



The Source For Knowledge On Gender & Orientation

ReVision

re (ri) **n.** 1. anew, again **vision** (vizh'ən) **n.** 1. the manner in which one sees or conceives of something

"525,600 minutes": How Do You Measure A Year?

After 15 years in action, YES Institute reflects on the results of our work and prepares for an extraordinary future as the source for knowledge on gender and orientation.

See page 4

Pink Flamingo Offers Red Carpet Welcome

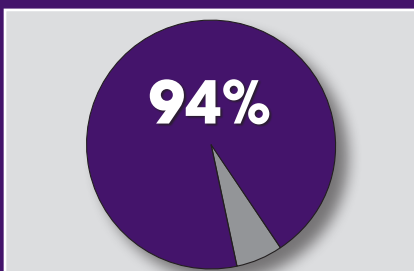
Newly launched Pink Flamingo Hospitality Program invites leaders of South Florida's hospitality and tourism industries to create truly inclusive experiences for employees and guests.

See page 3

Summit Launches New Conversations in Mexico

Hosted by Bishop James Ottley and the Episcopal Diocese of Cuernavaca, Mexico, YES Institute facilitates history-making dialogues at 1st Latin America Summit on Gender & Orientation.

See page 6





Rachel Sottile,
Executive Director

Dear Friends,

This holiday season, we celebrate the 15th anniversary of YES Institute. Our history of producing bold and lasting results has garnered a reputation of accountability that is now opening vast doors for systemic, community-wide change.

We are now expanding into school systems beyond Miami, sought after by religious communities, and providing education for healthcare systems. Our expertise in communication and education on gender and orientation brings requests for our work from every segment of the community that is involved in keeping youth safe.

Some of the 2011 accomplishments include:

- 18% increase in the number of participants in our work.
- 100% increase in the number of healthcare providers trained.
- Trained teachers and administrators at Volusia County Public Schools with funding from their school board.
- Training provided and opportunities unfolding with Joe DiMaggio Children’s Hospital.

- Latin America Summit on Gender & Orientation welcomed clergy, community leaders, teachers, and families from across Mexico and Latin America for 4 days of YES communication & educational courses in Cuernavaca, Mexico.

92% percent of our budget goes directly to education that will help keep all youth safe.

It is your support which makes these results possible and has allowed us to thrive and grow. We ask for your continued generosity to stay independent and strong. If you are pleased with the results of our work, we invite you to continue to invest in making the world safer for our youth.

On behalf of the staff and Board of YES Institute, thank you for your gifts which keep us going strong. We wish you and your families a very happy holiday season and a prosperous new year.

Warmly,

Rachel Sottile, M.S.
Executive Director



The Source For Knowledge On
Gender & Orientation

Mission

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

Phone

305-663-7195

Website

www.yesinstitute.org

Address

5275 Sunset Drive
Miami, FL 33143

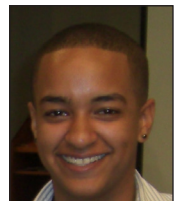
YES Institute Welcomes New Staff!

YES Institute welcomes our newest staff member, Sky Guilbaud. Assigned female at birth, Sky struggled throughout his childhood to fit the “correct” gender expectations within his Haitian culture. Sky came to YES Institute on a school field trip in 11th grade and heard the word “transgender” for the first time. Sky shares, “I hadn’t put the pieces together until then. Once I learned about gender, I began to see how much I wanted to be known in the world for who I really am.”

But first, he struggled to hide his daunting discovery of gender. During this dark time, feeling there was no solution, Sky attempted to take his own life. Rushed to the psychiatric ward at Miami Children’s Hospital, things got even worse when he realized, despite his requests, he would be referred to as “she” and called by his female birth name.

Sky asked his mother to call YES Institute and arrange for Luke Jude and Martha Fugate to come and consult with them. Sky remembers, “I knew that the only people who could truly help me and keep me alive at this very low point in my life would be people from YES. ‘Transgender’ was still something very new to me, and I didn’t know how to explain how I felt in words. They helped my mom, and they also helped me understand how scared she was.”

Having experienced firsthand the urgent need for education for families, medical providers, and mental health counselors, Sky has dedicated his life to opening up new dialogues on gender in communities that need it the most. As the Community Liaison at YES Institute, he will have many opportunities to make this contribution.



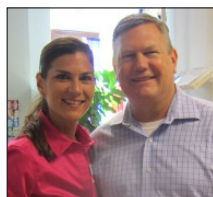
Sky Guilbaud

Pink Flamingo Offers Red Carpet Welcome



Joseph Zolobczuk facilitating a training for the Pink Flamingo Hospitality Program at the LGBT Visitor Center on South Beach.

In 2008, newly hired President & CEO Steve Adkins of the Miami Dade Gay and Lesbian Chamber of Commerce (MDGLCC) sat down with Rachel Sottile at YES Institute to share his vision for a truly inclusive Miami Beach - a city where travelers, Floridians, youth, and families could feel safe and welcome. Steve felt that communication and education on gender and orientation were essential to fulfill this vision.



Rachel Sottile and Steve Adkins

In partnership, Steve and Rachel created the first proposal for the pioneering Pink Flamingo Hospitality Program, a system-wide training program for the hospitality and tourism industry aimed at creating welcoming experiences for Miami Beach visitors, residents, employees, and families.

YES Institute is the sole provider of education on gender and orientation to member hotels and businesses seeking Pink Flamingo certification. After participating in our trainings, in addition to site-visits and guest evaluations, participants will receive a Pink Flamingo moniker to indicate to potential guests that they are a safe and welcoming property.

The initial YES Institute training welcomed management teams, marketing executives, and business leaders from nearly 30 hotels and hospitality associations, including the Greater Miami Business & Hotel Association, Greater Miami Convention & Visitors Bureau, The Betsy Hotel, the Gansevoort Miami Beach, and The Shore Club, to name a few.

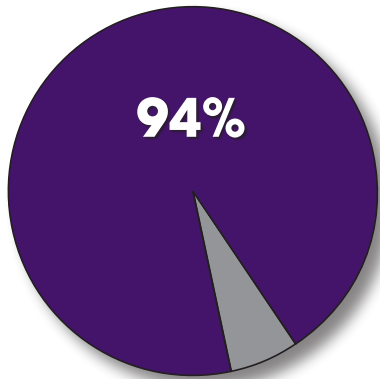
“Even though I see myself as a part of the ‘GLBT’ community, this brief time together with YES was a major eye opener for me. I’ve never tied the two communities together in this way before, and I can already envision the impact these trainings could have for my entire industry.” - Participant

Ed Ponder, the President of the South Florida Concierge Association, was the first to sign up his organization for Pink Flamingo training. One week after the initial dialogue, concierges from The Betsy Hotel, Royal Palm Hotel, and Park Central Hotel, among others, were eager to have education on these topics in order to provide the best service to their guests.

“After today, I won’t feel so afraid to openly ask a guest their preferred pronoun, or inquire how they’d like to be addressed when the name on their ID card is different from their registration.” - Participant

The Pink Flamingo Hospitality Program has created a buzz among local tourism and hospitality businesses who are now eager for certification. A participant said, “Times are changing, and we can’t afford to be silent on these topics any longer. This is an important opportunity and I’m excited to see where it will take us.”

How Do You Measure a Year?



94% of respondents rate YES Institute presentations and courses as **"worthwhile"** or **"extremely worthwhile."**

50% of respondents indicated YES Institute was their **first educational talk** on gender and orientation.

24% increase in participants attending YES Institute presentations and courses, from 2009 through 2011.

Before YES Institute Education:

59% of respondents report hearing **anti-gay slurs** on a daily or weekly basis.

1 in 5 report witnessing anti-gay **physical bullying** on a weekly or monthly basis.

41% report being **"unsure"** or **"very unsure"** handling a situation with gender and orientation concerns.

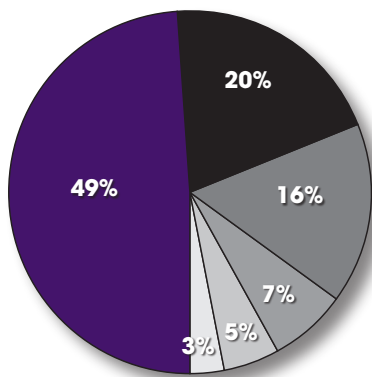
After YES Institute Education:

95% of respondents report now wanting to **speak up** when hearing anti-gay slurs.

91% report now having **more knowledge** about gender and orientation topics.

87% report now feeling **well equipped** handling a situation with gender and orientation concerns.

Participant Demographics

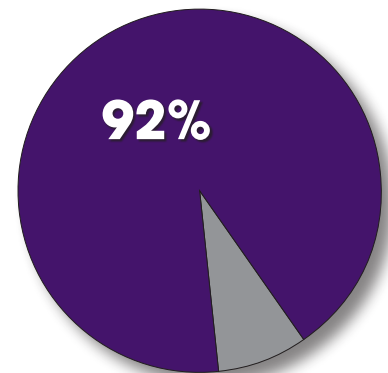


49% Hispanic/Latino
20% European descent
16% African descent
7% Caribbean
5% Multi-Ethnic
3% Asian

52% of participants and students are **21 and under**.
20% of participants are **parents**.

You Make it All Possible

92% of funding goes directly to programs.
8% of funding covers administrative costs.



Kiaora Society Membership

We thank Jonathan Lewis for his remarkable contributions to YES Institute and for renewing his steadfast support and commitment to our vision.



We thank our dear friend Ruth Admire with The Charles N. and Eleanor Knight Leigh Foundation, and our supporters at The Miami Foundation, for renewing contributions at the Champion level. We are also grateful to an anonymous donor for their continued support as a Champion.

We continue to be inspired by the generosity and focused commitment of Kiaora Leader Howard Kurzweil, and thank him for his support and sharing of YES Institute with friends and family.

We are very grateful to Olga & Ignacio del Valle, Ivy Beth Lewis, Gordon Rhodes, David M. Schwarz, Thomas Taylor, Patricia & Milton Wallace, and Laura White for renewing their memberships as Kiaora Mentors.

For more information about joining our Kiaora Society, or to structure your contribution, please contact Eva at 786-301-3940 or eva@yesinstitute.org.

I can't believe it has been 15 years since YES started.

We could not have done it without the incredible and heroic support of all of you. Through recessions and market crashes, construction booms and real estate debacles, you have been there for the kids we serve, sometimes saying to me "my accountant told me not to contribute, but I will anyway, because I believe in what you do."

This is the kind of partnership that inspires, empowers, and fuels our work. I invite you to donate at the top of your capacity, always remembering that if you give us your credit card number, together we will change the world.

Call me today at 786-301-3940 to structure your monthly, quarterly, or one-time contribution, donate directly from your IRA, or name YES Institute in your Planned Giving. Many blessings to all of you during the holiday season, and have a wondrous 2012.

Eva

Kiaora Society

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

Philanthropist \$150,000

Rev. Marta S. Weeks

Trustee \$50,000

Jonathan Lewis

Visionary \$10,000

Jonathan & Tina Kislak

F. Lynn Leverett

Jan & Daniel Lewis

Ed McAmis & Gerson Gonzalez

Paula Morabito & María M Yip

The TOBY Fund

Champion \$5,000

Aqua Foundation for Women

J. Ben Bourgeois Productions, Inc

Mel Helfetz

The Charles N. and Eleanor Knight Leigh Foundation

The Miami Foundation

Kevin Miller & Allan Hunter

Missionary Society-Episcopal Church USA

Charles Urstadt

Anonymous Donor

Leader \$2,500

Thomas Blount

Thomas Gellman & Carlos Yudica

Sherri Hankal

Howard Kurzweil in loving memory

of Doug De Boer

Alex Montague & María Alonso

Mentor \$1,000

Dr. Patrick Abuzeni & Angela Patt

Jose Alonso

Connie Barden

Tim & Meredith Birrittella

Sam Blum

Christopher Brandon & Russell Corbett

Bruce A. Christensen

Coldwell Banker Cares Foundation

John M. Cooney & Julio Fernandez

Joe Cross & Victor Vianello

Olga & Ignacio del Valle

William Dewald

David & Madelaine Doyle

Virginia Dunn & Jackie Cartier

Dennis Edwards & Mark Steinberg Foundation

Chris Ellison

Dawne Fleri

Martha Fugate

Elizabeth & Seth Gadinsky

Randall R. Gluss

Eric Gofflieb

Barbara T. Gray

Thomas H. Grimshaw & Luis R. Reyes

Mentor \$1,000 (cont.)

James Gross & Justin Bolinger

Marty Harris & Nikki Korval

Lynn Herald

Lawrence R. Hyer at The Miami Foundation

Ivy Beth Lewis - The IV Fund

Jeri Jenkins

Robert Johnson & Layne Tidwell

William Jones

Douglas Kinsley & Gabriel Pou

Jahn and Christine Kirchoff

Joseph M. Kraus & Joe Martins

Ellen L. Leesfield & Pamela Perry

Leesfield Family Foundation

Eva Leivas-Andino

Esteban Londoño

Larry Luing & Darío Espinosa

Ralph Lutrin & Alan Lewis

Dr. John J. Martin, Jr. & Forrest McSurdy

Dean Mealy & Peter Barbatiss

Luis Medina

Richard Milstein & Eric Hankin

Jim O'Connor & Carlos Cuartas

Robert Oldakowski & Luis Mendoza

Tanya D. Pages

Lane W. Park

José Luis Pére and José Vilanova

Scott Prosan

June Raben

Karen Raben & Andrea Pernick

Gordon Rhodes

Bill Ross

Howard Perry Rothberg II &

Paul A. Scolleri-Rothberg

Don Sadler

Juan Carlos Sagrera

Lee Schragar

Esther C. Schumann

David M. Schwarz

Jaye Seymour & Glenn Huber

Richard Shannon

Roxana & Efrain Sora

Roxy-Cary Sora

Hortensia V. Soriano

Kim Sorondo

John and Ann Sottile

Rachel Sottile

Gary B. Stross

Mike Syers

Thomas Taylor

Emilio & Cynthia Vazquez

Jorge Vazquez & Robert Armada

Vega & Oprandi

Wachovia Foundation

Patricia & Milton Wallace

Laura White

Carol & Ed Williamson

Trae Williamson

Patricia Woodson

Dr. Terilee Wunderman

Mel Wymore

Summit Launches New Conversations in Mexico



Martha Fugate and Luis Ottley with participants in Communication Solutions™ in Cuernavaca, Mexico.

Bishop James Ottley, the Interim Bishop of the Diocese of Cuernavaca and a longtime friend and supporter of YES Institute, launched the 1st Latin America Summit on Gender & Communication. The first of its kind in the history of Latin America, the summit was held in Cuernavaca where 50 people participated in four days of education.

Bryan, a 15-year-old student, came with his mother on the first night of Communication Solutions™. He was shy and disengaged, barely speaking to anyone. By the next day, Bryan was an active participant and speaking freely in front of the room. At the completion of the course, Bryan said, "This course changed me completely. I see now that I have been in my own way and did not have a voice."

"I've discovered new ways to truly listen and speak out from the heart with a generosity that will serve me in my community and in my work as a counselor. With this course, I have overcome so many stumbling blocks that stopped me from being effective in communication." - Gregorio Bufkin, OGS, Congregation of San Pablo, Diócesis de Cuernavaca

It was a huge relief for a local priest when he observed the following: "I've learned today that I need to listen more and talk less. All I can do is try and guide people towards finding their own solution - I don't have all the answers."

YES Institute board member Roxy Cary-Sora facilitated Gender Continuum in Spanish. A participant said, "It has honestly changed my way of thinking with respect to gender, and I see how dangerous it is to attach judgements to labels like 'gay'." Another participant shared, "The class addressed so many of my questions about gender and orientation. I know now that dignity is untouchable no matter where you live or how you identify around orientation. I am eager to share what I learned today with the young people in my community and my church."

"The course had a profound impact on me. I am eager to share everything I have learned with my colleagues. I am greatly impressed by the conversation we've had here today about gender." - Reverend Canon Habacuc Ramos Huerta, the Secretary General of the Anglican Church of Mexico

As the conversations unfolded, participants recognized the groundbreaking nature of their time together. Everyone was taking copious notes and snapping pictures of everything in the room. History was being made, and they were all pioneers.



Martha Fugate reviews YES Institute's model of communication with a participant in Cuernavaca, Mexico.

Building A Road of Knowledge

Participants arrived to Communication Solutions™ looking for the “right” answers and evidence they could use to win their arguments about gender and orientation. As they began to see the course offered a completely new way for engaging in communication, the search for answers started to fade and their remarkable stories involving life and death consequences emerged. One student shared, “Today, for the first time, I felt safe to share myself entirely. I have learned so much, and I feel like I can take on the difficult conversations I will inevitably have to face.”

“Conflicts don’t have to end in domination, confrontation, or tears. Rather than the standard push and pull war that usually happens, this gives me tools to really communicate.”

- Amanda, Student and YES Intern



Participants engage in an interactive exercise in Communication Solutions™.

Several doctors and counselors shared stories of working with children whose families are torn apart by conflict around gender and orientation. Katie, a licensed social worker, said, “Especially in areas that I previously saw as dead-ends, I now see a way to contribute and move forward with them. I will definitely use this model with parents who are struggling to come to terms with their child’s gender.”

Being & Belonging - the third part of YES Institute’s Gender & Orientation Series™ - was also held in October. Building on the knowledge gained from the Gender Continuum and Deciphering the Matrix of Orientation, the course reveals the impact of gender and orientation on our ability to truly be and belong. A participant shared, “This course shows in a tangible and real way the impact gender and orientation has on the well-being of youth. It was stunning.”

“I always want answers - solutions that can be acted on immediately. When I come to YES Institute, I get the rare opportunity to think, mull over, investigate and come up with ideas that will actually make a difference in the world!”

- Barbara Chofiner, MDCPS Teacher



YES volunteer speaker Josh Collins (right) practices his new communication skills.



Non Profit Org
US Postage Paid
Boca Raton FL
Permit No. 1767

Issue 3, 2011
5275 Sunset Drive
Miami, FL 33143
www.yesinstitute.org

**“Real generosity toward
the future lies in giving
all to the present.”**

- Albert Camus

Communicating Powerfully & ReVisioning Gender



Long time YES supporter Gordon Rhodes poses a question in Communication Solutions™ during Education Week 2011.

Communicating Powerfully & ReVisioning Gender, YES Institute’s annual Education Week, is right around the corner. We invite you to join us Martin Luther King weekend for a once a year opportunity to experience 5 consecutive days of YES Institute’s curriculum.

You will be participating with remarkable people who have an extraordinary

commitment to making a difference for our youth. You will gain access to the most cutting-edge information on gender and orientation, and gain new skills for communication.

Education week provides a unique opportunity to experience our most popular courses back-to-back in a 5-day intensive series. You can also select to register for individual classes. Dates, times, and registration information are available at <http://yesinstitute.org/CPRG>.

Invite your family and friends to join you, and achieve a new level of relatedness with people you love. Contact Brittney McCabe at (305) 663-7195 to register today.

YES Institute Education

Continuing education credits are available for therapists and nurses, and professional development for Miami Dade County Public School employees.

Communication Solutions™

January 13 & 14, Noon–6pm

Gender Continuum

January 15, 9am–5pm

Deciphering the Matrix of Orientation

January 16, 9am–5pm

Being & Belonging

January 17, 9am–5pm

Essentials of Gender & Orientation

February 3, 9am–5pm

Register Today!

305-663-7195

www.yesinstitute.org/education