

# CROSSROADS

SUPPORTING LESBIAN, GAY, BISEXUAL & TRANSGENDER YOUTH

A publication of  
**NATIONAL  
YOUTH  
ADVOCACY  
COALITION**

Sixth Edition

Winter 1998

## Queer Youth Don't Come Cheap

by Megan Per-Lee, youth activist and former NYAC intern

As communities of queer young people emerge, so do individual youth who take leadership roles in creating change. Young leaders are taking on positions as group facilitators, peer educators, speakers, board and committee members, and a host of other community organizing roles. As those who have been involved in community organizing know, little recognition is available and there is almost no financial reward. What they also know is that in fact it costs money to be involved, and individuals often face serious financial burdens. This can take a greater toll on young people who are already at an economic disadvantage to most of their adult colleagues.

NYAC wondered how often these economic issues are taken into consideration when adult leaders are putting efforts toward including youth in community organizing activities or services. Or when adult leaders question why white youth and young men seem to be more inclined to speak up and get involved. NYAC explored the financial implications of being involved for a sampling of queer youth leaders. We found that across the country queer youth

community organizers and activists are emptying their pockets for the movement. Interviews with ten young people from different regions of the US involved in their communities revealed a spending average of \$1,043 dollars a month to engage in activist activities. Costs went as high as \$1,430 dollars a month for one youth.



**“Adults working with young people must recognize the necessity of incorporating economic empowerment into definitions of youth empowerment.”**

recognize the necessity of incorporating economic empowerment into definitions of youth empowerment. If adults are to support a diversity of youth meaningfully participating and taking leadership roles in their work, access issues must be constantly evaluated.

The commitment made by youth getting involved must be honored. Consider the relationship between an adult leader and a major donor who has made a \$10,000 dollar gift. Young people making contributions through community organizing and

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### EDITOR'S NOTES

Welcome to the sixth edition of *CROSSROADS*, the first and only national magazine written by and for gay, lesbian, bisexual, and transgender (GLBT) youth and their adult allies. *CROSSROADS* was previously published by the Bridges Project when it was housed at American Friends Service Committee (AFSC). Answering a call from our constituency, Bridges moved in 1996 to become a project of the National Youth Advocacy Coalition (NYAC). NYAC is the only national organization focused solely on advocacy, information, and education addressing the broad range of issues facing GLBT youth. Established in 1993, NYAC was developed by a coalition of youth and adults working to address GLBT youth policy issues. It has since grown to a coalition of over 130 community-based and national 'Participating Organizations', working to improve systems and raise visibility of GLBT youth issues.

Adding the Bridges Project's expertise and resources in 1996, NYAC has become the nationally recognized leader in GLBT youth issues through educating policy- and decision-makers, providing information resources, supporting local and regional organizing, developing youth/adult partnership and leadership models, and building a strong GLBT youth movement.

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# Who's Behind the Curtain Pulling the Strings?

by Kelly O'Neill

Employment can be an excellent mechanism for teaching skills and building leadership among young people. Through an employment setting, youth are able to interact with adults in a colleague-based relationship. A queer-based work environment gives young queers an opportunity to be out about who they are, have a positive influence on their

**"In order to truly incorporate young people into power structures, it is important not to expect that they do all the changing."**

communities, and meet adults who may prove to be allies. In order for employment to be meaningful and effective, employers must believe that young people truly can be colleagues, and they must make a commitment to devote the time and energy necessary to help young people develop skills and gain experience.

It is important that young people be given a job description, opportunities for skill development and advancement, consistent supervision, and flexibility. Too often 'youth jobs' are irrelevant tasks that adults have devised simply to fill time. **Jobs for young people should be challenging and meaningful both to the young person and to the organization as a whole.** Few people succeed in environments where they feel inferior or incompetent. If an organization

is truly committed to young people's self-determination, this will be reflected in the amount of responsibility held by young people in the organization.

The Center for Young Women's Development is based on the principle that young women can and are independent and responsible. We work against age-based norms and expectations. We employ and train young women to do a variety of things including health education, street outreach, advocacy, fundraising, accounting, program planning, researching and facilitating. We expect young women to be colleagues with adults and to learn the skills necessary to plan and direct their own projects.

We have created a space where young women have political power, where our ideas and assets are respected and utilized, where learning is encouraged and expected. Young women of different cultures and sexual orientations work together in an environ-

ment where being straight is not the norm.

Young women are respected, not exploited and are given power. This makes it essential that we teach and learn how to use power responsibly.

In order to truly incorporate young people into power structures, it is important not to expect that they do all the changing. The agency itself may need to change. **Adults in the organization must be willing to relinquish some of their decision making power, as well as assist young people with developing skills so that they can adequately take and use this power.** Young people can take on responsibility, design programs, and become supervisors or directors. This can benefit the organization in a number of ways: programs will be improved by the insights and intellect of young staff; young people will gain skills and employment experience; and the organization will gain credibility in the community, particularly amongst young people.

*Kelly O'Neill is the former Director of Community Building at the Center for Young Women's Development in San Francisco. CYWD is a youth-run agency providing employment and skill development for queer and straight young women who are on their own. Contact: 1095 Market Street, Suite 608, San Francisco, CA 94103, 415-487-8662.*

#### EDITOR'S NOTE:

*For information and referrals on GLBT youth programs that directly promote the value of youth empowerment through employing young people, contact NYAC's Bridges Project.*



## Talking About Class

An interview with Susan Raffo

**NYAC:** You've said that class is not a conversation that happens easily in the United States, yet we are, in fact, talking about it all the time. Could you begin by expanding on this idea?

SUSAN RAFFO: Absolutely. Class is a conversation that rarely takes place in a formal way but one that buzzes continually. Every time we talk about health and money and work and the mall, we are talking about class. Every time we wonder about affirmative action or immigration, we talk about class. Class sits with us when we grocery shop and it bangs against us when we think about paying the bills. It is fundamentally entwined with queer lives. Class is always there. It is something we are in constant relationship to, whether we think about it or not.

**NYAC:** Why do you think we are reluctant to talk about it, formally?

SR: I think that in the US, we are all raised with a class story, the one that says if we work hard enough, we can all own a home, have a good job, and take vacations. Even when we don't believe that the American dream is equally available to all people, it's a hard story to shake. Poverty and the use of social services is still implied to be the result of not working hard enough.

**NYAC:** It also seems like people have differing ideas of what class is, or at least different ways of talking about it.

SR: Right. Some people use the terms blue and white collar to talk about class, others use working class, middle class and rich. Still others only talk about class by talking about race, using images of people of color to imply poverty and white people to demonstrate middle class life or wealth. When I am talking about class, I am not just talking about working class lives nor am I just talking about rich people. I am talking about work, about jobs, and about how people

survive. I am talking about the dreams people spin about who they are and what they can expect from the years ahead, from the people around them, and from the institutions that serve them.

**NYAC:** You mentioned earlier that many people talk about class by talking about race. Could you spend some more time talking about the intersection of race and class?

SR: The two are so entwined in the U.S., I think it's pretty impossible to talk about them separately. I've been to many conferences in which discussions about race and class have been scheduled separately but at the same time. You go into the room with the focus on race and you find a majority of people of color with some white folks. You cross the hall and go into the room focusing on class and you see a lot of white people - mostly white people raised working class and poor.

This separation has to stop. When I talk about class I'm not just talking about white people, using class as a way to talk about my experience as a white working class woman and race to talk about the experiences of people of color. I am also not ignoring race by using the word class alone. Class and race across the history of the United States have been tied and continue to be tied in a confusing and sometimes impenetrable tangle. I don't believe we can talk about class without talking about race nor talk about race without talking about class. The class conversations in the United States that do happen are generally about economics and public spending and they are racialized conversations. For example, mention the word "welfare" in the United States and the face attached to the word welfare is usually a Black woman's face. It doesn't matter that the large majority of individuals and families receiving public assistance are white.

**NYAC:** What are the results of this kind of automatic imagery?

SR: The conversation about welfare, then, becomes a narrow conversation about race rather than a conversation about power and

access that includes an explicit understanding of race and racism. One problem is that the majority of people of color living in the United States whose lives are not attached to welfare or crime or a sweat shop must constantly fight the assumptions that they are. Additionally, the white faces receiving welfare, living in poverty, working in a sweat shop, or dealing with the cycle of crime and drug addiction become invisible in a mainstream conversation.

**NYAC:** And it's not just class and race that are intertwined, is it? You've already said that "class is always there," which means it is present in gay, lesbian, bisexual and transgender (GLBT) communities.

SR: Class is partnered with everything, not as an issue of greatest importance but instead, as a kind of lens that intensifies the specifics of everything it is turned upon. Class depends on

"CLASS DEPENDS ON AND DETERMINES A SYSTEM OF POWER RELATIONSHIPS AND DYNAMICS."

and determines a system of power relationships and dynamics. 'Relationships' is the important word here: both between individuals and within individuals and within systems and across institutions. Class is about relationships and it is about comparatives. Rich and poor, union and non-union, Black and Asian, rural and suburban, gay and straight, north and south. Everything, in part, understands itself by what it is in relationship to. But this isn't just a conversation across separate differences. The queer community - just like every other community - is not a monolithic entity of singular thought and analysis. Yet, policy is often decided for the queer community as though there were singular queer issues that were equally experienced by all of its members - queer issues that are only seen in opposition to straight issues.

**NYAC:** GLBT youth are among those whose particular issues are often overlooked in our communities. Do you agree?

(continued on page 4)

*(Talking About Class continued from page 3)*

SR: Yes, yes, and yes again. Queer youth have to deal with class issues in all the same ways as queer adults but there are also issues specific to queer youth. Queer youth are in a different relationship to their sexuality than adults. Exploring and experiencing sexuality and identity happens differently for those under 21 than it does for those over 30. There are different vulnerabilities to homophobia and heterosexism, different pressures around coming out, and different avenues to independence and self-sufficiency. Coming out to someone - such as a parent or guardian - who might still be financially and legally responsible for you is not the same thing as coming out in later life. Class is also a particular issue for the young person who is thrown out on the streets for being queer. Homeless youth are disproportionately GLBT. Those who live in a large urban area may find services for homeless youth, sometimes with programming aimed at GLBT issues. Smaller cities, towns and rural areas may not be able to afford the same kind of services provided by the bigger cities. The wider queer community should be watching out for its younger members as much as it does for its members with the most buying power.

**NYAC: But we know this is not always the case. Why do you think that is?**

SR: The biggest reason is that queer adults are no different from straight adults when it comes to really getting youth issues. Not adequately supporting and honoring youth is shared across most communities. Additionally, I think a lot of queer adults who struggled during their youth with coming out and finding community remember only the hard icky parts. They forget the strength and beauty of their survivability. They forget that queer youth today are not the same as queer youth ten and twenty and thirty or more years ago. Queer youth become defined only as a body of people in need of being protected and not as a group of people with a varied and diverse culture full of strengths and joys as much as sorrows.

And I think it's more than that. The queer community — and I use that phrase in its loosest sense — is part of a marketing moment in which many of its members believe the hype they hear

about their own community. Queer glossy magazines present a particular kind of queer image and, through their illustrations, their articles and their advertising, determine a popular picture of “lesbian” or “gay man.” Rarely do bisexual or transgender lives get detailed unless that person is already famous. We are part of a media moment that most often details the lives and bodies of artistic, political and marketing

**“When I first went to a private liberal arts college, I realized how much more I had been informed by my extended family than I was by my mother’s dreams about professional careers.”**

superstars. We are out and about in the mainstream more than ever before but the bodies that are out and about do not represent the majority of our lives.

**NYAC: So, we’re back again to power relationships and automatic imagery?**

SR: Yes, because these are the bodies that those struggling to come out must measure themselves against. They are the bodies that those living isolated or non-urban queer lives have to see themselves in relationship to. This is not a trivial thing. When we do not cover the breadth of issues and experiences that represent queer lives, we shut out many of our own members. When we report on domestic partnership organizing without talking about the lives of those who have jobs with no benefits or are unemployed or reliant upon social services, we cut off most of our body.

**NYAC: How can members of GLBT communities begin to develop a class consciousness?**

SR: Having a class consciousness is about understanding that “queer issues” are broader than they are sometimes described in our own media. It is understanding that there are queers who are more concerned right now with how they and their families will survive as welfare

reform becomes a lived reality than they are with celebrity lives. There are GLBT immigrants unconcerned with the philosophical ramifications of gay marriage and more concerned about their ability to stay in the United States and the stress that immigration places on their relationships and their lives. To fully understand heterosexism and homophobia, to understand the complexities of issues such as gay marriage, what we do in bed and how we do it, community funding, and the words that we call ourselves, it is necessary that all experiences are brought to the table. And more than brought to the table, they need to be given the respect and space they deserve.

*Susan Raffo is editor of the anthology, Queerly Classed: Gay Men and Lesbians Talk about Class, South End Press, March 1997. She is still trying to stretch her brain around issues of class - and of class and queerness - in the United States and invites all comments to spur her thinking along (raffo001@tc.umn.edu). She currently lives in Minneapolis with her lover, Raquel.*

**CROSSROADS** is a publication of the National Youth Advocacy Coalition. NYAC is the only national organization solely focused on the broad range of issues facing gay, lesbian, bisexual and transgender (GLBT) youth. Through education and information, NYAC advocates for and with GLBT youth through the collaboration of a broad spectrum of community-based and national organizations. NYAC's Bridges Project, the national information clearinghouse on GLBT youth issues, provides information resources, referrals and assistance.

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Every issue of **CROSSROADS** seeks to capture the perspectives and experiences of GLBT young people, their service providers and adult allies. If you have ideas or would like to write for **CROSSROADS**, contact Ken Carl, Editor, at NYAC.

## Welfare Myths: Fact or Fiction?

**MYTH: Families stay on welfare for a long time and don't make any effort to get off.**

**FACT:** Less than half of the families that receive Aids to Families with Dependent Children (AFDC) receive it for more than 36 months overall and most families receive aid for no more than two years at a time.

**MYTH: Welfare benefits for families provide them with enough to meet all their basic needs.**

**FACT:** AFDC and Food Stamp benefits combined produce less than a poverty level income in all states and their value has been going steadily downward for many years.

**MYTH: People need welfare because they won't work.**

**FACT:** The only adults receiving AFDC are those who are caring for children and over

two-thirds of them have recent work experience from employment while receiving aid or before they applied for aid.

**MYTH: Families wouldn't need assistance if they would just go to work.**

**FACT:** Many families who are in the workplace cannot make it on their earnings alone and need assistance in order to have any decent standard of living.

**MYTH: Almost all of the families receiving AFDC are Black or Hispanic.**

**FACT:** Many more White families than Black families or Hispanic families are helped by the AFDC program.

**MYTH: Large numbers of families are receiving AFDC benefits they are not entitled to and the government isn't doing anything about it.**

**FACT:** The evidence indicates that only a small percentage of recipients are overpaid and that most of these errors are due to honest mis-

takes, and their are rigorous programs in place to limit all overpayments and weed out fraud.

**MYTH: Spending on welfare programs to aid needy families is a major part of the federal budget.**

**FACT:** Spending for poor families with children under all public assistance programs that provide for basic needs including medical care amounts to about 6% of the budget.

**\*MYTH: Poor people are the only people benefitting from 'welfare' assistance from the government.**

**FACT:** Corporate welfare, in the form of tax breaks and other government-sponsored initiatives, benefit many wealthy people and business owners.

*Partially reproduced with permission of the Welfare Law Center, ©1996. NYAC encourages readers to obtain the full publication Welfare Myths: Fact or Fiction? Exploring the Truth About Welfare. Contact: Welfare Law Center, 275 7th Ave., Suite 1205, New York, NY 10001, 212-633-6967, hn0135@handsnet.org. \*Not from the Welfare Law Center.*

## NYAC Supports Transgender, Gender-Bending, and Gender Questioning Youth Connecting

At NYAC's First Annual Summit in the spring of 1997, discussions were held on Gender Fluidity, Gender Identity Disorder, and supporting youth who express their gender in non-traditional ways. As part of an ongoing dialogue, that has been continued at a number of venues throughout 1997, NYAC is supporting the creation of a Transgender Youth Network. Young transgender, gender-bending, gender questioning and allied activists are working to create a forum for social, informational, and support connections. Forwarding the NYAC value that young people provide the best available support to each other, NYAC's Bridges Project Coordinator is facilitating Trans Youth Network connection being made. The Trans Youth Network's first projects are: A 'Zine, A Transgender/Gender-Bending/Gender Questioning Youth Stories Project, and a composite training curriculum on youth and gender issues.

NYAC is currently seeking submissions from young people of writing (non-fiction or fiction), poetry, personal stories, artwork or other works for inclusion in a 'zine to be distributed widely to other young people across the US. Submissions should preferably be under 1,500 words, and submitted to the NYAC office. As part of NYAC's Youth Stories Project, collecting stories of young people to be shared with decision makers, NYAC is also seeking personal stories of young 22 and under. Contact NYAC for Youth Stories Project outreach forms. Finally, if you have access to training curricula addressing youth



and gender identity issues and/or transgender youth, please submit a copy to the NYAC office.

## New Resource on Youth and Gender Identity

This spring, NYAC debuts a Gender Identity/Transgender Youth Information Packet! With this packet, NYAC seeks to fill the resource gap on gender identity issues in GLBT youth communities, and the resource gap on youth issues in gender/transgender communities. The packet is a compilation of articles on mental and physical health issues, working with transgendered youth, gender fluidity, language and definitions, frequently asked questions, personal stories and resource listings. It is intended for youth, service providers and adult allies. For ordering information, contact the NYAC office.

gender forum

# One Story

by Tamara Fry

I am lesbian-transgender. I don't have insurance. I spend twenty dollars a month on food. Somehow I go to college. I work at Carved in Stone. We carve rocks. They know about me and they don't harass me. My lesbian friends barely make a living. Two have tried to commit suicide. One of them is living in her car. Her parents kicked her out from her house when she was sixteen. I am a paycheck away from being homeless but I refuse to conform. I have to be out. I must be able to sleep at night and I could not if I lived a lie.

When we hear of the effects of coming out and the bat-

tles of today's youth, do we think there is some magical organization ready to help? How many actually hear the stories of youth? Today's youth are willing to sacrifice scholarships and jobs to come out. Today's youth leaders risk being shamed and humiliated to go to school. For a brief moment we will remember the voices. But what comes after tears, sympathy, and telling others something must be done? How often do we think of young people with no homes or health care as a result of having the courage to come out? For a culture that places such an emphasis on youth, we as a community have watched without support and action. When the streets become safer than the homes, we as a community must respond. When living in one's car is safer than a school, church or home, a community that does nothing is only adding to the pain.

The war we wage is an economic one. It is a war against time and hatred. It is a war to buy a loaf of bread, and find a place to sleep for the night, and have a place to work. And

this battle is often a silent one. There is a cannon of queer works being published and performed. Yet many of these works are not for or by queer people with economic hardships. They are by those who are visible now. They are written by queers who can afford to write.

If we want the best for youth then we must make sacrifices. Part of this sacrifice means giving up the lies we have embraced. We must confront the lies told to our youth and

ourselves. We must confront the idea that there is no racism in our communities. We

must confront the idea that there is no room for transgender persons. When we as a community address these issues, the economic hardships youth face will also be confronted.

How can you begin to help? Hire a young person. Support a youth going to your physician and pay or share expenses. Support a youth doing volunteer work for your favorite charity. Support a homeless youth to sleep in a bed somewhere that is not bigoted. Support a youth going to a local festival or park for a day. The youth's self-esteem will increase greatly. I know. One of my friends offered me her place when I didn't have one. She gave me a chance to better myself. I could not have learned the lessons that I did in school. Education is not always some exploration of the mind. It can be supporting youth to have a chance and a place to be.

*Tamara Fry is 23 years old and lives in North Carolina. She volunteers with NYAC Participating Organization Time Out Youth in Charlotte, NC.*

## National Hotlines: Be Careful Who You Call

GLBT youth and ally organizations' publications often include resource listings. These listings sometimes offer regional or national telephone helplines directed at young people. Although these resources may be from friendly sources, youth often know nothing about them other than titles such as 'Runaway Hotline' or 'Youth Hotline'. Although we expect not all helplines are completely up-to-speed on GLBT youth issues, we do not expect them to be anti-gay.

NYAC's Bridges Project Coordinator, Ken Carl, recently checked out two national helplines that we often encounter in publications: The 'National Runaway Switchboard' and the 'Youth Crisis Hotline'. He received one pleasant and one alarming response.

The National Runaway Switchboard (NRS) (800-621-4000) has been around for a number of years and offers trained GLBT-friendly volunteers and extensive national referrals. NRS folks take action to be inclusive of and friendly to GLBT young people and NYAC has an ongoing relationship with the NRS. This year, in fact, NYAC provided NRS with a current listing of GLBT youth specific groups and services in the US.

On the other extreme, the Youth Crisis Hotline is offered by Youth Development International in San Diego, CA, an agency supplying religious-based information to callers. Those staffing the hotline receive orientation, but no training. The views expressed are those of religious fundamentalists. NYAC respects and supports faith-based programs supportive to GLBT young people, including our members in rural areas with programs based in churches. Unfortunately, the information and counsel offered to young people calling the Youth Crisis Hotline is **NOT** affirming or supportive. When asked what a youth with questions about sexuality

*(continued on next page)*

activism do not often receive the same recognition or respect. Organizations must take a serious look at what the work of these young leaders is worth to them. Mutually beneficial and affordable relationships with young people must be explored if adults are truly committed to youth empowerment.

**HIP TIPS FOR REDUCING COSTS FOR YOUTH ACTIVISTS**

- Provide food at meetings.
- Offer travel scholarships for organizational activities.
- Make organizational phones accessible to youth for long distance calls that benefit the organization.
- Make organizational Internet service accessible to youth.
- Seek specific funding to offer youth stipends for speaking engagements or other activities.
- Do not require youth to donate honorariums to the organization.
- Offer paid internships within an organization.
- Subsidize youth leader's registration fees, transportation costs, and expenses for conferences. Also, support youth in applying

Spending Category (per month)	HOME STATE OF YOUTH INTERVIEWED							Avg.
	CA	DC	GA	KY	MA	NY	TX	
Transportation to and from activism activities/meetings	\$40	\$100	\$80	\$50	\$44	\$60	\$5	\$54
Materials for activism activities/mtgs.	25	100	30	0	20	110	300	84
Long distance phone bills for activism activities	10	30	80	150	0	100	0	53
Meals at lunch or dinner activism activities/meetings	0	40	20	40	0	30	0	19
Money spent eating out when unable to eat at home, minus amount of food for home meal	300	200	20	100	10	150	50	118
*Unpaid hours spent on activism, multiplied by hourly wage at paid job	900	700	520	1000	180	700	560	651
**Conferences attended in one year, divided by twelve months	70	105	50	90	50	80	0	64
<b>Total Amount</b>	<b>\$1345</b>	<b>\$1275</b>	<b>\$800</b>	<b>\$1430</b>	<b>\$304</b>	<b>\$1230</b>	<b>\$915</b>	<b>\$1043</b>

\* This includes preparation, participation, and transportation for activism activities/meetings.  
 \*\* Activists were asked the expense of conferences they attend, without subsidizing by an organization or scholarship. This includes registration fees, transportation, and expenses while attending.

for scholarships and/or reducing costs by presenting workshops. (Of all the costs, this was the one that youth interviewed thought was most beneficial for organizations to subsidize.)

- Encourage other youth-serving agencies to do the same.

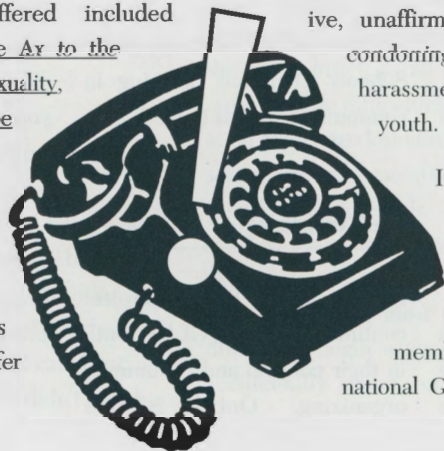
All of these ideas cost organizations time and money, something everyone is short on. In the long run, however, it will be well worth the effort. The key is maintaining a dialogue with young people to find a plan that works for the organization and for everyone.

*(National Hotlines continued from page 6)*

would be told, a YCH volunteer said only to "Find Jesus Christ." The organizational referrals offered were to ex-gay ministries around the country, including Exodus International affiliates and 'Transformation' ex-gay groups. Literature resources offered included Homosexuality: Laying the Ax to the Roots, Steps out of Homosexuality, and You Don't Have to be Gay. NYAC's principles include supplying fact-based information to youth, along with empowering and supporting them to make healthy decisions for themselves. Do not refer

youth to this Youth Crisis Hotline!

Young people in crisis are put at serious risk when they are supplied with inaccurate information. Youth are not the cause of their crisis situations. The cause stems from living in a homophobic society offering un supportive, unaffirming messages, and condoning violence and harassment against GLBT youth.



In addition to the National Runaway Switchboard, we would like to highlight two of our member organizations' national GLBT youth focused

peer helplines. For some years, both OutYouth Austin (800-96-YOUTH) and the Indiana Youth Group (IYG) (800-347-TEEN) have provided GLBT youth peer counseling on national toll-free helplines. We acknowledge their groundbreaking and valuable work not only in providing services, but also sharing their program resources through NYAC's Bridges Project. These helplines, as well as great regional helplines around the country like LYRIC's Youth Empowerment Line in San Francisco (415-863-3636) and Fenway's Peer Listening Line in Boston (617-267-2535), provide invaluable peer support to young people who often experience extreme isolation.

Please contact NYAC for a listing of GLBT youth supportive hotlines.

NYAC's founding principles are based in productive partnerships between youth and adults, national and community-based organizations, policy and resources, and *CROSSROADS* and its readership. We hope to continue providing *CROSSROADS* as a unique forum for discussion of cutting-edge issues. To do this we need your help. **As a constituency written publication, we encourage you, the reader, to submit ideas and articles for *CROSSROADS*.** Future editions will focus on gender identity/transgender issues, young lesbian/bisexual/transgender women's issues, and HIV/AIDS/STD's.

### **Bridges Project Update**

Throughout 1997, many of you have contacted us, wondering where the Bridges Project is and seeking resources. Here, we offer an update on Bridges and its new and stronger existence within NYAC. August, 1997, marked one year since the Bridges Project moved. In this time, we have reached and surpassed previous levels of resource provision and support of GLBT youth community organizing and services.

### **Information & Resource Provision**

**On average, NYAC's Bridges Project answer over 170 in-depth requests for information per month.**

The volume of those seeking information and assistance on starting new groups or services has slowed little. Repeat con-

tacts have sky-rocketed. The number of young people who contact NYAC directly for resources and referrals has also grown, especially with outreach opportunities such as being included in Ann Landers' column. NYAC is currently developing a World Wide Web site for debut this spring. A primary function of the site will be to offer Bridges Project services online, including referrals.

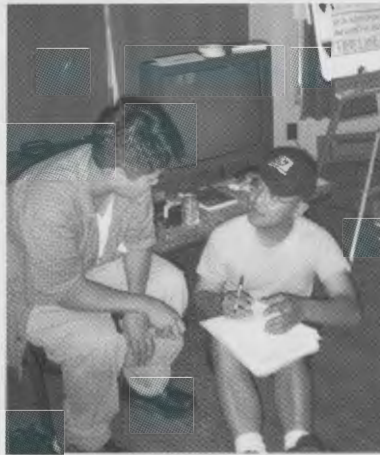
NYAC's Bridges Project distributes five information packets on General Issues, Education Issues, Religious Issues, Policy/Procedure Models, and Gender Identity/Transgender Youth Issues. Each is compiled of materials developed and shared by those working in the field of GLBT youth.

Along with resources, NYAC's database is the most comprehensive referral source on GLBT youth issues available. NYAC tracks nearly 500 community-based GLBT youth support groups and programs, hundreds of high school and college-based groups, and others providing expertise in specialized areas. NYAC also offers expertise and guidance around issues such as outreach, community support, coalition building, and most importantly youth empowerment and involvement.

### **Trends**

Requests for information from NYAC are becoming more advanced as the capacity of the

field develops. Along with general information on GLBT youth and creating safer environments, common requests are for program models (mentorship, HIV prevention), needs assessments and evaluative tools, research statistics, and most notably, information on school-based efforts. **From Maine to Florida, New Mexico and Montana, youth and adults are making progress working with their local school systems to address GLBT youth issues.** Some efforts are teacher driven and have instituted in-service trainings; some are parent driven (often through PFLAG) and provide library books, materials and speakers; and many more are student dri-



ven, working on all of the above as well as Gay-Straight Alliances and support groups. Prime examples of this work are 'Safer Schools Coalitions' forming in communities across the US.

### **Youth Organizing**

NYAC and its Bridges Project continue to support GLBT youth in their political and community organizing. Out of NYAC's

National Summit in April, 1997 was created a Transgender Youth Network. NYAC currently supports the Trans Youth Network's initial goals of compiling youth stories and publishing a youth Zine. For the past three years NYAC/Bridges has played an organizing role in partnership with the National Gay and Lesbian Task Force on the Youth Leadership Training Institute. NYAC regularly supplies contacts, resources and assistance to individual youth organizers. NYAC has also supported activities such as the California Queer Youth Lobby Day and the Do Something! youth activist foundation grants program.

As you can see, our work continues to grow as do the challenges of supporting a GLBT youth movement. **What must also grow for NYAC's continued development is our membership.** NYAC currently offers organizational and individual memberships. Members receive a range of benefits including funding and advocacy alerts, preference for new cutting-edge resources, discounts on NYAC activities (including regional conferences and national Summit) and materials, the *CROSSROADS* magazine and our Monthly Membership Update. I strongly encourage you to consider joining and lend your and your organization's voice to a chorus growing stronger every day.

### **Ken Carl**

*Bridges Project Coordinator,  
Crossroads Editor*

# THESE SO CALLED LIVES

by Athena Douris

Perhaps homophobia *isn't* the biggest problem faced by lesbian youth. Maybe it's paying the rent.

Sex may be power, but there's nothing empowering about being homeless, hungry, and destitute because your parents discovered you kissing your girlfriend. As good as it may feel to be in love with another girl for the first time, the way American society is set up now, the direct consequence of baby dyke lust is extreme, life-threatening economic impoverishment.

Thousands of lesbian teens across the country are experiencing this phenomenon as we speak: according to statistics, nearly two million young queers who come out to their parents this year will be kicked out of their homes. Anecdotal evidence says, moreover, that a young lesbian who leaves home will drop, instantaneously, to the poorest class in society — regardless of her ethnicity, her class background, or whether she grew up in a rural or urban environment. With no job skills, savings, or funds for education, she'll stay that way. Although support groups for lesbian youth have exploded across the country, what the gay community refuses to admit is that struggling queers under 25 don't need conscious raising if they are to survive—they need money.

Maxine Sedgewick, for example, didn't really need any hand holding for her queer sensibility. She knew she was gay when she was 12 and came out to her family and her high school when she was 17.

"My parents were really mad that I had come out when I did," she recalls. "They said I should have waited until later, when I wasn't associated with them. They said I was in a phase, I just wanted attention, and that I wasn't a real lesbian. My dad wouldn't talk to me for a week after I came out, and then he raped me. He said I didn't love him

anymore since I was gay."

Sedgewick moved out immediately and lived with her boss until she finished high school and entered college. After completing one year of college, she tried to return home, but feared for her safety. After living out of her car for a couple of weeks, Sedgewick began working as a stripper to pay for an apartment. She tried unsuccessfully to go back to college once.

**Today, at 20,  
Sedgewick works as a  
call girl in New York.  
Although she works less  
and makes more money  
than she ever did  
dancing, she suffers  
from chronic depression.  
She dreams of going  
back to school again,  
but fears re-entering  
the mainstream.**

"This profession takes a huge toll me. I'd like to change professions, but now my perception of human nature is so skewed because of what I've done."

Unfortunately, Sedgewick's story is not an isolated case; nor is she merely a victim of circumstance. Sedgewick's initial homelessness, her difficulty finding a job that would meet her most basic needs, her decision to drop out of school, and her involvement in the sex industry — all of these experiences are economic difficulties endemic to a generation of teenage lesbians who dare to practice sexual self-determination in a society that punishes homosexuals. In fact, Sedgewick's story isn't unusual, it's typical.

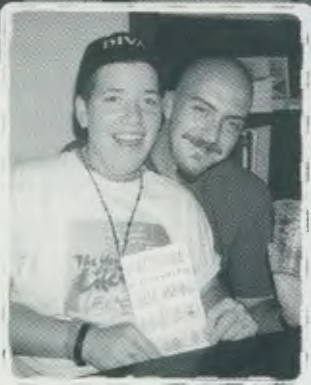
Like Sedgewick, most gay youth's financial difficulties begin when they intentionally or accidentally come out to their families.

Incredibly, according to a U.S. Department of Health and Human Services study, one in four gay and lesbian teens are forced to leave home because of a conflict over sexual orientation. As a result, according to a 1993 Lesbian and Gay Community Services Center Survey, queer kids account for over 25 percent of homeless youth in America. (The estimated number of homeless youth varies; experts count between 112,000 and 500,000 gay and lesbian homeless youth in this country.) Like Sedgewick, many gay youth are dropouts: nearly a third don't even make it through high school. And although absolutely no statistics exist for the number of unskilled lesbians who enter the sex industry after leaving home, for young gay males, the figure is a whopping 50 percent.

Because families are the principle means by which youth in our society are supported, a child or teen whose family stops providing for her essentially falls through society cracks. Unbelievably, parents or caretakers may decide to withdraw their support at any time with no real threat of recourse from the government or their child. Whether the child is an abandoned minor (also know as a "throw-away") or a runaway (often a minor who is forced, like Sedgewick, to leave an unbearable living situation), caretakers are not held responsible for their child once they decide to end the relationship. Only the most flagrant, public neglect or abuse will cause a government agency to make sure a family pays for its children's food, clothing, and housing. Ironically, when grown adults are involved, money is no idle concern: husbands are forced by law to maintain their ex-wives at the standard of living they enjoyed before the break up, and women who make more money than their ex-husbands write palimony checks. But children and teens cut off from their providers receive no support check in the mail.

(continued on page 13)

# REFLECTIONS ON A SUMMIT



NYAC held its **First Annual Summit**, bringing together 200 youth and adults from across the country to discuss the critical issues facing gay, lesbian, bisexual and transgender (GLBT) youth April 27 - 29, 1997, in Washington, DC. With the support of the Henry van Ameringen, Colin Higgins, and Gill Foundations, NYAC was able to provide \$8,000 in travel scholarships to 42 youth - almost half the youth in attendance!

NYAC will continue its commitment to making the Summit accessible to youth in future years and we hope to steadily increase the number of youth receiving scholarships. NYAC will be publishing the proceedings of the Summit, creating the only annual document which addresses the needs and

strengths of GLBT youth from the perspective of youth themselves, service providers, researchers, and national organizations. **NYAC proudly announces the Second Annual Summit, to take place in Washington, DC, Saturday, May 2 - Monday, May 4, 1998.**

Here we offer reflections from Megan Per-Lee, Sexual Minority Youth Assistance League (SMYAL) Board member, NYAC 1997 summer intern, and 1997 Summit keynote speaker:

*"...I'm sitting in the NYAC office typing up the flip chart notes from the Summit and having flashbacks. The other staff give me funny looks as I break into laughter remembering a funny com-*

*ment or become quiet recalling a moving story.*

*For me, the most inspiring part of the Summit was meeting and learning from youth all over the country that are doing the same work I am doing. We spend so much time focused on our own organizations and issues that we sometimes lose sight of the larger picture. The Summit provided me with an opportunity to brainstorm and exchange strategies with over one hundred youth activists who have experiences and viewpoints as diverse as this country is.*

*Just within D.C. I can see the results of the Summit every day. As SMYAL (Sexual Minority Youth Assistance League) looks at moving in new*



## Workin' on the Net

by Andy García, HIV/STD Technical Assistance Coordinator



The Internet is a driving force in shaping global culture. It certainly plays a major role in organizing gay, lesbian, bisexual and transgender (GLBT) communities in the 90s. GLBT young people are turning more and more to the Internet to find resources and support, to get politically active, or to just find out what's going on and feel connected. Indeed, the Internet is a great way to get "connected." What we all need to consider, however, are the ways in which the Internet is limited in its ability to connect *everyone*.

Access to the Internet requires access to computers. Although an increasing number of people have computers in their schools, homes, and offices (not to mention portable laptops), computers are still costly, non-essential items. Many young people do not attend schools or work in offices with computers. Public libraries also increasingly offer Internet access, but for many young people, transportation and time constraints make utilizing these services difficult. And, by definition, "public" libraries cannot provide the privacy that attracts many GLBT youth to the Internet in the first place.

Access to the Internet also requires knowledge of how to use a computer. It is unrealistic to expect someone to access on-line services when they may not know how to turn on a computer. To make matters more difficult, Internet regulars employ an entire vocabu-

lary that alienates potential users who may not know what 'browsers' and 'chat rooms' are, let alone what ISPs, ISDNs, URLs, and HTML stand for.

Many GLBT youth have more pressing concerns. Owning a computer, or finding the time to learn how to use one, is not going to be high on the list of priorities for a homeless young person, or someone working two jobs to survive on their own. Service providers need to continue providing non-Internet outreach services. We are not now, nor will we for some time be, at a place where we can

abandon brochures, street outreach, telephone helplines, drop-in centers, or one-to-one support. It is critical for local and national

organizers to recognize that employing a diverse array of communication tools (mail, phone, fax) is the only way to avoid leaving out organizations and individuals not connected to the Internet.

**If we are truly committed to understanding, identifying and eliminating classism, we must acknowledge that technology is often expensive and privileged. Instead of telling non-Internet users to "get with the program," we need to be teaching the program to one another and considering our own privilege.**



*directions, I know that the chance to hear from other organizations influenced the decisions that are being made now.*

*It's also thrilling to see that out of a dinner discussion and networking lunch the Trans Youth Network is evolving from an idea into a reality. It's encouraging to know that these incredible people are out there. When burnout sets in, it gives me new strength and energy to realize that all of you are fighting the same fight and making great things happen in your home town."*

For more information on NYAC's Summit or Regional Conferences and events, contact NYAC.



# Private Funding for GLBT Youth Work

by Nancy Cunningham

1995 was a banner year for charitable contributions with individuals, foundations and corporations giving 143.85 billion, according to Giving USA 1996. You may be surprised to learn that the vast majority of this funding, 116.23 billion, came from individuals.

SOURCE	AMOUNT (in billions)	PERCENT
Individuals	116.23	80.8%
Bequests	9.77	6.8%
Foundations	10.44	7.3%
Corporations	7.40	5.1%

You may also be surprised to learn that estimates show less than 3/10ths of one percent of foundation and corporate dollars are awarded to gay, lesbian, bisexual and transgender (GLBT) programs annually.

When you begin your search for foundation and individual contributors, begin at home. Funders, including individuals, are often more likely to give to local programs and most foundations/corporations restrict their giving to a local or regional geographic area.

## Foundations and Corporations

Although foundations and corporations together account for a small percentage of total gifts, they nevertheless remain an important funding source. A logical place to begin your search for GLBT youth program funding is with GLBT-specific foundations, all of whom fund youth projects. Currently, less than twenty-five such foundations are operational and most fund a specific geo-

graphic area. However, new funds are emerging throughout the country. Other sources of funding for GLBT youth programs these days are women's funds (over 70 in the US and Canada), progressive social change funders and your local United Way.

Community foundations are also a good potential source of grants to GLBT youth programs. Most communities across the country have a community foundation serving their geographic area. Sixteen community foundations currently participate in the National Lesbian and Gay Funding Partnership which provides matching grants to community foundations to fund local GLBT organizations. Youth programs tend to be a high priority for these funders. One example, the Atlanta Georgia Community Foundation exclusively funds GLBT youth projects.

If you have corporations in your area, check to see if they have a GLBT corporate employee group. These groups are valuable allies and resources for volunteers as well as corporate sponsorships and possible grants. Many corporations already have charitable giving programs. Make them aware of your organization's efforts in their community. Contributions from small businesses are also worth seeking out. Although they may not be able to give large amounts of cash, they can often provide valuable in-kind support and sponsorship.

## How do I find these funders?

Several resources exist to help identify potential foundations and corporate giving programs. It is imperative that you research potential funders to find those with guidelines that match your programs. Always write or call the foundation and ask for their funding guidelines and grantee lists to see

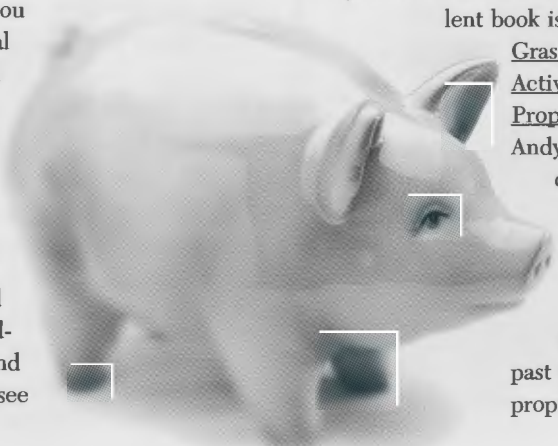
the types of organizations they have funded in the past. Save your time and the funder's time by only applying to those foundations/corporations whose guidelines you meet.

**The Working Group on Funding Lesbian and Gay Issues publishes Funders of Lesbian, Gay and Bisexual Programs: A Directory for Grantseekers containing nearly 200 listings of funders who have funded GLBT programs, including funders referenced above.**

The Foundation Center (New York City) publishes extensive information on foundation and corporate giving as well as grantwriting skills in both hardcopy and online. The center has cooperating libraries in over 200 cities across the country, so check with your local library for this invaluable and free resource. All GLBT specific funders are included in the Working Group Directory along with many more. You should, however, also be researching funders who fund mainstream youth programs, peer education programs, progressive social change efforts, anti-violence programs, anti-smoking programs and other areas that you as a GLBT youth program undertake and for which your agency should be funded!

## Grantwriting

Once you have a few model grant proposals under your belt, the task becomes much more familiar. Local United Ways and non-profit support centers often offer grantwriting seminars at reasonable cost. An excellent book is available entitled Grassroots Grants: An Activist's Guide to Proposal Writing by Andy Robinson. If you can, find allies in similar programs locally or elsewhere who may be willing to share past model or template proposals.



## Fundraising from Individuals

Over 80 percent of all funding to non-profit organizations comes from individual contributions. Knowing this, you should focus most of your time on fundraising from individuals. Many resources exist to help you with these efforts, including seminars, workshops and publications. An excellent publication by Kim Klein is Fundraising for Social Change. She also publishes the bimonthly *Grassroots Fundraising Journal* which includes invaluable information. For example, an article in the February 1996 Journal presents '55 Ways for Board Members to Raise 500 Dollars.'

Start by identifying those around you now. Once you have a base list of individual donors you are off to a great start. Offer these donors opportunities to contribute on a regular basis or to sponsor individual projects. Be sure to ask them to ask their friends. Always be sure to include donation requests in your organization's informational materials. **And remember, the number one reason individuals give money to char-**

**ity: Someone asks them for it!** Don't be intimidated by asking for money. Chances are your organization does good work and deserves to be supported by members of your community whether it's a small town, a major metropolitan area, or the entire US.

## Final Thoughts

Two important things to remember when fundraising:

- Do your homework
- Do the 'ask'

You will not get money unless you ask for it. Be sure to research funders to identify good prospects. It is helpful to talk with a potential funder about your program prior to submitting a proposal, if possible. Develop a good grant proposal or individual contribution request and send it to all prospects. Do not be deterred if you are turned down the first time. Try to determine the reasons for the turn down, address those concerns, and re-submit your proposal or ask again the next year.

*Nancy Cunningham is the Executive Director of the Working Group on Funding Lesbian and Gay Issues and the National Lesbian and Gay Community Funding Partnership.*

## Resources:

<b>Foundation Center</b> 79 Fifth Avenue New York, NY 10003 212-620-4230	<b>Working Group on Funding Lesbian and Gay Issues</b> 116 East 16th St. New York, NY 10003 212-475-2930
<b>Funding Exchange Network</b> 666 Broadway Suite 500 New York, NY 10012 212-529-5300	<b>Kim Klein and Andy Robinson publications available from</b> Chardon Press PO Box 11607 Berkeley, CA 94712 510-704-8714
<b>Women's Funding Network</b> 332 Minnesota St. Suite E-840 St. Paul, MN 612-227-1911	

*(These So Called Lives continued from page 9)*

Significantly enough, in all states teens have a legal right to food, housing, and clothing at their parents' expense until they're 18, regardless of whether they've told their parents they're gay. However, almost no teens are empowered with this information. When I called, the staffers for the National Runaway Switchboard had never heard of such a law. After I told them I was a runaway gay kid, they advised me to obtain legal emancipation, a process that would *relieve* my parents of their financial obligations. The only other option I was given was to sue my parents for a divorce, but I was assured that my chances for success were close to non-existent, especially because I'm gay.

A youth made poor as a result of coming out to her parents will also find little encouragement from other governmental programs. This is because foster care and other social assistance programs for youth are structured to account for a minuscule, "ideal" popula-

tion. In this country, in fact, if every single child in foster care were queer, that would still only account for 19 percent of the total population of gay youth estranged from their parents. Furthermore, whatever the program, money is consistently dispersed through the hands of adults, a process that involves its own risks.

**"A youth made poor as a result of coming out to her parents will also find little encouragement from other governmental programs."**

Although the vehicles may not be there just yet, young lesbians have a long wish list: shelters; vocational training; financial counseling; safe, low-income or subsidized housing for teens; and scholarships and financial aid at

trade schools, colleges, and graduate programs. The first step for the gay movement may be creating a system that would guarantee children some accessibility to their parents' or caretakers' wage in the case of inadequate support. The next step may be facilitating the process through which a teen declares herself independent. According to the guidelines at many colleges, unless a girl is 24 or married, she must undergo psychiatric evaluation to be deemed independent of her parents and thus eligible for financial aid. Undeniably, adult lesbians must work to create jobs for teens that offer a living wage. In many states, the family courts literally enforce heterosexuality by reserving marriage as the only alternative to active military duty for a teen who wishes to be liberated from her parents.

*Partially reprinted with permission from Girlfriends Magazine. Contact: Girlfriends, 3415 Cesar Chavez, Suite 101, San Francisco, CA 94110, 1-800-GRL-FRIENDS.*

# Towards Healthier Transgender Youth

by Richard Haynes

No one wants to go to the doctor, right? Studies indicate that young people especially do not seek health care unless they are sick or in crisis. Of course, these studies usually describe only a certain segment of young people - namely those with homes, with families, in school, and not gay, lesbian, bisexual or transgender (GLBT) identified. These youth, in stable environments are the youth most likely to be healthy and not engage in risky behaviors in the first place.

Recent studies of New York City's homeless youth, unsurprisingly, show many pressing health care needs. Because of the exposure they endure on the street, these youth are particularly susceptible to many negative health conditions. Violence, rape, sexually transmitted diseases (STDs), tuberculosis (TB), HIV/AIDS, poor nutrition, poor hygiene, chemical dependency and a host of other health-related issues that are the result of surviving on the street are not uncommon. However, one study also showed that when youth on the street have a respectful, trusting and meaningful relationship with an outreach worker they are more likely to seek health care services - both acute services (like STD treatment) and preventive services (like immunizations). Also, when connected to a respectful outreach worker or team offering referrals, they are apt to seek social and psychosocial services from youth-serving

agencies. They are even more likely to access care when those health and social services are appropriate to their needs, respectful, and accessible on all levels (no cost, easily reachable location, culturally competent staff).

Many youth expressing non-gender conforming behavior or identifying as transgender find themselves rejected by family, school, church, peers and other communities of origin. They often become homeless and unemployed, and are forced into the street economy - very often into sex work. Compared to their gay, lesbian and bisexual (GLB) peers, transgender youth are often far more marginalized and disenfranchised, often finding themselves unwelcome even at GLB youth-serving agencies. 'Traditional' housing alternatives, drug treatment programs, health centers and other services are ill-prepared to work with transgender youth in any kind of affirming, supportive manner. The educational system, while slowly moving towards a more GLB friendly environment is still transgender-ignorant and -phobic. These places for youth refuse to deal with young people who do not fit their 'norms.' Youth who present these challenges are often just left out.

## Transgender Youth Health Risks

The list of negative influences could go on, and unfortunately the

result is the same: transgender youth become further at-risk. Those on the street are often faced with double and triple stigmas that can directly and negatively impact their health. For instance, transgender youth taking hormones are often doing so without the supervision of a licensed medical provider. They may be using bootleg substances, may be over self medicating, and may be incorrectly injecting or sharing needles to administer their hormones.

Few medical providers are adequately trained in the proper hormonal treatment of transgender people, and those that are, rarely provide care to minors without parental consent. Since parental consent is not the norm, especially for those who are homeless or otherwise detached from their families, many young people legitimately

**"The economics of sex work puts youth at risk for HIV/AIDS and STD's, exploitation and violence, and chemical dependency."**

requiring hormonal therapy go without until they reach the age of majority. They also encounter disreputable providers with a 'street reputation' who are willing to sell hormones to anyone with the resources to afford them, but who dangerously and unethically do not provide the comprehensive follow-up that is critical to successful therapy. Hormone therapy, with either female or male hormones is not without risks and needs to be regularly monitored for negative side effects that can be life threatening. The risk-taking behaviors in which homeless transgender youth engage to get the money to pay for their illicit hormones also places their health in jeopardy. The economics of sex work puts youth at risk for HIV/AIDS and STD's, exploitation and violence, and chemical dependency. 'Johns' and 'dates' usually pay more money or provide more drugs if condoms are not used. Youth also use crack or other illegal substances to



'numb the pain' of their lives and make the sex work tolerable, impairing their judgment and lowering their resistance.

## Supportive Health Services

Managing the health care of a transgender youth is a complicated matter. A patient-provider relationship requires several critical components for maximum positive effect: an ongoing and trusting relationship between the youth and the provider; a commitment by the provider to addressing the stigmas, disenfranchisement, and added challenges faced by transgender youth; and a personal commitment by the young person to their overall health and well-being. Since many of us are not the best health care consumers, empowering youth to accept this personal commitment may be the most critical component.

**Transgender youth and their providers must realize the holistic health needs other than just those surrounding gender identity.** Gender transitioning is never a simple matter of merely taking hormones. Optimally, it includes primary health care, psychosocial support, mental health services, peer support and education. For those on the street, case management (including entitlements and benefits advocacy), supportive housing services, harm reduction and drug treatment services, HIV/AIDS care, and employment and educational opportunities are required as well. We also must not overlook the necessity of educating transgender youth and all youth to make healthy choices. This is done through comprehensive health and sexuality education on issues including proper diet and nutrition, pregnancy prevention, HIV prevention, self breast or testicular examinations, and vaccinations.

For Community Health Project's Transgender Health and Education (THE) Clinic, the combination of mental health and peer

support services appears to be the single best predictor of successful transition. Social isolation can be a devastating factor in the lives of all GLB and transgender youth. When transgender youth find peer support, role modeling and mentorship from peer counselors, the results are positive and life-affirming.

## Economic Barriers to Services

Of course, the health care described above is not inexpensive. Few transgender youth are medically insured, privately or publicly. Coverage for hormone treatment, even for those with insurance, is not always immediate. **In the age of managed care, few health centers or private physicians are prepared or able to provide the intensive medical and case management services needed to appropriately care for transgender youth.** The economic realities of this situation strongly contribute to transgender youth engaging in sex work and being exposed to the potentially negative health outcomes resulting from it. There is no simple answer. The economic, ethical, racial, class and access issues involved are complicated. Even health care systems designed for the underserved are not often designed to be able to meet the specific needs of transgender individuals. Those that are, are also faced with the medical ethics issues surrounding hormonal therapy for minors. Those that have surmounted the ethical issues and are willing to treat transgender youth are often themselves small and underfunded.

A systematic shift must begin at the community-based level, with youth workers and the transgender youth they serve. **Youth-serving agencies working with transgender youth must give their clients tools to become empowered as educated health care consumers.** Agencies must provide materials designed by and for transgender youth to reach them and attractive, supportive environments in which to learn. Youth-serving

agencies must adopt non-judgmental harm reduction models of care to support transgender youth in their struggle to balance making their transitions while staying healthy. Agencies must meet youth where they are at, even while they are surviving in an economic and social system designed to keep them on the streets, engaging in sex work, and receiving services from disreputable providers. Education must include not only safer sex, but safer sex work, safer needle use and access to needle exchange programs, development of peer and other support systems, and instruction on how to talk to a medical provider. An effective health education component for transgender youth must include specific information about the health risks associated with cross gender hormone therapy, so that young people can make informed choices about their lives.

It is ironic that while the medical profession has advanced to the point of being able to effectively and appropriately treat transgender individuals, there is an internalized system-wide phobia that prohibits it from embracing the challenge. On the brighter side, there are a few pioneering health care programs that have begun addressing the needs of transgender individuals, and are leading the way for these services to become more mainstream in both GLBT and traditional health care settings. Unfortunately, in the meantime, the health and well-being of transgender youth hangs in jeopardy.

*Richard Haynes is the Associate Executive Director of the Community Health Project (CHP) in New York City. CHP provides free, confidential medical care and health services, including HIV-related, to GLBT, homeless, runaway and throwaway youth on-site and via Health Outreach To Teens (HOTT) mobile medical van. Contact: CHP, 208 West 13th St., 2nd Fl., New York, NY 10011, 212-675-3559.*

*For information and resources on gender identity and transgender issues for young people, contact NYAC's Bridges Project.*

### NYAC Director to Head Fund for Gay-Straight Alliances Following Death of Student Activist

The National Youth Advocacy Coalition's Director, Rea Carey, has been named as Fund Advisor and Chair of the Awards Committee of the recently established 'LIFELINE: National Gay-Straight Student Alliance Grant Program: Memorial Fund for Jacob Orosco, 1980-1997,' giving money to students fighting homophobia in schools.

The Memorial Fund was established with an initial grant from the Tzabaco Safe Schools Initiative following the September 3, suicide of the Salt Lake City student leader. Along with his schoolmates at East High School, Jacob Orosco had been fighting for the right to form an officially recognized Gay-Straight Student Alliance (GSA). The Alliance has yet to be allowed to meet at East High School like the other student clubs and continues to face an uphill battle with administrators. Money from the Memorial Fund will be given to Gay-Straight Alliances across the country to support their activities.

A national Awards Committee, made up of youth from across the country, has been established to make decisions on distribution of the funds. In addition to NYAC, member agencies PFLAG and GLSEN are represented by youth on the committee. To receive funding, GSAs will need to apply in collaboration with a 'local partner agency' which could be a NYAC member agency, GLSEN or PFLAG chapter, or other non-profit organization.

"Through the Memorial Fund, we look forward to channeling the grief, anger, and compassion of individuals and business leaders to support school-based Gay-Straight Alliances," said Rea Carey. She further added, "This fund will not only put money in the hands of student leaders, but will also support community building and raise awareness about the struggles and discrimination faced by our nation's youth and Gay Straight Student Alliances."

Recent statistics from studies conducted nationally, and in Massachusetts and Vermont show that gay, lesbian, and bisexual youth are three to seven times more likely to attempt suicide than their straight peers (see related article). The Massachusetts and Vermont Departments of Education studies show that gay, lesbian, and bisexual students are at least four times more likely than their straight peers to skip school because of feeling unsafe. Rea adds, "Make no mistake about it, the schools' role is to create an environment in which all students can become productive citizens. This important Memorial Fund will supplement the school's responsibility and help Gay-Straight Alliances meet the financial burdens that often are associated with their formation and continued existence."

For information or an application for funds, please contact NYAC. To make a tax-deductible donation to the Fund call 800-856-1667 (reference Jacob), or send a check payable to the Tides Foundation, Memorial Fund, c/o TCLGCF, PO Box 460607, San Francisco, CA 94146.



### Youth Activism Update

This past July, Everett Middle School in San Francisco, CA was the site of one of the largest gatherings of GLBT youth ever. The second annual Young, Loud, and Proud conference sponsored by NYAC member the Lavender Youth Recreation and Information Center (LYRIC), attracted over 500 youth from around the country. This conference was wholly organized and run by and for youth with participation limited to youth under twenty-five years of age. One of the highlights was the opening presentation "Thesians and Drama Queens" by youth from Philadelphia-based NYAC member the Attic. This improvisational performance explored the diversity of realities involved with life as queer youth today. A great precursor to the conference, the Attic's presentation challenged assumptions and pushed boundaries.

NYAC Director Rea Carey also provided the keynote address, opening the conference. Kudos to LYRIC for their commitment to youth organizing and for hosting a fabulous event.



NYAC partnered with LYRIC to organize and host the NYAC Pacific Regional Conference in conjunction with Young, Loud, and Proud. In the spirit of youth-adult partnership, NYAC offered a workshop track open to both youth and adults offering adult allies an opportunity to participate while preserving the conference's youth-only space. The sessions generated great discussions on topics including regional organizing, transgender youth organizing, youth on Boards of Directors, and youth-adult partnerships in community activism and change. NYAC looks forward to further collaboration with LYRIC, and to supporting GLBT youth activism and community organizing.


### NYAC Recommended Resources




NYAC continues to offer Safe Zone materials, enhancing the creation of spaces that are supportive and friendly to GLBT young people. They are available in 2" X 4-1/4" stickers or 8-1/2" X 11" posters. Contact NYAC for ordering information.

Donna Futterman, MD, of the Adolescent AIDS Program (NYAC member) in New York, NY and Caitlin Ryan, MSW have completed their publication *Lesbian and Gay Youth: Care and Counseling*. Originally published in *ADOLESCENT MEDICINE: STATE OF THE ART REVIEWS*, the official journal of the Section on Adolescent Health of the American Academy of


Pediatrics, June 1997, this is a groundbreaking scholarly work on the care, counseling and support needs of GLBT youth for providers, advocates, parents and interested readers. NYAC considers this to be one of the best resources available on the mental and physical health issues faced by GLBT youth. Contact John Michel at Columbia University Press, (212) 666-1000, ext. 7137 for a special discount price.




NYAC member the Shared Heart Project is a traveling exhibit of photos and stories of GLBT youth. This past October, a book titled The Shared Heart: Portraits and Stories Celebrating Lesbian, Gay and Bisexual Young People was released by Morrow Publishers (1997). Youth featured in the Shared Heart come from a diverse range of racial, economic and family backgrounds. NYAC recommends this beautiful book of compelling photos and powerful stories that are the Shared Heart as a great resource for all youth and allies.



Available from NYAC member the American Counseling Association, Career and Life Planning with Gay, Lesbian and Bisexual Persons, by Susan Gelberg and Joseph Chojnacki, should prove helpful to those considering future career options. Explaining why there is a need for special career and life planning for GLB persons, this book offers guidance on such issues as decision making, goal setting and assessments of interests, skills and values. Contact: American Counseling Association, 5999 Stevenson Avenue, Alexandria, VA 22304, 703-823-9800.




NYAC member the National Gay and Lesbian Task Force offers a how-to resource LGBT Campus Organizing: A Comprehensive Manual. Giving practical information on creating and effectively maintaining student, faculty, staff or alumni groups on college campuses, this truly comprehensive manual also includes an organizing guide on a variety of GLBT issues. Contact: NGLTF, 2320 17th Street, NW, Washington, DC 20009-2702, 202-332-6483, [nglft@nglft.org](mailto:nglft@nglft.org), <http://www.nglft.org>.




Still available from NYAC member the National Resource Center for Youth Services is a trio of invaluable resource publications. Often


Invisible: Counseling Gay and Lesbian Youth, No Safe Bed: Lesbian, Gay and Bisexual Youth in Residential Services, and Opening Doors: Making Substance Abuse and Other Services More Accessible to Lesbian, Gay, and Bisexual Youth, all published by Central Toronto Youth Services, provide a wealth of expertise to share. They provide a framework for management of issues which arise when working with GLB young people. Contact: National Resource Center for Youth Services, 202 West 8th Street, Tulsa, OK 74119-1419, 918-585-2986.



**Resource Update!** Featured in the last issue of CROSSROADS, groundbreaking documentary *Teen Sexuality in a Culture of Confusion* continues to receive critical praise. With the addition of a web site, this multimedia resource expands its accessibility to both youth and adults around the globe. Dealing with sex, sexuality, and sexual orientation as well as race and class, *Teen Sexuality* paints the lives of a diverse group of teenagers. Check out website [www.intac.com/~jdeck/habib/](http://www.intac.com/~jdeck/habib/) or contact: Knox Turner Associates, 800-514-2085, [ktagrph@aol.com](mailto:ktagrph@aol.com).



Help celebrate the second birthday of Oasis Webzine for GLBT youth by visiting their Internet Website. Oasis continues to provide a forum for GLBT young people from a diversity of backgrounds and from all over the US to share their experiences. From being in school to coming out at home to growing up in the '90's Oasis writers impart a wealth of knowledge and insight, to be shared by all (for free!). Check out: [www.oasismag.com](http://www.oasismag.com).



HIV Prevention Education Grants from the Ryan White Foundation are available for youth-led groups with a non-profit sponsor organization. Groups with efforts targeting youth and/or students about community health education, safer sex counseling, and/or HIV prevention may apply for a one-year grant of between \$100 and \$500 dollars. Eligible programs must be conceived and implemented by youth. Contact: Grants Manager, Ryan White Foundation, 1717 West 86th Street, Suite 220, Indianapolis, IN 46260, 800-444-RYAN.

## NYAC Conferences & Presentations

### NYAC Well Represented at National Research and Practice Conference

One of the premier conferences for researchers addressing GLBT youth issues, Interventions with Lesbian, Gay, Bisexual, and Transgender Youths: From Practice to Policy, was held on October 3-5, 1997, at Pennsylvania State University. The annual conference attended by researchers, social workers, counselors, educators, and other GLBT youth advocates, provided an opportunity to listen to presentations and discuss current issues & practical applications in working with GLBT youth. NYAC Executive Director Rea Carey presented 'National Advocacy Needs for LGBT Youths.'

The conference was a homecoming event for many NYAC Steering Committee members, friends, and member agencies! Presenters included NYAC member agency representatives Verna Eggeston (Hetrick-Martin Institute), 'The Administration of Services for Lesbian, Gay, and Bisexual Youths: The HMI Story'; Joyce Hunter (HIV Center for Clinical and Behavioral Studies), 'A Social History of Methods of Working with LGBT Youths'; Sterling Stowell (Boston Alliance for Gay and Lesbian Youth), 'Collaborating with Transgender Youths: Critical Services Needed'; Robin Passariello (Children from the Shadows), 'Grassroots Community Programs for LGBT Youths'; and David Buckel (Lambda Legal Defense and Education Fund), 'Protecting Lesbian, Gay, and Bisexual Youths in Schools: The Nabozny Case.'

Conference planners hope to publish a book of presentations and research discussed at past conferences.



(NYAC News continued from page 17)

## NYAC Offers Youth Institute at National Lesbian and Gay Health Conference

For the second year, NYAC organized and hosted a day-long preconference Youth Institute at the National Lesbian and Gay Health Conference. Nearly 100 youth and adults participated in a range of discussion groups and other sessions, creating one of the only youth-adult dialogues at the conference. Representatives from NYAC member agencies from around the country set the program in the months before the confer-



ence, which happened in Atlanta, GA in July 1997. Session topics included *Youth of Color and Immigration Issues*, *Age Different Relationships*, *Gender Identity*, *LesBiTrans Young Women's Issues*, *Substance Abuse*, *Street Outreach*, *Support Groups*, and *HIV/AIDS*. Both the morning and afternoon sets of discussion groups opened with a panel presentation and discussion, on Young Women's Issues and Youth of Color Issues respectively. In NYAC tradition of valuing the expertise and experience of those participating, sessions followed NYAC's discussion group format and were facilitated by NYAC member agency representatives and local Atlanta GLBT youth organizers.

Along with the Youth Institute NYAC hosted a networking lunch, a caucus session, and an evening reception for GLBT youth, adult allies and service providers. All were productive forums for the exchange of informa-

tion and strategies, as well as opportunities for participants to connect on the bigger picture of a GLBT youth movement. Later in the conference NYAC Executive Director Rea Carey presented a workshop session, "The Good, the Bad, and the Ugly," which addressed GLBT youth policy and legislative issues.

## United States Conference on AIDS

NYAC Board member Adam Tenner coordinated the Youth and HIV Institute at the United States Conference on AIDS. The conference, sponsored by the National Minority AIDS Council, was held September 18-21, 1997 in Miami, FL. NYAC staff member Andy Garcia also facilitated the day long Institute, which included youth panels and networking sessions. Discussion topics included 'AIDS Policy and Youth'; 'HIV+ Youth and Protease Inhibitors'; 'Creating Youth Peer Programs'; 'Prevention vs. Care'; and 'HIV & Rural Youth.' Participants also had the opportunity to dialogue with members of the United Houses Outreach Project (UHOP), who provide HIV education and support to young gay Latinos in Miami's House scene.

Lance Toma (NYAC's Mid-West Region Co-Chair) of NYAC member Horizons Community Services also presented 'Deciphering the Diva: The Culture of Urban Gay Youth.' Special thanks to Chad Martin and the Centers for Disease Control and Prevention for generous support of NYAC and the Youth & HIV Institute!



## NYAC and PFLAG Co-Host National Institute

On September 12, during the national conference of Parents, Family and Friends of Lesbians and Gays in Orlando, FL, NYAC co-hosted the *Leadership Training Institute (LTI)*, 'Creating Safe Space for Sexual Minority Youth in Schools.' The day-long LTI brought together over 75 parents and youth advocates to discuss critical issues and learn concrete skills in addressing the needs of gay, lesbian, bisexual, and transgender youth in schools.



The opening panel presentation for the LTI consisted of experts from across the country, including NYAC members Chris Ayala (NYAC Board member of Jacksonville Sexual Minority Youth Network); David Buckel, (NYAC member Lambda Legal Defense and Education Fund); NYAC Executive Director Rea Carey; and Martha Fugate (NYAC member Project YES).

Following the Institute, an attendee from rural Pennsylvania wrote to NYAC about the day, "I learned so much about the problems of youth today that I never knew before, and I hope to use this knowledge in the work of PFLAG locally among high school students."

In addition to co-hosting the LTI, the National Youth Advocacy Coalition co-hosted an evening discussion, 'A Celebration of Youth and Families.' Also during the conference, Rea Carey, NYAC Executive Director, presented 'PFLAG and Youth: Elements of Successful Programming' with PFLAG staff member Zoe Hudson and 'The Good, The Bad, and The Ugly: Progressive and Punitive Education Policies' with David Buckel of Lambda Legal Defense and Education Fund.



"THEY USE THE STRATEGY THAT I VALUE MOST, LETTING THE STUDENTS TELL THE STORY."

## It's Elementary, Talking about Gay Issues in School

by Bonnie Cullison

I am an educator in an elementary school and I know that my students learn about academics, but they also learn about socialization. Being in the elementary classroom is a time when they can learn to be understanding and accepting. It provides them with opportunities to be with others that they might not necessarily choose to be with. But I teach by the maxim, "children do not inherently know how to behave. They must be taught." This applies directly to the acceptance and inclusion of people who are different from them.

With the movie *It's Elementary, Talking about Gay Issues in School* the producers, Debra Chasnoff and Helen Cohen become the educators. They have put together a masterful lesson in socialization, for all school employees, parents and especially Boards of Education. They use the strategy that I value most, letting the students tell the story.

The purpose of *It's Elementary* is clear. It is to motivate and persuade those who make decisions about school curricula to include positive information about the range of sexual orientations. The means used to reach this goal are looking into classrooms and schools in 5 very different areas of the coun-

ty where students are learning about and discussing openly, the words "gay" and "lesbian." For the open-minded, over the course of the film, these words are demystified. Teachers say them without hesitation. Many students say them, without giggling or ridiculing.

Early in the film, a fifth grade student admits that most of the information about gays and lesbians comes from TV, news and their family. Then there are some very scary clips from TV talk shows. These serve as an immediate wake-up call, that young children need to learn the truth early, and not from hate-based television.



All perspectives are presented. There are students who express sincere distaste and discomfort with the concept of homosexuality. Their views are accepted without question as part of the discussion. But other students debate that "they" are people just like "us," and that they need to have all the information, "so we can decide for ourselves." This discussion happens in many different classrooms, from the ages of 8 to 15. In each case there is some evolution in thinking and in opinions, but this change is real, and honest, and the result of open exchanges of thoughts by students.

One of my favorite lessons that was shown was one in which the teacher told the students about some famous people who are openly gay or lesbian. Some of the students were surprised—that these people were on their favorite TV shows or part of the music they listen to every day. And they liked them! These students got the point—and the message.

If there is one minor fault of the film it is that it tries to do too much at once. The viewer hardly has time to process what is happening in each of the classrooms as students make real discoveries, but is then shown other strategies, such as "Pink Triangle Day" or the "Love Makes a Family" exhibit. But this is a fault that can be easily forgiven, and motivates the viewer to see it again, and again.

If I had to give *It's Elementary* a grade, it would be "A." Using great sensitivity and directness, it accomplishes the goal of educating others. Of course it won't open the most closed minds, but nothing will. Fortunately there are few of them and the majority of those who just do not

have enough information should be receptive. Maybe with the help of this film, schools will begin to consider education about true acceptance of everyone, and all students will feel a little safer. Thank you Debra and Helen.

*Bonnie Cullison is the Co-Chair of the GLBT caucus of the National Education Association.*

*For information on ordering It's Elementary, contact: Women's Educational Media, 2180 Bryant Street, #203, San Francisco, CA 94110, 415-641-4616.*

This issue of **CROSSROADS** is published and provided at no cost by the **National Youth Advocacy Coalition**. NYAC encourages readers to contribute to NYAC, to ensure the continuation of this valuable and unique publication.

\$15     \$35     \$50     \$100     \$Other \_\_\_\_\_

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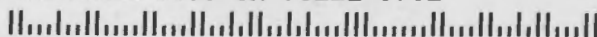
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1711 Connecticut Ave., NW  
Suite 206  
Washington, DC 20009



**HERLAND SISTER RESOURCES**  
2312 NW 39TH  
OKLAHOMA CITY OK 73112-8701





August 1998

Dear Youth Advocate,

We are delighted to provide you with our most recent edition of *CROSSROADS* focussing on class and economic issues. We hope that you will enjoy it. The *CROSSROADS* magazine is just one of many benefits and resources that the National Youth Advocacy Coalition (NYAC) provides to its Associate Members and Participating Organizations.

*Improving the lives of  
gay, lesbian, bisexual  
and transgender youth*

We would also like to take this opportunity to invite your organization to become a Participating Organization or Associate Member of NYAC. The National Youth Advocacy Coalition is the only national coalition focused solely on working for and with young people who are gay, lesbian, bisexual or transgender (GLBT) to end discrimination against these youth and to ensure their physical and emotional well being.

NYAC exists to serve as a tool and resource for the work of your organization and other groups across the country who are committed to improving the lives of GLBT youth. NYAC believes that the expertise on issues facing GLBT youth exists not in Washington, but rather with young people, youth-service providers, and other advocates like you, across the country. When that expertise is brought together with the expertise of the more than 5000 individuals, groups and organizations with whom we work, or with the many other local and national organizations that are current NYAC Participating Organizations – we create a movement!

Whether it is discounted rates on registration to regional conferences and NYAC's National Summit, quick access to referrals and resources in your state or materials to assist you in your work in your community, there are many benefits to becoming a member of NYAC.

We hope you'll take the time to look over our latest edition of *CROSSROADS* and gain a better understanding of NYAC's work. Please also review the enclosed materials on NYAC's membership structure, benefits, criteria and fees and see how membership with NYAC will benefit you.

**We invite you to join the many other organizations advocating, nationally and locally, for and with gay, lesbian, bisexual, and transgender youth, by becoming a member today.**

If you have questions about membership or NYAC's activities, please do not hesitate to contact M'Bwende Anderson, Outreach and Education Coordinator, at 202/319-7596 ext. 14. Also, please be sure to keep our Bridges Project ClearingHouse abreast of the work going on in your community with and on behalf of GLBT youth by calling Ken Carl at ext. 10. We look forward to working with you!

Sincerely,

Rea Carey  
Executive Director

M'Bwende N. Anderson  
Outreach and Education Coordinator

Encl.

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# National Youth Advocacy Coalition

Improving the lives of lesbian, gay, bisexual and transgender youth

1711 Connecticut Ave, NW ▼ Suite 206 ▼ Washington, DC 20009  
202\319-7596 ▼ 202\319-7365 (fax) ▼ nyac@nyacyouth.org ▼ www.nyacyouth.org

The National Youth Advocacy Coalition (NYAC) invites your organization to sign on as a Participating Organization! Please refer to the dues structure below to determine your organization's *NYAC Annual Dues* for 1998.

## MEMBERSHIP BENEFITS

**Benefits of becoming a Participating Organization or Associate Member of the National Youth Advocacy Coalition include:**

- Referrals, resources and technical assistance from NYAC staff. Member organizations are guaranteed a response call within three business days of a request;
- Being part of this country's only national organization focused solely on advocacy, education, and information affecting the lives of GLBT youth and their allies;
- Discount rates on our Bridges Project publications and registration fees for NYAC national and regional conferences, including NYAC's upcoming Third Annual Summit;
- Information on legislative and other advocacy issues affecting the lives of GLBT youth through NYAC Action Alerts;
- Information on funding opportunities for organizations serving and advocating for & with GLBT youth;
- Receipt of national *CROSSROADS* newsletter on issues of concern to GLBT youth and their allies and NYAC's Membership Update Newsletter; and
- Access to strategies and information from other national and community-based organizations working on issues affecting GLBT youth.

Additionally, the Coalition is often asked to work with government and private agencies to set up advisory panels or identify individuals with expertise on GLBT youth. In fulfilling these requests, NYAC Participating Organizations are given preference through this process.

## DUES STRUCTURE GUIDELINES<sup>1</sup>

<u>Community-Based Organization's Annual Budget</u>	<u>NYAC Dues (1 Year Membership)</u>
\$199,999 or below	\$100 <sup>2</sup>
\$200,000-\$299,999	\$200
\$300,000-\$399,999	\$300
\$400,000-\$499,999	\$400
\$500,000-\$599,999	\$500
\$600,000-\$699,999	\$600
\$700,000-\$799,999	\$700
\$800,000-\$899,999	\$800
\$900,000-\$999,999	\$900
\$1,000,000 and above	\$1,000 <sup>3</sup>
<u>National Organizations (all sizes) Fees</u>	\$250
<u>Associate Membership Fees</u>	\$150

<sup>1</sup> See other side for Criteria in membership categories.

<sup>2</sup> Minimum annual dues for all Participating Organizations.

<sup>3</sup> Maximum annual dues for Participating Organizations with \$1,000,000 + budgets.



# National Youth Advocacy Coalition

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1711 Connecticut Ave, NW ▼ Suite 206 ▼ Washington, DC 20009  
202\319-7596 ▼ 202\319-7365 (fax) ▼ nyac@nyacyouth.org ▼ www.nyacyouth.org

## Bridges Project Resources

The **National Youth Advocacy Coalition** is the only national organization focused solely on the range of issues affecting gay, lesbian, bisexual and transgender (GLBT) youth. NYAC advocates for and with GLBT youth through the collaboration of a broad spectrum of community-based and national organizations, working to end discrimination against these youth and to ensure their physical and emotional well-being.

NYAC's **Bridges Project** is the national information clearinghouse on GLBT youth issues. Originally established by the American Friends Service Committee, the project continues to provide information resources, technical assistance, and referrals to GLBT youth & their allies.

## CROSSROADS Magazine

A publication by and for GLBT youth and their allies addressing critical issues and concerns, program models, and news. Also highlighted are cutting-edge resources and action items. *\$3.00 each.*

- Spring '93** - Schools, education and training resources.
- Fall '93** - The impact of HIV/ AIDS on GLBT youth.
- Spring/Summer '94** - Negative/positive impact of religion on GLBT youth; the role of the church.
- Winter/Spring '96** - GLBT Youth of Color; issues, respect and inclusivity.
- Winter '98** - Class and access; economic empowerment; GLBT youth program funding.

## Information Packets

Each information packet in NYAC's series contains practical information and literature resources from around the country on GLBT youth issues. Included are fact sheets, articles, policy papers, program models, resource referrals, and previous issues of *CROSSROADS*. *\$15.00 each.*

- General Information** - Statistics, fact sheets and articles on working with & creating support for GLBT youth.
- Education Issues** - Information and models addressing sexual orientation, sexuality issues and developing GLBT youth support systems in schools; also includes the Alone No More publication.
- Religious Issues** - Policies and resources addressing religion, spirituality, and faith communities.
- Policy Packet** - A compilation of program models and policies on organizational development, governance, guidelines and volunteer issues from GLBT youth direct-service providers.
- Gender Identity/Transgender Youth Issues** - A compilation of articles on mental and physical health issues, language and definitions, gender fluidity, Frequently Asked Questions, stories, and resource listings.

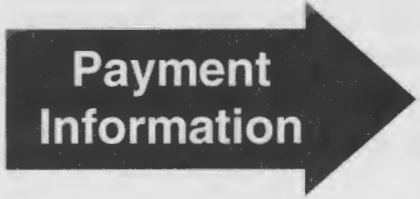
## Safe Zone Program

- Stickers or posters display a triangle in a circle above the text "SAFE ZONE, The Safe Zone symbol is a message to GLBT youth and adult allies. The message is that a person displaying this symbol is one who will be understanding, supportive, and trustworthy if a GLBT youth needs help, advice, or just someone with whom they can talk." *Available in 2" x 4" sticker, \$6.00/dozen; or 8-1/2" x 11" poster, \$20.00/dozen (\$2.00 each).*

**NOTE:** NYAC's Bridges Project offers an array of technical assistance and resources on topics including, but not limited to: mentoring, education campaigns, helpline training/guidelines, volunteer programs, funding, bibliographies, peer counseling, coalition building, starting/maintaining youth groups, and organizational development.

To support broad resource distribution, NYAC suggests and encourages payment toward printing and postage costs.

Quantity	Material	NYAC Participating Organization Rate	Non-Participating Organization Rate	Amount
	CROSSROADS Magazine (specify)	\$2	\$3	
	Information Packet (specify)	\$10	\$15	
	Safe Zone Stickers (per dozen)	\$4	\$6	
	Safe Zone Posters (per dozen)	\$15 (\$1.50 each)	\$20 (\$2.00 each)	
	Other (specify)			
<b>Total Payment Enclosed</b>				



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# Contact Information

Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

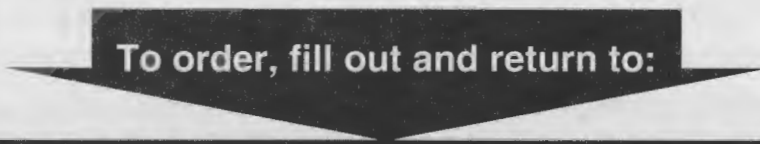
Address \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_ Web Site \_\_\_\_\_

Please describe your GLBT youth organization/work/profession \_\_\_\_\_

\_\_\_\_\_

How did you become aware of NYAC \_\_\_\_\_



**National Youth Advocacy Coalition**  
 1711 Connecticut Ave, NW ▼ Suite 206 ▼ Washington, DC 20009

Available directly from American Friends Service Committee  
 Contact: **AFSC Literature Resources Department**  
 1501 Cherry Street · Philadelphia, PA 19102 · 215\241-7048 · 215\241-7275 (fax)

Puentes de Respeto: Creacion de Apoyo para la Juventud Lesbiana y Homosexual  
 (Bridges of Respect: Creating Support for Lesbian and Gay Youth) - First published in 1989 (English version) by the AFSC, this groundbreaking resource guide led to the creation of the Bridges Project. Designed for those who work with youth, Puentes de Respeto presents a powerful and culturally appropriate analysis of the effects of homophobia on young people, creative ideas and approaches for effecting constructive change. (English version no longer available) \$8.00