. Other special guests included three deputies, a hostage negotiation officer, and a mental health therapist from the Sheriff's Department in Loudoun County, Virginia. Their attendance was motivated by a desire to open dialogue on these topics in their community. Each officer spoke of being called to the scene of several gay and lesbian youth suicides.



Joseph Zolobczuk, Education Coordinator for YES.

**“ I have never been so affected by any training. It's not just about one of two boxes when it comes to gender... made me think of how I can be a much better counselor. ”**

- Stephanie Proctor, Crisis Counselor,  
Delaware Guidance Services

'System of Care' environment where treatment interventions and other decisions are made by the client's team. Rarely does everybody agree. This training will allow us to stay focused on the purpose (what the needs are), and give us a way to reach beyond our individual viewpoints and accomplish good things."

YES thanks Adrienne Arsht and the Arsht-Canon Fund for making possible this important trip to Delaware.

Bob Dunleavy, DCMHS Crisis Intervention Clinical Services Manager, now wants to make YES trainings available to more state agencies. We will be working with Dunleavy to return by year-end, and expand the training to reach all Delaware child and family mental health agency caseworkers.



DSCYF caseworkers open new possibilities through communication.

See **Delaware**, page 2



Chris Crespo from Ernst & Young (foreground), with other course participants.

Corporate diversity leaders, civic managers, and social workers from Pennsylvania, Louisiana, and Massachusetts also added to the powerful synergy in the courses.

**“ Many 'aha' insights about gender... will change the work I do with kids who don't 'fit' the binary. ”**

- Catherine Rose, Clinical Coordinator,  
Delaware Guidance Services

Sergeant Joanna L. Parrott, from the Special Operations Division of Loudoun County Sheriff's Department, has seen many youth suicides during her 23 years of service. "Many of these suicides are related to concerns around orientation and gender. However, many are heterosexual teens who have been tormented for being perceived as gay," Parrott noted. Vicky Burke-Watson, a psychiatric social worker with DCMHS, commented, "I work in a



Episcopal clergy and lay ministers, including the newly canonized Bishop Mary Gray-Reeves (front row, second from left).

YES led a two-day communication course for Episcopal clergy in Pompano Beach, Florida. We were invited by the Venerable Reverend Mary Gray-Reeves, Archdeacon for Deployment in the Diocese of Southeast Florida. Course participants had been on the front lines of upsets within the church over the consecration of gay clergy.

Many had experienced having to sever longstanding relationships amid the pain of unsettling breakdowns. Using these real-life examples from their churches, participants worked on how to restore damaged relationships and strengthen their faith community through purposeful dialogue.

Gray-Reeves offered, "It was a great course. It was helpful to me personally, and caused deeper reflection and awareness on the complexity of communication...It opens up space to stop and listen, and truly hear the fullness of who someone is, rather than just trying to get your point or agenda across."

Soon after the course, Gray-Reeves was elected Bishop of El Camino Real Diocese in California. We look forward to supporting her ongoing efforts to advance reconciliation and healing in the Episcopal Church.

**These programs are made possible by your generosity. To participate in keeping all youth safe, visit [www.yesinstitute.org](http://www.yesinstitute.org) and learn more.**

# Gender Upheaval Reaching Every Aspect of our Culture

## New Definitions and New Learnings

In recent months, national media interest in transgender youth has skyrocketed, including a cover story in *Newsweek* and a *20/20* episode on ABC Television. Oprah selected Jeffrey Eugenides' *Middlesex* novel as her Book Club pick for June, bringing awareness of intersex persons to thousands of her fans.

## Inspiration at Sea



Rosie O'Donnell (top left) in *Annie* onboard the R Family Cruise.

In July, YES was asked to present workshops on communication and gender aboard the R Family Cruise. R Family Vacations was created by Rosie O'Donnell and her partner Kelli to provide inclusive, welcoming environments for families of gay people and their friends.

Onboard, YES met Stephanie & Neil Guinan and their children Riley and Alli, who were featured in the *20/20* special on transgender children. After attending our one-hour course, Stephanie declared her intention to be trained by YES and work in partnership with us. Another course participant, Keith Olsen, a nursing professional and writer for the Emmys, wrote a reflection on our courses (see below).

## The Soul Has No Gender

Keith Olsen, RN

I so wanted to be on board the R Family Cruise, to be around like-minded people who have experienced being "different." To my surprise, my preconceived notions of what was "different" would be forever changed. I didn't expect to have a mountaintop experience or epiphany - on what I thought was strictly a laid-back cruise - but I did.



Barb Morrison, a producer and musician; Jonnah Speidel from Rosie's Broadway Kids; and Keith Olsen, RN (back row). Stephanie Guinan (center) with her two children Riley and Alli, and husband Neil.

Part of me didn't want to roll out of bed at 8:00 in the morning to attend a course on communication. Still, I managed in a bit of a fog to get there, thinking, "I have a journalism and communications degree. I'm sure this will

## Reaching School Social Workers

**“ From positive feedback, I know many of our school social workers will be registering for the gender workshops. I believe education is key to eliminating the societal stigma on these youth and their families. ”**

- Daniel R. Oré, MSW,  
Director of Social Work Programs, MDCPS

Professional social workers are trained to address social problems, their causes, solutions, and human impacts. They are not, however, prepared to provide much-needed support to transgender youth, so it was just a matter of time before they came to YES Institute. Daniel R. Oré, MSW, Director of Social Work Programs at Miami-Dade County Public Schools (MDCPS), asked YES to lead a course for all 120 school social workers within the district.



MDCPS social workers digesting new insights about gender.

Participants held many strong opinions and interpretations about gender, but most listened intently after we reported the over 50% suicide rate of transgender youth. By the time we returned to our office, phone calls from social workers alerted us that the next YES gender course was already filled. We look forward to further work with MDCPS social workers.

be a refresher course.” Talk about humble pie! I know I did learn a few things in college, but the information in this first course just blew me away. I knew I'd be on time the following day for the second course, and I was.

Discussions on sexual orientation, gender identity, and gender socialization from virtually womb to tomb hit home in a profound way for me. This class began to re-define precepts and preconceived notions that had unknowingly tormented me for so long. The fact that I'm not especially masculine nor feminine, but somewhere in-between, was suddenly okay. I was *me* in this huge thing called creation, and with a new conceptualization, gender was marvelously and curiously simply not an issue. I didn't have to fit any one mold or preconceived notion of others or myself.

Moments after the second course ended, I found myself on the deck of the ship taking in the vast sky and ocean - all the creation around me. Feeling one with all I could see - and oddly enough couldn't see - made me break down and cry. It was a release. Sharing this story with another dear friend, she remarked, "The soul has no gender."

## Continued Inquiry



Martha Fugate interacting with course participants.

Teachers, coaches, therapists, medical school faculty, and parents of transgender youth attended the June Gender Continuum workshop, the first segment in the YES Gender/Orientation Series™. The dynamics of diverse participants added to the invigorating discussion. One participant noted, "None of us here today will ever look at gender in quite the same way again."

**“ I learned some new information, but more importantly I will leave here thinking about biological sex, gender identity, and orientation much differently. Though I came searching for 'the answer,' I thankfully leave today with even more questions. ”**

- Casey White, Assistant Dean for Medical Education, University of Michigan

Continued from page 1

## Delaware



Delaware caseworkers in Gender 101.

YES Institute thanks our friend, Norwood Coleman, MSW, with Brandywine Program in Delaware, for introducing us to Dunleavy. The Delaware training has the potential of having state-wide impact, and could be used as a model for other states.



Kim Holway, Loudon County SWAT team member and YES course star.

**“ The methods YES taught showed me how to connect to my purpose. After all, who does not want to keep kids safe from harming themselves and each other? It's really that simple. ”**

-Joanna Parrott, Special Operations Division,  
Loudoun County Sheriff's Department

# Kiaora Society Membership

We thank new corporate supporters Ernst & Young for their increased contribution to the Kiaora Society. We thank longtime friends and volunteers Bob Longstreth and Rosy Zamora for renewing as Kiaora Mentors.

We are also grateful for the ongoing support of the Shepard Broad Foundation. Call our office or visit the online donation page for more information: [yesinstitute.org/donate](http://yesinstitute.org/donate)



## 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**  
Adrienne Arsh  
Lang Baumgarten  
Tim & Meredith Birrittella  
Jonathan & Tina Kislak

**Visionary \$10,000 or more**  
John & Selene Devaney  
Ed McAmis & Gerson González  
Hon. Katy Sorenson, County Commissioner  
Rev. Marta S. Weeks

**Champion \$5,000 or more**  
Greg Baldwin & José Castro  
Connie Barden & Martha Fugate  
Thomas Blount  
Rosa & Carlos de la Cruz  
Joseph F. Fitzgerald & Kenneth G. Rau  
Mel Heifetz  
Stephen E. Herbits  
Lee J. Osiason  
Peter Ploffit & Joseph Rodano  
Carol & Ed Williamson  
Trae Williamson & Daniel Carter

**Leader \$2,500 or more**  
Paula Black  
Russ Bogue & Peter Lovello  
Paula & Bob Brockway  
Jorge R. Centurión & Dan Nichols  
Douglas DeBoer & Howard Kurzweil  
Kevin Koro  
Joseph M. Kraus  
Larry Luing & Dario Espinosa  
Ralph Luftrin & Alan Lewis  
Kevin Miller & Allan Hunter  
Paula Morabito & María M. Yip  
Marsha Oldakowski & John Butler  
José Luis Peré  
Karen Raben & Andrea Pernick  
Bill Ross  
Cynthia & Emilio Vázquez  
Jorge Vazquez & Robert Armada  
Anonymous Donor

**Mentor \$1,000 or more**  
Dr. Patrick Abuzeni & Angela Patt  
José Alonso  
Maria Alonso & Alex Montague  
Alex Bahamonde & Noel Cabanas  
Sergei Boissier  
Gary Bremen & Roger Boone  
Enrique Carrillo  
Bruce A. Christensen  
Bob Cole  
Joseph Cross & Victor Vianello  
Carlos Cuartas & Jim O'Connor  
Scott Dansky & John Dawson  
Olga M. & Ignacio G. del Valle  
Virginia Dunn & Jackie Cartier  
Ramón Escobar  
Audrey Finkelstein  
Hector J. Garcia & George Hernandez, Jr.  
Thomas Gellman & Carlos Yudica  
Randall R. Gluss  
Walter F. Goodman & Robert A. Flanders  
Barbara T. Gray  
Allen R. & Jill F. Greenwald  
Ed Guedes & Ric Ryan  
Sherrí Hankal & Julia Zayas  
James C. Hanrahan, Jr.  
Marty Harris & Nikki Korval  
Joel Hoffman & John Stuart  
Lawrence R. Hyer  
Douglas Kinsley & Gabriel Pou  
Jan Kirchoff  
Kiwans Club of Key Biscayne, Inc.  
Ellen L. Leesfield & Pamela Perry  
F. Lynn Leverett  
Bruce Lieb & Lawrence Magras, MD  
Rev. Rosa Lindahl-Mallow  
Bob Longstreth  
John Marazza  
Dr. John J. Martin, Jr. & Forrest McSurdy  
Dean Mealy & Peter Barbatis  
Richard Millstein & Eric Hankin  
Cesar Nivar & Hugh Gallagher  
Robert Oldakowski & Luis Mendoza  
Noah Pantaleon  
Damian Pardo  
Lane W. Park  
Scott Prosan  
June Raben  
Gordon Rhodes  
Harry Rimm  
Juan Roca & Ampy Liriano-Roca  
Howard Perry Rothberg II & Paul A. Scolieri-Rothberg  
John Saavedra  
Don Sadler  
Juan Carlos Sagrera & Raphael Wagner  
Marty Schildhouse & Ed Miller  
Janice & Howard Scholl  
Lee Schragar  
Mark Scott & Joseph Falk  
Howard Snoweiss & Lin Childress  
Hortensia V. Soriano  
Theo Steinmetz  
Gary B. Stross  
Gene C. Sulzberger  
Thomas Taylor  
José Valdés-Fauli & Shed Boren  
William Vaughan  
Russell Wagner  
Tim Wagoner  
Lori Weems  
Laura White  
Patricia Woodson-Weinman  
Dale A. Young  
Rosy Zamora  
Joseph M. Zolobczuk

**Foundations & Corporations**  
Bank of America  
Betsy Gordon Foundation  
The Children's Trust  
Citigroup Foundation  
Coral Gables Congregational Church  
Dennis Edwards & Mark Steinberg Foundation  
Ernst & Young, LLP  
Goldstein Foundation  
HSBC - South Miami Branch  
Joseph H. & Florence A. Roblee Foundation  
Ruth Anderson Foundation  
Shepard Broad Foundation  
Women's Fund of Miami Dade

## Exemplars Changing Our World

**ex-em-plar (noun)** [ĭg-zēm'plär]  
1. one that serves as a model or as an example; 2. an ideal.

We are continually inspired by the commitment people have to the health and well-being of young people, and the steps they take to make a difference in our community. Now you can meet some of these "Exemplars" by watching video interviews located at [yesinstitute.org](http://yesinstitute.org). Be on the lookout for the next YES Exemplar interviews.

See the video now!  
[www.yesinstitute.org/video](http://www.yesinstitute.org/video)

### July Featured Video: BARBARA CHOTINER-SOLANO

Barbara, a MDCPS teacher, championed a pioneering effort to bring YES education and communication courses to deaf and hard of hearing students.



Joseph Zolobczuk with Barbara Chotiner-Solano.

## Bittersweet Celebration



Eva Leivas-Andino

We must announce the news that Eva Leivas-Andino is leaving YES to become the Chief Financial Officer of the Women's Fund of Miami-Dade County. We are extremely proud of Eva,

and very happy to know that she will be sharing her sterling talents with the Women's Fund, of whom we are great fans. Of course, we are also devastated by the loss of irreplaceable Eva in our daily work lives. Yet, consistent with our charmed life, Eva will remain a volunteer, speaker, and champion of our Hispanic outreach.

Given Eva's lifetime commitment to our work, we have a win/win victory as she seizes this

new opportunity. If you wish to congratulate her, you can reach her at [vicalca@comcast.net](mailto:vicalca@comcast.net). Eva's farewell in her own parting words:

“Please continue supporting, donating, volunteering, increasing your contributions, and making sure the work of YES reaches across our country and the globe. I thank you, I love you, and hold each of you close to my heart. With my YES friends and family I felt loved, accepted, and welcomed. I will always be your spiritual mother, friend, and partner in this extraordinary adventure of educating to protect our youth.”

- Eva Leivas-Andino

## Course Imparts Lasting "Impression"

### Haitian and Hispanic Student Counselors Enhance Leadership Skills

Summer program student counselors from First Impressions, Inc., convened at YES for a communication retreat. Nearly all of these students live with school violence as a daily part of their lives. The experience of practicing public speaking brought many outside their comfort zones, yet they were eager to explore ways to reduce conflict and arguments. These young leaders left with new tools to accomplish these goals.

“I learned that when we don't communicate, it's often based on fear. Conflict starts when we attack instead of listen.” - Student Counselor

“Personally, I've lost a friendship due to miscommunication and how I reacted badly to arguments. Someday I hope to be part of something as great and life-changing as the YES course was for me,” said Cristina Batista, a student counselor.



Joseph Zolobczuk with First Impressions student counselors.

Non Profit Org  
US Postage Paid  
West Palm Bch FL  
Permit No. 3591



June/July 2007 Edition  
5275 Sunset Drive  
Miami, FL 33143  
www.yesinstitute.org

## In this issue... Delaware Trainings Open Exciting Opportunities



305-663-7195 www.yesinstitute.org

### 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.

### Education Accreditations

Miami-Dade County Public Schools, Professional Development, #2-403-003, #2-406-302 (MPP)

Florida Board of Clinical Social Work, Marriage & Family Therapy, and Mental Health, #50-1652 (CEU)

Florida Board of Nursing, #50-1652 (CEU)

North Georgia College & State University, Professional Learning Units (PLU)

Communication Consultants for the Episcopal Diocese of Southeast Florida

## Miami Country Day

“ We received many positive comments from faculty who attended, and many requested that we bring YES back. ”

- Maggie Camara-Avalos, LCSW,  
Miami Country Day School Director of Guidance



Miami Country Day School teachers and counselors.

## Upcoming Courses

**GENDER/ORIENTATION SERIES™** - 16 CEU / 12 MPP

Part 1 Gender Continuum - Saturday, Sept. 1  
Part 2 Deciphering Matrix - Saturday, Sept. 8  
Part 3 Being & Belonging - Saturday, Sept. 8

**COMMUNICATION SOLUTIONS™** Course - 12 CEU & MPP  
Saturday & Sunday, October 6 & 7  
Noon - 6PM each day

<http://education.yesinstitute.org>

Use your login information (above the mailing address) to enroll in a course: [education.yesinstitute.org](http://education.yesinstitute.org)



MDCPS educators must first register on the Professional Development portal. Search under instructor "Valido."



### Board of Directors

**Robert Oldakowski**, MBA, CPA, Chair  
**Paula Black**, Vice-Chair  
**José Luis Peré**, Treasurer  
**Connie Barden**, RN, MSN, CCRN, Secretary  
**Tim Birrittella**, MBA  
**Marty Harris**  
**Jan Kirchoff**  
**Karen Raben**, MD  
**Bill Ross**, MBA  
**Emilio Vazquez**  
**Trae Williamson**, ESQ

### Staff

**Martha Fugate**, Director  
[martha@yesinstitute.org](mailto:martha@yesinstitute.org)  
**Jesse Walters**, CHME, Associate Director  
[jesse@yesinstitute.org](mailto:jesse@yesinstitute.org)  
**Luke Jude**, MA, Communication Director  
[luke@yesinstitute.org](mailto:luke@yesinstitute.org)  
**Joseph Zolobczuk**, Education & Training  
[joseph@yesinstitute.org](mailto:joseph@yesinstitute.org)  
**Tim Wagoner**, IT Manager  
[tim@yesinstitute.org](mailto:tim@yesinstitute.org)  
**Lubin Erne**, Digital Media Specialist  
[lubin@yesinstitute.org](mailto:lubin@yesinstitute.org)

## Welcome New Staff



Jesse Walters

We welcome Jesse Walters as the new Associate Director for YES Institute. Jesse was formerly President of the Chester County Convention and Visitors Bureau, and also served as Board Chair of Planned Parenthood of Philadelphia. He moved

from Philadelphia to Miami with his partner of 19 years, David Traupman. Jesse wowed us with his eagerness to leave the world of business to make a difference in the world for youth. He looks forward to meeting everyone in the YES "family."

Luke Jude, formerly Nina Topp, returns to YES after completing his Master's degree at the University of Massachusetts in Amherst. Currently in the process of a gender transition, Luke is newly committed to expanding consciousness



Luke Jude

about gender in our culture. An experienced writer, researcher, and educator, Luke is now Communication Director at YES. We are thrilled to have Luke back, and excited to have his leadership as we continue to expand our work on gender.

## Did You Know?

Anti-gay epithets are a catalyst for violence that affects all youth. Ninety-seven percent of all students hear anti-gay comments in school.

### Gay Youth:

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

### Heterosexual Youth:

- 80% of youth harassed "as gay" actually identify as heterosexual