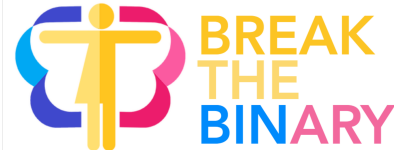




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**DEPARTMENT OF  
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## **LGBTQIA2S+ Youth Innovation Lab & Fellowship**

LGBTQIA2S+ UsCC Capacity Building Project  
Los Angeles County Department of Mental Health  
April 2021 to December 2021

Report & Presentation by:

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## About the Contractor



Addison Rose Vincent (they/them) is a 29-year-old trans nonbinary educator and consultant. Born in Canada and raised in Michigan, Addison moved to California at the age of 17 to come out and live more openly as themselves. Since graduating with a BA in Peace Studies from Chapman University, Addison has served several nonprofits advocating for LGBTQIA2S+ communities, including Victory Fund, Strength United, Los Angeles LGBT Center, TransLatin@ Coalition, Asian Pacific AIDS Intervention Team (APAIT), and Nonbinary & Intersex Recognition Project (NIRP). Addison currently serves as the Founder & CEO of Break The Binary LLC, a strategic consulting firm supporting businesses, schools, and organizations around the world in becoming safer spaces for LGBTQIA2S+ communities.



## Original Project Proposal

### *Description*

This project will work to reduce mental health access barriers for LGBTQIA2S+ youth by recruiting Youth Fellows from Los Angeles County to meet and develop innovative strategies to violence prevention and barrier reduction. Over the course of the LAUSD Spring Break in 2021, the Youth Fellows will design their approaches and present their ideas to key stakeholders, LAUSD representatives, foundation representatives, and sector leaders.

### *Purpose*

Despite decades of progress and inclusion for LGBTQIA2S+ people, many LGBTQIA2S+ youth still face unsafe and hostile school environments, as well as stigma, shame, and other barriers that prevent them from seeking support. Reports show that youth continue to experience bullying, harassment, invalidation, and other violence from their peers, teachers, and school administrators in educational settings and spaces. This project would support youth in developing their own user-centered strategies for violence prevention and access to affirming mental health services.

### *Objectives (Timeline)*

#### **Recruitment & Coordination (JULY 2020 to FEBRUARY 2021)**

1. LAUSD LGBTQIA2S+ high school and college students (ages 16-24) will be recruited for week-long innovation lab to conceptualize and develop creative, user-centered approaches to:
  - a. School-based bullying and harassment
  - b. Mental health stigma
  - c. Barriers to mental health services
2. Organizer will be responsible for coordination and management of the lab:
  - a. Recruitment, application, and selection processes for Fellows
  - b. Hotel/conference space for lab to be hosted
  - c. Travel/food/lodging accommodations as needed
  - d. Receive consultation from experts/professionals (ex. Gobee Group) on lab curriculum/structure to ensure Fellows are guided and supported effectively

#### **Innovation Lab & Fellowship (MARCH 2021 to APRIL 2021 (LAUSD Spring Break))**

1. Youth Fellows (16) will be separated into 4 teams to develop ideas for innovative strategies to address violence/stigma and reduce barriers to mental health services. Teams will:
  - a. Identify the issue(s) they want to address
  - b. Identify the user group they would like to focus on (ex. Other students, teachers, parents, community members, political representatives)
  - c. Compile research and data to understand their user group better
  - d. Develop a short-term and long-term strategy to address the issue(s)



2. Facilitators will provide various workshops and activities to help Fellows build and develop their ideas:
  - a. Examples of LGBTQ+ organizations and campaigns (GSA Network, Mirror Memoirs, It Gets Better Project, youth-led campaigns and organizations)
  - b. Business/organization development experts (SWOT + STEEP analysis, business/non-profit models, user group identification)
  - c. Team-building and resilience tools (Lumos Transforms, LA LGBT Center)
3. Fellows will present their ideas at the end of the week to a team of field experts and LACDMH/LAUSD representatives for feedback and support

#### **Post-Lab Prototyping & Evaluation (MAY 2021 to JUNE 2021)**

1. Youth Fellows will test out their approaches within the following month at their schools and/or in their communities
  - a. This is the short-term strategy developed by Fellows that serve as a "prototype" of their long-term strategy or vision
  - b. This will need to be conducted within the month following the lab
2. Organizers will evaluate impact of their approaches/strategies, as well as the impact of the lab process on the Fellows and their communities
3. Fellows will receive certificates of participation and be connected to potential partners/sponsors to continue developing their ideas
4. In June, organizer will formally present compiled data and feedback to LACDMH representatives to consider similar projects in the future

#### *Justification*

This project would recruit and select LGBTQIA2S+ youth ages 16-24 (or 18-24) from all backgrounds and experiences to participate. The idea is to have advocates who share identities with the users that they will be designing the strategies for.

#### *Outcomes*

By the end of the prototyping in May/June, we hope to have a number of user-centered violence prevention and barrier reduction strategies that are well-designed and tested for further consideration. We hope to help our participating youth build strong connections with each other, facilitators, local organizations, and sector leaders/representatives to help them build confidence and resilience. We also hope that the strategies will get people thinking about the power and creativity our LGBTQIA2S+ youth possess, and consider ways to involve more LGBTQIA2S+ youth in decision-making positions and processes.

## Project Activities

### *Overview*

This project worked to reduce mental health access barriers for LGBTQIA2S+ youth by recruiting 16 Youth Fellows - majority Black, Indigenous, and People of Color (BI&POC) from every service provider area (SPA) in Los Angeles County - to meet and develop 4 innovative strategies for violence prevention and barrier reduction. Over the course August 9th to 13th, 2021, the Youth Fellows designed their approaches and presented their ideas to key LACDMH stakeholders, nonprofit representatives, foundation representatives, local activists, and sector leaders.

The agreed upon dates for the Lab were pushed back from March 2021 to August 2021 with approval from LACDMH due to delays in contract finalization resulting from COVID-19. Additionally LACDMH agreed that the Lab and Fellowship should be conducted virtually for the health and safety of all participants, contractors, and community stakeholders involved.

### *Preparation*

Before the recruitment of the Youth Fellows could begin, preparation of pre and post surveys, recruitment materials, and the Lab slide decks and agenda needed to be developed.

### *Pre & Post Surveys*

Both the pre and post surveys incorporated 11 questions focused on knowledge of user-centered design and mental health factors including support systems, self-care, and resilience. These 11 questions developed with a Likert Scale of 5 answers ranging from Strongly Agree, Somewhat Agree, Neutral, Somewhat Disagree, to Strongly Disagree. These questions were based on surveys used by previous LGBTQIA2S+ UsCC CBP contractors including The Wall Las Memorias Project and AMAAD Institute, and were approved by LACDMH.

For the pre survey, we decided to add it as a part of the large Lab & Fellowship Application (Appendix A, Item I) that all prospective applicants could complete. This provided an opportunity to receive data and insight from additional LGBTQIA2S+ youth outside of the accepted applicants and use the Lab and Fellowship opportunity as an incentive for survey participants. The Lab & Fellowship Application additionally included opportunities for applicants to provide personal information, contact information, demographic information, and personal statements. The demographic information related to education level, race, ethnicity, sexual orientation, gender identity, and intersex status were developed with support from Kelly Wilkerson and previous applications used for past CBPs.

The post survey was created specifically for the finalized Youth Fellows. It included a section for them to add their personal information, and another section to share their experience in the Lab and Fellowship, as well as to provide feedback for improvement and consideration.

## Recruitment Materials

Using Canva.com, we developed 2 different recruitment flyers that directed prospective participants to the Lab & Fellowship Application.

The first flyer (Appendix B, Items I-V) was in a printer page format (8.5 x 11) so that it could be emailed to various schools, service providers, organizations, and businesses to be printed out and placed around physical locations. It could also be shared as story posts on Instagram and Facebook as it was formatted vertically. The flyer also featured a stock image photo from Broadly's Gender Spectrum Collection of a group of LGBTQIA2S+ youth of various identities, encouraging diversity, inclusion, and representation in our application process.

The second flyer (Appendix B, Item II) was in a square format (10 x 10) that could be posted on social media feeds such as Instagram and inserted into email messages instead of being added as an attachment. Both flyers used the same messaging, theme, and link. Additionally the appropriate logos for LACDMH, the LGBTQIA2S+ UsCC, the 24/7 Access Line, and Break the Binary LLC were featured on both flyers with approval from Kelly Wilkerson.

## Lab Agenda & Slide Decks

The agenda for the Lab was created based on a previously facilitated Innovation Lab project with Gobe Group and Blue Shield of California Foundation for domestic violence prevention strategies. As a result, the Lab agenda was outlined as the following:

- Monday August 9th: Welcome & Introductions
- Tuesday August 10th: STEEP Analysis & User Group Identification
- Wednesday August 11th: Strategy Brainstorming & Development
- Thursday August 12th: Prototype Brainstorming & Presentation Development
- Friday August 13th: Presentations of Strategies

Using Google Slides, the slide decks (Appendix C, Item I) for each day of the Lab were developed. The slide decks incorporated various elements to ensure high engagement despite being in a virtual setting for 5 consecutive 6-hour days. These elements included lecture, polls, discussion, breakout group conversations, videos, mindfulness activities, and crafting.

## Recruitment

On June 23rd, 2021, we began distributing the recruitment materials via various methods in search of 16 Youth Fellows. We promoted the application by emailing several community based organizations, schools, activists, and social media influencers. We also emailed the entire LGBTQIA2S+ UsCC listserv and featured it on the UsCC's website and social media pages. Additionally the flyers were shared on our social media platforms and reposted by pages with over 1 million followers each, reaching over 200,000 views by people throughout Los Angeles and around the world.

The deadline for the application was July 30th, 2021, by which we received a total of 70 applications. After reviewing the applications, the applicant pool was immediately narrowed to 59 due to 11 applicants being ineligible, meaning they did not fit the basic requirements for engagement in the Lab and Fellowship. These requirements were as follows:

- Must identify as LGBTQIA2S+;



- Must currently reside in Los Angeles County;
- Must be between the ages of 18 and 24 during the dates of the Lab;
- Must be able to attend at least 4 of the 5 days of the Lab (August 9-13, 2021), with guaranteed attendance on the first day (August 9) and last day (August 13);
- Must have access to Zoom during the Lab, and be able to have a camera working/turned on
- Must consent to being recorded during the Lab for LACDMH documentation and reporting purposes

### *Selection Criteria*

The review of applications was solely conducted by the contractor between July 30th, 2021 and August 2nd, 2021. The contractor made a criteria of priorities based on conversations with Kelly Wilkerson, LACDMH representation, and LGBTQIA2S+ UsCC members. Of the 59 applicants that met the above requirements, the pool was narrowed down based on the following priorities in the following order:

1. SPA Location: It was of the utmost importance that all 8 SPAs of Los Angeles County were represented among the 16 chosen applicants. The breakdown of number of eligible applicants per SPA was as follows:

- SPA 1: 2 Applicants
- SPA 2: 11 Applicants
- SPA 3: 3 Applicants
- SPA 4: 13 Applicants
- SPA 5: 3 Applicants
- SPA 6: 10 Applicants
- SPA 7: 8 Applicants
- SPA 8: 9 Applicants

Due to an imbalance of applications among the 8 SPAs, applicants from SPAs with fewer submissions (ex. SPAs 1, 3 and 5) were given more consideration and priority. As a result, the chosen applicants represented the following SPAs:

- SPA 1: 1 Applicants
- SPA 2: 3 Applicants
- SPA 3: 1 Applicants
- SPA 4: 3 Applicants
- SPA 5: 1 Applicants
- SPA 6: 2 Applicants
- SPA 7: 3 Applicants
- SPA 8: 2 Applicants

2. Race & Ethnicity: It was also of the utmost importance to center BI&POC applicants during the selection process to ensure intersectionality and diversity in the Lab and Fellowship. The breakdown of number of eligible applicants by race and ethnicity was as follows (note: several applicants chose multiple race and ethnicity options, thus the total number of applicants listed below is higher than the actual total):

- Asian: 4 Applicants
- Black/African American: 12 Applicants
- Indigenous/Native American/Alaska Native: 5 Applicants
- Latinx/Latine: 33 Applicants



- Pacific Islander: 1 Applicant
- Southwest Asian North African (SWANA): 0 Applicants
- White: 15 Applicants
- Undisclosed: 1 Applicant

In order to ensure representation of various BI&POC communities in the chosen applicant pool, we focused on racial and ethnic identities that had fewer applications linked to them (ex. Pacific Islander, Asian, Black/African American, and Indigenous). As a result, the chosen applicant pool had the following makeup of race and ethnicity:

- Asian: 2 Applicants
- Black/African American: 4 Applicants
- Indigenous/Native American/Alaska Native: 3 Applicants
- Latinx/Latine: 10 Applicants
- Pacific Islander: 0 Applicant
- Southwest Asian North African (SWANA): 0 Applicants
- White: 1 Applicant
- Undisclosed: 0 Applicants

3. Transgender Status: We wanted to prioritize applicants who openly identified as transgender, meaning their current gender identity was not the same as their assigned-at-birth gender or sex. Of the total applicant pool, here is the breakdown:

- Yes, I am transgender: 30 Applicants
- No, I am not transgender: 21 Applicants
- Unsure: 7 Applicants
- Prefer Not to Share: 1 Applicant

Fortunately we had an incredibly high number of transgender applicants, and we were able to focus on other priorities as a result. The chosen applicant pool had the following makeup of transgender identification:

- Yes, I am transgender: 6 Applicants
- No, I am not transgender: 6 Applicants
- Unsure: 3 Applicants
- Prefer Not to Share: 1 Applicant

4. Gender Identity: We wanted to ensure a diversity of gender identities among the chosen applicant pool. The breakdown of number of eligible applicants by gender identity was as follows (note: several applicants chose multiple gender options, thus the total number of applicants listed below is higher than the actual total.

Additionally terms like *man* and *woman* are inclusive of trans men and trans women):

- Agender 1 Applicant
- Genderfluid 5 Applicants
- Man 24 Applicants
- Nonbinary 23 Applicants
- Two-Spirit 3 Applicants
- Woman 18 Applicants

The chosen applicant pool had the following makeup of gender identities:

- Agender 0 Applicants
- Genderfluid 2 Applicants
- Man 6 Applicants



- Nonbinary 6 Applicants
  - Two-Spirit 1 Applicant
  - Woman 6 Applicants
5. Intersex Status: We wanted to prioritize intersex applicants in the selection process due to the lack of representation of intersex people in LGBTQIA2S+ spaces. We only received 1 application from someone who shared that they were intersex, and although that person was initially selected for the Lab and Fellowship their schedule had changed and they were no longer available to participate.
6. Sexual Orientation: We wanted to ensure that the Lab and Fellowship had a diversity of sexual orientations. The breakdown of number of eligible applicants by sexual orientation was as follows (note: several applicants chose multiple sexual orientation options, thus the total number of applicants listed below is higher than the actual total):
- Asexual 3
  - Bisexual or Bi+ 20
  - Gay 12
  - Fluid 4
  - Lesbian 9
  - Pansexual 17
  - Queer 26
  - Questioning 4
  - Straight/Heterosexual 3
  - Two-Spirit 1
- The chosen applicant pool had the following makeup of gender identities:
- Asexual 0
  - Bisexual or Bi+ 6
  - Gay 4
  - Fluid 2
  - Lesbian 3
  - Pansexual 5
  - Queer 9
  - Questioning 1
  - Straight/Heterosexual 1
  - Two-Spirit 0
7. Pre-Lab Assessment: At this point in the application process, it was important to review the results of the pre-lab assessment that included questions around mental health factors and knowledge of user-centered design. We wanted to prioritize applicants who did not answer “Strongly Agree” to every answer since we were seeking participants who would be able to improve various mental health factors and build knowledge around user-centered design through the Lab and Fellowship. (More about this is discussed in the *Outcomes & Results* section of the report)
8. Personal Statements: Finally, it was important to take time to read through the various personal statements in each application. We were looking for answers that indicated a passion for LGBTQIA2S+ advocacy and empowerment, an experience with



problem-solving and/or community engagement, and a sense of personality and identity beyond their LGBTQIA2S+ identities.

On August 3rd, 2021, the applicants were notified of the status of their applications. Those who were not selected were provided with additional resources for LGBTQIA2S+ youth advocacy and volunteer opportunities, along with information about the LACDMH LGBTQIA2S+ UsCC to encourage them to attend and get involved. The 16 applicants that were selected were asked to confirm their interest and attendance, as well as provide a short bio and headshot (Appendix E).

As previously noted, it was proposed and agreed that the Lab and Fellowship would be hosted virtually via Zoom. This was due to various challenges and issues that arose between the time the CBP was proposed and the contract was finalized. Factors that led to a virtual platform included the ongoing COVID-19 pandemic and the health risks that came with meeting in-person, as well as the fact that many of the selected Youth Fellows had difficulty finding transportation to meet at an in-person location or were simply located too far to travel with their schedules. An additional motivator was that funds that would have been used for an in-person meeting location could now be used to increase the stipends and prototype funding for the Youth Fellows, thus stipends increased from the proposed \$400 each to \$500 each.

### *Facilitation*

The Youth Innovation Lab began on August 9th, 2021 and ended on August 13th, 2021, and was entirely facilitated by the project contractor, Addison Rose Vincent. We used the slide decks prepared during the Preparation phase of the contract, and coordinated with Lab Fellows who were missing specific days or needed extra support. Each day had 2 30-minute breaks and 1 60-minute lunch included to prevent Zoom fatigue and encourage self-care (6 hours total each day for 1 week).

There were also specific components that were added to each day of the Lab, including opening and closing with meditation and grounding activities such as deep breaths and stretches, opening each day with a reminder of community guidelines, ending each day with words of affirmation, and closing sessions by reminding Youth Fellows about the LACDMH 24/7 Help Line and encouraging them to show their pets, plants, or something that brings them joy.

By the end of the Lab, each Youth Fellow was sent an electronic payment of \$500 for their participation in the Lab. They were also offered the opportunity to request reference letters for future opportunities, and received certificates of participation signed by Break The Binary LLC and LACDMH.

### Day One (August 9th): Welcome & Introductions

The day opened with setting community agreements and etiquette for the Lab, including but not limited to arriving on time, communication channels for missing specific days of the Lab, recording of sessions, tips for avoiding burnout and emotional exhaustion during the Lab (ex. Take breaks, turn off camera if needed, wear whatever makes you feel good), and encouragement to reach out if they need support.



From there, the facilitator introduced themselves to the Youth Fellows and discussed the importance of LGBTQIA2S+ mental health advocacy to their own story. They also provided more context for the Lab and the overall goals of the Lab. The Youth Fellows then had a chance to introduce themselves to the entire group, stating their names, pronouns, locations, as well as their expectations for the Lab. Some examples of expectations of the Lab the Youth Fellows had included the following:

Sunshine: "To connect with fellow LGBTQIA2S+ youth and make a better space for us mental health wise...I'm excited to meet you all and help make our community healthier!"

rashida: "To create more affirming spaces for TGI communities when it comes to our mental health."

Cassandra: "To have great conversations and to develop innovative strategies for our community's mental health."

Curly: "To be collaborative and to focus on mental health...I have seen so many LGBTQIA2S+ friends come to LA from other parts of the country seeking refuge, so I'd love to create strategies that make our city safer and more empowering."

Juan: "I've never done anything like this, so I'm excited to learn and meet more LGBTQIA2S+ people!"

Arianna: "Just being in this space is such a blessing! I'm excited to learn from y'all and build together."

The facilitator then continued with ice breaker activities, including discussions around pets, plans, traveling, and binge-worthy television shows. In breakout rooms, Youth Fellows also had an opportunity to get to know each other better and identify 3 commonalities beyond their LGBTQIA2S+ identities and locations in Los Angeles. Some examples included having siblings, having piercings, similar food and drink tastes. Another ice breaker activity included having each Youth Fellow find a meaningful item in their space and sharing a story about it with the group. Examples included books that inspired them, handmade bowls and items from friends and family, drawings of their idols or favorite celebrities, and even physical characteristics that they are proud of.

After ice breaker activities, the Youth Fellows were introduced to various grounding activities to help them center and focus in the space. This included deep breath exercises, body scans, tension release, and intention setting. The conversation then led into a discussion around pressure and expectations the Youth Fellows feel from within the LGBTQIA2S+ community, which sparked opportunities for them to share coming out stories and being vulnerable in the space.

Following the Lunch break, the Youth Fellows had the opportunity to create a list of common values and norms for the overall group, then discuss each of them as a team (Appendix F, Item I). Once that was complete, the facilitator led a workshop on stress levels, burnout, the importance of self-care, and tools for self-care and grounding. The day wrapped up with a deep breath activity, words of affirmation, a reminder of the LACDMH 24/7 Help Line, and an expression of gratitude for their involvement.

## Day Two (August 10th): STEEP Analysis & User Group Identification

The day began with a reminder of the community agreements, a deep breath activity, and additional ice breaker activities which included an open share about “what brings you joy during these times?” and a “pass the energy ball” game. Additionally, Kelly Wilkerson from LACDMH joined the meeting to introduce herself, talk about LACDMH, and invite the Youth Fellows to attend future LGBTQIA2S+ UsCC meetings.

Next, the facilitator explained the user-centered design process, which includes 4 parts: Understand context of use; Specify user requirements; Design solutions; Evaluate against requirements. The facilitator also reminded the Youth Fellows to focus their strategies on prevention rather than intervention or treatment. From there, the Youth Fellows were split into breakout groups to develop a STEEP (Social, Technological, Environmental, Economic, and Political) analysis of local LGBTQIA2S+ issues and their impacts on community members, then discussed them as a larger group. STEEP analysis issues that were discussed included:

SOCIAL: Bullying, racism, isolation, harassment, health care discrimination, domestic violence, homelessness, substance abuse;

TECHNOLOGICAL: Online and virtual harm, access to information and resources, online relationships;

ENVIRONMENTAL: Food insecurity, access to clean water, under funded education systems, lack of accessible resources

ECONOMIC: Affordable housing, employment discrimination, healthcare, access to higher education, homelessness;

POLITICAL: Access to healthcare, participation in sports, bathroom laws, housing discrimination, access to education, unemployment.

After discussing the STEEP Analysis, the Youth Fellows were invited to brainstorm independently a user group that they wanted to focus on, listing the user group's specific LGBTQIA2S+ identities, age range, location within Los Angeles (SPA), and any intersecting identities. Each Fellow then shared their proposed user group to the larger group, then the facilitator had each Fellow vote on 3 user groups that they would like to work with. This helped the facilitator be able to group the Fellows into 4 groups based on user groups they wanted to work with for strategy development. The groups formed into the following:

1. Gay Youth who Struggle with Mental Health (Ages 18-24 in SPAs 1 & 3)  
Members: Cassandra, Curly, Juan, Kian
2. Black, Poor, Disabled, TGNC and Sex Workers (Ages 18-24 in SPA 6)  
Members: Arianna, Lucia, rashida, Sunshine
3. Nonbinary & Transgender Youth (Ages 18-24 in SPA 8)  
Members: Erika, Katherin, Sharlene
4. BI&POC LGBTQIA2S+ Youth (Ages 18-21 in SPAs 4 & 6)  
Members: Angelo, Berri, Jalen, Juan Diego

The day wrapped up with some self-care practices including a self-hug, deep breath activity, group words of affirmation, and a reminder of the LACDMH 24/7 Help Line.



Note: At this point, Youth Fellow Ethan Molina stopped attending the Lab and was unable to be contacted multiple times throughout the week and several weeks after. As a result, they were released from the Youth Innovation Lab and Fellowship, and their stipend was added to the 4 Strategy groups' prototype funding for August to November, increasing each group's amount from \$250 to \$400. Due to the lack of communication from Ethan, it was unsure whether they would return for Days Three, Four or Five, thus we did not invite another applicant to take their spot. This reduced our Youth Fellowship pool from 16 Fellows to 15 Fellows who completed the Lab.

#### Day Three (August 11th): Strategy Brainstorming & Development

The day began with a reminder of the community agreements, a deep breath activity, and additional ice breaker activities which included an open share about "what are you looking forward to in the next month?" and a "pass the energy ball" game. The group was then encouraged to draw a picture of their hobby or something they like to do in their down time, but to draw it in a way that an alien species could understand what it was. Next, the facilitator split the Fellows into breakout rooms to discuss an obstacle that they overcame and how they embraced queer joy. Some examples discussed in the larger group:

Cassandra: "I was able to embrace queer joy and overcome shame in coming out before I could even talk to anyone else about it."

Juan Diego: "I was proud to be me from a young age, but I was bullied a lot by the other kids in school....going to see 'Love Simon' in theaters changed my life, every time I watch that movie I can't help but smile because it's so relatable and I feel so seen. Queer joy!"

Angelo: "Experiencing queer joy feels like being in a safe space where I'm surrounded by people like me and people who support me...Queer joy can come from within or come from friends and family who can uplift you."

Sunshine: "I definitely find queer joy in my queer trans BI&POC community and family. I'm reminded of our resilience and power, and that the outside world can't take that away from us no matter how hard they try."

After the first break, the Youth Fellows were divided into breakout rooms based on the user group they voted on and were assigned to. In their groups, they started to brainstorm various prevention strategy ideas for their related user group based on the STEEP analysis developed on Day Two. The Fellows were provided with a template to support their brainstorming, which included columns related to the concept, how the concept impacts the user group, the type of services or programming that would be offered, any research to support that strategy, and whether there are other organizations that are doing similar work or are potential partners.

Following the Lunch break, the 4 different groups were invited to share their strategy ideas with the larger group and receive feedback or insight on which direction they should focus on. The day wrapped up with some self-care practices including a self-hug, deep breath activity, group words of affirmation, and a reminder of the LACDMH 24/7 Help Line.

#### Day Four (August 12th): Prototype Brainstorming & Presentation Development



The day began with a reminder of the community agreements, a deep breath activity, and additional ice breaker activities which included an open discussion about "if you could have a superpower, what would it be?" and a "pass the energy ball" game. After the ice breakers, the 4 strategy groups were able to regroup with their team members who were away on Day Three to continue brainstorming strategies and select one idea to move forward with.

After Lunch, the 4 groups were encouraged to brainstorm prototype ideas - ways that they could test parts of their strategies with their user groups and improve their ideas before piloting or launching. During these meetings, Kelly Wilkerson from LACDMH was invited to hear the initial strategy ideas and provide feedback.

Following the last break, each team was encouraged to develop a 5-10 minute presentation with a slide deck for Day Five's presentations. The facilitator provided a slide deck template that the team could easily add information to and change the theme of. One of the slides included a prompt of what each group would do if they were funded \$50,000 (the amount that a CBP is typically allocated by LACDMH), and each team developed unique ideas around sustainability and larger impact. The day wrapped up with some self-care practices including a self-hug, deep breath activity, group words of affirmation, and a reminder of the LACDMH 24/7 Help Line.

#### Day Five (August 13th): Presentation of Strategies

The day began with a reminder of the community agreements, a deep breath activity, and additional ice breaker activities which included an open discussion about "if you really knew me you would know..." and a "pass the energy ball" game. After the ice breakers, the 4 strategy groups were able to regroup with their team members to finalize their strategy ideas and to continue working on their presentations. The Youth Fellows were reminded of the user-centered design process and the focus on prevention methods.

After Lunch, community advocates and stakeholders were welcome to join the Zoom meeting to listen and provide feedback on the 4 groups' presentations. Over 30 attendees joined the call and supported the Youth Fellows immensely. The teams presented the following ideas and slide decks (Appendix C, Items VI-IX):

- "Project Healthy Minds" - Queer Healing Circles for Youth run by Queer Therapists in the Antelope Valley and San Fernando Valley  
User Group: Gay Youth who Struggle with Mental Health (Ages 18-24 in SPAs 1 & 3)
- "Sex Workers On Your Block" - Training for Medical Care Providers by Black, disabled, trans and gender nonconforming sex workers, as well as medical resource reallocation and monetary sustainability  
User Group: Black, Poor, Disabled, TGNC and Sex Workers (Ages 18-24 in SPA 6)
- "Trans & Nonbinary Youth Resources Fair" - Long Beach Resource Fair for organizations, businesses, and other groups to provide opportunities and resources to trans and nonbinary people specifically youth  
User Group: Nonbinary & Transgender Youth (Ages 18-24 in SPA 8)
- "Nurturing Each Other Online"  
User Group: BI&POC LGBTQIA2S+ Youth (Ages 18-21 in SPAs 4 & 6)

Following the presentations, all Youth Fellows had the chance to share how they felt about their presentations and provide feedback to each other. This led to one last “energy ball game” where we passed a ball to each other and asked “What’s one thing you’re taking away or gaining from this experience?” Responses included the following:

Cassandra: “I can’t believe we did that all in just a week! Just proves the power of queer youth and that anything is possible.”

Sunshine: “What I’m taking away from this is smiles, joy, and excitement to continue this work. Loved meeting you all!”

Jalen: “I’m taking away new beautiful faces, friends, and lasting connections.”

Erika: “Y’all taught me so much, and I’m leaving with so much knowledge and so many ideas for our community.”

Juan Diego: “I feel like I learned so much from each of you, and I feel like I really understand how to create change and to positively impact mental health. You’re all so wonderful.”

rashida: “I’m taking away perseverance! I hate working under pressure, but we got through it and I’m proud of myself. I also loved the amount of vulnerability, light-heartedness, humor, and play in this whole week. I feel like it’s forcing me to open up more, and I’m feeling so grateful to you all.”

Angelo: “I’m taking away so much love from this week. Right now there’s so much going on and the world feels so heavy. So this has been such a heart-warming experience, I appreciate you all.”

Arianna: “I’m gonna miss you all so much! What I’m gaining so much knowledge and new friends.”

Sharlene: “I feel like I learned how to love myself more and feeling such a sense of community. This is the very first time where I’ve been in an exclusively queer and trans space, and I’m excited to take more steps in my queer journey.”

Kian: “This has been one of the most life-shaping experiences I’ve ever had. Hearing each of your stories and doing this research has exposed me to so many different perspectives. Before this I would say that I hope to be a leader in my community day, but through this experience I’ve realized that I AM a leader in my community. I’m so excited to take these lessons back to my community and create more change. Even the breathing activities are a part of my daily routine!”

Juan: “This has been such a wonderful experience. I don’t have any safe spaces to go for support, and you have all shown me how powerful and loved I am. I usually just see my family from day to day, and meeting you all has brought me so much joy. Thank you!”

The day wrapped up with some self-care practices including a self-hug, deep breath activity, group words of affirmation, and a reminder of the LACDMH 24/7 Help Line. The facilitator also provided information on next steps for prototyping and payment.

Note: All recordings of the Lab meetings, presentations, as well as the slide decks and notes for each day were uploaded to a Google Drive folder that was then shared directly with LACDMH.

### *Prototyping & Evaluation*

Following the completion of the Lab, a number of challenges arose that impacted the success of the prototyping phase. A main factor was the Youth Fellows' availability had significantly changed due to work schedules, school being back in session, mental health factors, and personal tragedies. More than one Fellow shared that they lost someone close to them in the Months of September or October, and several were simply overwhelmed by the pandemic and other compounding stressors. Multiple Fellows were unable to be contacted after the Lab, and after weeks of no communication or response they were let go from the prototyping phase.

Only one group managed to successfully conduct a prototype and gain insight about their strategy: Compassion For Them, composed of Fellows Sharlene, Erika, and Katherin, with the idea of a Trans & Nonbinary Youth Resources Fair. They conducted an online survey and a flyer to promote it (Appendix B, Item III), and they received a total of 32 responses. As an incentive, they raffled off 10 \$20 Starbucks gift cards for participants. Some findings that stood out to them included the following:

- Prospective participants in a resource fair were slightly more interested in in-person programming, but many open to a hybrid in-person/virtual set up;
- The ideal time to host an event like this would be weekend afternoons or mornings;
- Beyond job opportunities and medical services, prospective participants are interested in know-your-rights workshops, a trans and nonbinary art showcase or gallery, and panels featuring various trans and nonbinary speakers;
- People recognize that a resource fair like this will directly or indirectly support their mental health.

The survey was closed on November 12th, 2021 and the \$400 was distributed to Fellow Sharlene to pay their team members and to coordinate the incentives.

### *Outcomes & Results*

Immediately after the Lab ended, I sent an email asking all 15 remaining Youth Fellows to complete the post-Lab survey in order to receive payment. The post-Lab survey included the same 11 Likert scale questions that all applicants needed to complete before the Lab. The answers were arranged as options to choose between 1 and 5, with 1 being "Strongly Disagree" to 5 being "Strongly Agree." Below are various findings:

Question: If I have a concern or problem, I know what to do and who to talk to.

Average Applicant Answer: 4.05  
Average Pre-Lab Fellow Answer: 3.87  
Average Post-Lab Fellow Answer: 4.64

Question: I am comfortable seeking mental health assistance when needed, regardless of my sexual orientation or gender identity.

Average Applicant Answer: 3.93  
Average Pre-Lab Fellow Answer: 3.33  
Average Post-Lab Fellow Answer: 4.21



Question: I know the necessary steps it takes to arrange an appointment for myself with a mental health professional if needed.

Average Applicant Answer: 4.20

Average Pre-Lab Fellow Answer: 3.80

Average Post-Lab Fellow Answer: 4.43

Question: I feel safe when accessing mental health services.

Average Applicant Answer: 3.80

Average Pre-Lab Fellow Answer: 3.07

Average Post-Lab Fellow Answer: 3.64

Question: I know ways to advocate for my own mental health.

Average Applicant Answer: 3.88

Average Pre-Lab Fellow Answer: 3.87

Average Post-Lab Fellow Answer: 4.71

Question: I know ways to advocate for my community's mental health.

Average Applicant Answer: 3.85

Average Pre-Lab Fellow Answer: 3.67

Average Post-Lab Fellow Answer: 4.79

Question: I am comfortable talking about mental health issues with my community.

Average Applicant Answer: 4.24

Average Pre-Lab Fellow Answer: 4.4

Average Post-Lab Fellow Answer: 4.86

Question: I am able to distinguish positive and negative coping mechanisms.

Average Applicant Answer: 4.25

Average Pre-Lab Fellow Answer: 4.27

Average Post-Lab Fellow Answer: 4.36

Question: When I am in distress, I practice healthy coping mechanisms.

Average Applicant Answer: 3.73

Average Pre-Lab Fellow Answer: 3.4

Average Post-Lab Fellow Answer: 4.14

Question: I see myself as a leader in my community.

Average Applicant Answer: 4.24

Average Pre-Lab Fellow Answer: 4.2

Average Post-Lab Fellow Answer: 4.36

Question: I know how to develop user-centered strategies.

Average Applicant Answer: 3.58

Average Pre-Lab Fellow Answer: 3.0

Average Post-Lab Fellow Answer: 4.71

It's clear that the applicants selected self-scored lower on various mental health and knowledge questions on average compared to the overall applicant pool, and it's also clear that after the 5-day Lab the Fellows self-scored much higher on the same questions on average - with their new averages being higher on all questions and higher than the averages of the overall applicant pool on all questions. One of the most impressive increases in the Likert scale questions was the last question about knowledge about user-centered design, in which we saw a 1.71 average increase.

The post-Lab survey also presented qualitative data and feedback on each Lab Fellow's experience. Various terms used to describe the Lab included the following:

- "Inspiring, knowledgeable, powerful"
- "empowering, supportive, and passionate"
- "intersectional, an experience, amazing"
- "fun, engaging, valuable"
- "inclusive, informative, and influential"
- "Empowering. Loving. Vulnerable"
- "Informative, intentional, well-planned"
- "educational, inspirational, and fabulous"
- "Considerate, Efficiency, Organized"
- "helpful, grounding, supportive"
- "Safe, knowledgeable, and productive."
- "Intersectional, Liberal, Advancement"
- "Inspiring educational transformative"
- "Dynamic, Stimulating, Rewarding"
- "Impactful, informative, supportive"

When asked to share one thing they are gaining from this experience, the Fellows wrote the following:

- "I gained new friends and an abundance of knowledge or way to access new knowledge"
- "I gained community and learned so much about peoples experiences and knowledge"
- "love from the Community"
- "I gained a strong sense of myself from the lab. Sharing space with others like me was so valuable and something I will have with me for a long time."
- "Meeting a group of wonderful and lovely people equally as passionate as I am."
- "I could write a whole paper on the gains, but truly it is just allowing myself to pursue spaces where I am accepted and where there are people who share the same space as me and allowing myself to advocate really what I believe in. I have learned to love myself so much more and be less hard on myself. I want to allow myself to take up more opportunities where I am otherwise scared to take."
- "Confidence to advocate for my community"
- "I gained so much knowledge, but I wanted to specifically highlight that I learned so much about the trans, nonbinary, and intersex experience. I had never been around so many TGNC people and it really brought my attention to the fact that queer spaces are so often dominated by the cis gendered white people. In the past, I was often one of the few people of color in groups of white people and this Lab also called to my attention how comfortable I felt in a minority majority environment. Ever



since the later end of my junior year of high school I started to realize, but specially now after this, how much I have subjected myself to uncomfortable situations due to unconscious colorism and racism."

- "Community, better understanding of how mental health affect queer people all over the county. Understanding of how the struggle i have encountered receiving mental health services are not only true to my life."
- "community to work with further and connect with when it comes to mental health"
- "Friendship."
- "I gained some perspective on multiple communities I do not have previous experience working in along with new strategies on approaching issues within medically marginalized communities."
- "I have gained knowledge in creating new strategies to help my community"
- "I have gained a great understanding of engaging in user strategizing processes. I am specifically taking away the research and presentation of strategies aspects of the lab that I had not done before."
- "I gained so much knowledge from this lab particularly about community organizing and ways to create preventative solutions within my community."

When asked about how the Lab could be improved in the future, a few responses stood out as valid concerns and considerations:

1. Considering playing with scheduling. Two participants shared that they wished the Lab was longer, ideally two weeks, while another participant shared that 5 consecutive 6-day hours was really challenging for them and their work schedule.
2. Announce the chosen applicants at least two weeks in advance. The Fellows were given only 6 days' notice of their acceptance before the Lab began, and it would have benefitted them to have more time to make arrangements with work, school, family, etc.
3. More time for group feedback within the Lab. A couple participants shared that they wish they had more time on Days Three and Four to hear from other groups, especially Fellows with different identities than themselves, to get unique perspectives and ideas on their strategies.
4. Better recruitment methods and promotion of Lab. The flyers used were sent via email and posted on select social media platforms, along with the LGBTQIA2S+ UsCC website and social media pages. However one of the applicants pointed out that they had to do research to find the flyers to then apply, and they wished the flyer and application link was more accessible.
5. Consider moving to in-person meetings. One Fellow shared that, despite the tools and breaks incorporated into the Lab, they still felt Zoom fatigue. In-person Lab meetings could also present an opportunity for Lab Fellows to work together more organically.

The Lab Fellows were lastly asked if they had any additional comments, and they shared the following:

- "I feel way more prepared to help my other groups take an idea and build a strategy around it!"
- "I want to thank you Addison for being a great facilitator and introducing new self

care techniques to me such as the 4 count breaths and tapping your shoulder and knees!"

- "I loved it and everyone who joined"
- "Thank you so much for all you do, Addison. You made the entire lab so enjoyable. I appreciated your attention to the little things like breathing and stretching! This space definitely felt safe and comfortable. Thank you."
- "Nothing but positive things."
- "I love the scaffold of the breaks and breathing/grounding techniques . I have definitely appreciated breathing so much more and find myself using them in everyday situations. Also, Addison, just thank you. Thank you for the work you are doing and for giving more space for people to create new and innovative strategies. Hope to work with you more, love you!"
- "I look forward to continuing to work to better help my community and feel extremely excited for the future of my community mental health. deeply appreciated this lab. Much love <3"
- "I am so glad to have been a part of it and feel really grateful that I could be among some really awesome and inspirational individuals. I hope to always be learning more and to be uplifting the voices of less privileged persons."
- "I absolutely loved it and feel very changed as a person because of it"
- "Thank you so much Addison you are an amazing facilitator! I really liked the layout of the lab and felt so much was accomplished in a little amount of time."
- "Addison was the perfect facilitator of this lab, they were very clear and they created a safe space for us all to share, learn, and grow."

### *Conclusion & Next Steps*

Overall, the Lab and Fellowship felt like a successful first attempt as a project like this for LACDMH during COVID-19. The survey results show an overall positive impact on Lab participants both quantitatively and qualitatively. The strategies the Youth Fellows developed are truly innovative in their approaches to violence prevention and LGBTQIA2S+ mental health advocacy.

In addition to the constructive feedback provided by the Youth Fellows themselves, there are further factors for consideration in future implementations of this model or project concept:

1. Language. The entire process was conducted solely in English, and for this group of Fellows an ASL interpreter was not needed. It should be considered whether the future facilitator(s) are able to facilitate all parts of the Lab and Fellowship process in multiple languages and with more accessibility options for people who are deaf or hard-of-hearing.
2. Communication etiquette. Although most participants in the Lab were aware of and respectful of their time speaking and sharing in larger group settings, a couple of Fellows repeatedly took up a long period of time sharing information that was not necessary to the schedule of the Lab. With that said, it should be recommended to include forms of accountability or warnings for talking too long. If the facilitator is uncomfortable setting those boundaries in a group setting, perhaps a community agreement can be developed that encourages everyone present to feel empowered to say something and/or set that boundary.
3. Retention of Youth Fellows. Unfortunately after the Lab was completed, it was very

difficult to maintain communication or reach many of the Fellows due to multiple factors. A suggestion is to consider restructuring how incentives are provided during the entire Lab and Prototyping process (ex. Provide half of the stipend at the end of the Lab and the other half after the prototype is completed). Another suggestion is to consider how the funding for the Group Prototypes could be increased or played around with. Lastly, when recruiting applicants for the Lab, the dates of the Prototype were fairly vague (ex. Within a month after the Lab). An idea is to state exact dates for Prototyping - perhaps the prototyping is the last day of the Lab.

As far as next steps go, it is apparent that most - if not all - of the Fellows have moved on and will not continue pursuing their strategies in their previous teams and/or with LACDMH. This may change in time and based on their interest levels and availability, however it is clear that the tools and lessons that they gained during the Lab have already been useful for their work, relationships, advocacy, and beyond.

One participant recently shared how the user-centered design process has helped them find more useful approaches to client services at the nonprofit they work at. Another Fellow stated that the mindfulness techniques and self-affirmations have helped get through the day with more ease. A story that has really stood out was from another Fellow who shared that the Lab stipend they received helped them feel emotionally and financially secure in leaving a mentally abusive household.

At the Break The Binary LLC, we would be honored to continue working with LACDMH and the LGBTQIA2S+ UsCC in the future on projects like this, ones that both empower the communities we serve and give opportunities for our communities to empower us.

## APPENDIX A: Survey & Application Questions

### Item I: *Lab & Fellowship Application*

Welcome and thank you for applying for the LGBTQIA2S+ Youth Innovation Lab! Please read the below information in full before submitting your application. We look forward to reviewing your application!

#### LAB OVERVIEW:

With funding from the Los Angeles County Department of Mental Health (LACDMH), the purpose of the LGBTQIA2S+ Youth Innovation Lab & Fellowship Project is to reduce mental health access barriers for LGBTQIA2S+ youth by recruiting Youth Fellows (selected applicants) throughout Los Angeles County to meet and develop user-centered, innovative strategies for outreach and engagement of this marginalized population.

The primary objectives of this project are to empower youth as the experts to develop their own innovative strategies, educate and empower this community about the importance of mental health care, destigmatize mental health issues amongst LGBTQIA2S+ youth, develop culturally sensitive resources/tools, and to increase community member engagement in the LACDMH stakeholder process.

During and after the Lab, Youth Fellows will develop and prototype innovative strategies for reducing mental health access barriers for their community, work on building stronger social connections, and develop tools and resources that can be shared with other LGBTQIA2S+ youth, as well as clinicians and providers.

#### DATES & DETAILS:

The Lab will be hosted virtually via Zoom from Monday August 9th to 13th, 2021 from 9am to 4pm each day (Lunch from 12pm to 1pm). The entire Lab will be recorded, with recordings used to document the strategy development process and to share with LACDMH. Topics and focus for each day include the following:

Monday August 9th: Welcome & Introductions  
Tuesday August 10th: LGBTQIA2S Mental Health  
Wednesday August 11th: User Group Identification  
Thursday August 12th: Strategy Development  
Friday August 13th: Presentations of Strategies

During the Lab, Youth Fellows will be divided into 4 teams based on their selected user group(s). Following the Lab, each team will have until October 15th, 2021 to host 1 prototype event to test out their strategy (this will be explained further during the Lab).

Youth Fellows will receive \$500 for participation in the Lab (stipends will be sent electronically by Friday August 20th, 2020). Each team will also receive \$250 for their prototype event following the Lab (this will be coordinated on a team-by-team basis). Additionally, Youth Fellows will receive a Certificate of Recognition from the Los Angeles



County Department of Mental Health, and be eligible to receive a Letter of Recommendation from the Lab Coordinator.

#### YOUTH FELLOW REQUIREMENTS:

Applicants must meet the following requirements to be eligible for the LGBTQIA2S Youth Innovation Lab:

1. Youth Fellows must identify as LGBTQIA2S+;
2. Youth Fellows must currently reside in Los Angeles County;
3. Youth Fellows must be between the ages of 18 and 24 during the Lab (August 9th to 13th, 2021);
4. Youth Fellows must attend at least 4 of the 5 days of the Lab, with required attendance on the first day (August 9th) and last day (August 13th);
5. Youth Fellows must have access to Zoom for participation in the Lab and will be required to have their cameras on throughout the entire Lab (reminders will be given if necessary).

#### APPLICATION DUE DATE:

Application submissions are due by Friday July 30th, 2021 at 12pm Noon. Selected applicants will be notified by phone and email on Monday August 2nd, 2021. For this opportunity, we highly encourage applications from Black, Indigenous, and POC LGBTQIA2S+ Youth.

#### HAVE QUESTIONS?

If you have any questions or concerns, please email the Lab Coordinator, Addison Rose Vincent (they/them) at [addison@breakthebinaryllc.com](mailto:addison@breakthebinaryllc.com).

\* Required

1. Do you identify as LGBTQIA2S+? \*  
☐ Yes  
☐ No
2. Do you currently reside in Los Angeles County? \*  
☐ Yes  
☐ No
3. Will you be between the ages of 18 and 24 during the dates of the Lab? (August 9-13, 2021) \*  
☐ Yes  
☐ No
4. Will you be able to attend at least 4 of the 5 days of the Lab (August 9-13, 2021), with guaranteed attendance on the first day (August 9) and last day (August 13)? If "no" please explain in the "other" option. \*  
☐ Yes  
☐ No



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☐ Other:

5. Will you have access to Zoom during the Lab, and be able to have a camera working/turned on? If "no" please explain in the "other" option. \*
- ☐ Yes  
☐ No  
☐ Other:
6. Do you consent to being recorded during the Lab for LACDMH documentation and reporting purposes? \*
- ☐ Yes  
☐ No
7. Do you have any accessibility needs we should be aware of?

### *Personal Information*

Please respond to the following questions and prompts. Your answers will remain confidential.

8. First Name \*
9. Last Name \*
10. Pronouns (if any)
11. Address \*
12. City \*
13. State \*
14. Zip Code \*
15. Phone Number \*
16. Email Address \*
17. Birthdate \*

### *Demographic Information*

Please respond to the following questions and prompts. Your answers will remain confidential.

18. Which of the following best describes your gender? (Select all that apply) \*
- ☐ Agender  
☐ Genderfluid  
☐ Man  
☐ Nonbinary  
☐ Two-Spirit  
☐ Woman  
☐ Prefer Not to Share  
☐ Other:
19. Do you describe yourself as transgender, meaning your gender is different from your assigned-at-birth gender or sex? \*
- ☐ Yes



- ☐ No
- ☐ Unsure
- ☐ Prefer Not to Share

20. Do you describe yourself as intersex, meaning your sex characteristics do not align with the traditional sex binary of male or female? \*

- ☐ Yes
- ☐ No
- ☐ Unsure
- ☐ Prefer Not to Share

21. Which of the following best describes your sexual orientation? (Select all that apply) \*

- ☐ Asexual
- ☐ Bisexual or Bi+
- ☐ Gay
- ☐ Fluid
- ☐ Lesbian
- ☐ Pansexual
- ☐ Queer
- ☐ Questioning
- ☐ Two-Spirit
- ☐ Prefer Not to Share
- ☐ Other:

22. Are you of Hispanic, Latino/x/e, or Spanish origin? \*

- ☐ Yes
- ☐ No
- ☐ Unsure
- ☐ Prefer Not to Share

23. Which of the following best describes your racial or ethnic identity? (Select all that apply) \*

- ☐ Asian
- ☐ Black / African American
- ☐ Indigenous / Native American / Alaska Native
- ☐ Latinx / Latine
- ☐ Pacific Islander
- ☐ Southwest Asian North African (SWANA)
- ☐ White
- ☐ Prefer Not to Share
- ☐ Other:

24. What is the highest degree or level of school you have completed? (If you're currently enrolled in school, please indicate the highest degree you have received)

\*



- ☐ Less than a high school diploma
- ☐ High school degree or equivalent (e.g. GED)
- ☐ Some college, no degree
- ☐ Associate degree (e.g. AA, AS)
- ☐ Bachelor's degree (e.g. BA, BS)
- ☐ Master's degree (e.g. MA, MS, MEd)
- ☐ Professional degree (e.g. MD, DDS, DVM)
- ☐ Doctorate (e.g. PhD, EdD)

25. What is your current employment status? (Select all that apply) \*

- ☐ Employed full time (40 or more hours per week)
- ☐ Employed part time (up to 39 hours per week)
- ☐ Unemployed and currently looking for work
- ☐ Unemployed and not currently looking for work
- ☐ Homemaker
- ☐ Retired
- ☐ Self-employed
- ☐ Student
- ☐ Unable to work
- ☐ Prefer Not to Share
- ☐ Other:

### *Personal Statements*

Please respond to the following questions and prompts. Your answers will remain confidential.

- 26. How would you describe yourself in 3 words? \*
- 27. How do you currently advocate for LGBTQIA2S+ mental health? (max 600 characters) \*
- 28. Tell us about a time when you creatively addressed an issue in your community. (max 600 characters) \*
- 29. What is something that brings you joy or that you are passionate about? Why? (max 600 characters) \*

### *Pre-Lab Assessment*

The following questions are designed to capture mental health factors, opportunities, and challenges. We will be administering these same questions after the Lab to measure its impact on the mental health of Youth Fellows. Please respond to each statement based on how you feel at this time. Your answers will remain confidential.

- 1. If I have a concern or problem, I know what to do and who to talk to. (Select One)
  - ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree



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2. I am comfortable seeking mental health assistance when needed, regardless of my sexual orientation or gender identity. (Select One)
- ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree
3. I know the necessary steps it takes to arrange an appointment for myself with a mental health professional if needed. (Select One)
- ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree
4. I feel safe when accessing mental health services (Select One)
- ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree
5. I know ways to advocate for my own mental health (Select One)
- ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree
6. I know ways to advocate for my community's mental health (Select One)
- ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree
7. I am comfortable talking about mental health issues with my community (Select One)
- ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree
8. I am able to distinguish positive and negative coping mechanisms (Select One)
- ☐ Strongly Agree



- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

9. When I am in distress, I practice healthy coping mechanisms (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

10. I see myself as a leader in my community (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

11. I know how to develop user-centered strategies (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree



## Item II: *Post-Lab Survey*

Thank you for participating in the LGBTQIA2S+ Youth Innovation Lab! Please complete the survey below to support us in understanding the impact of the Lab. Thank you!

If you have any questions or concerns, please email the Lab Coordinator, Addison Rose Vincent (they/them) at [addison@breakthebinaryllc.com](mailto:addison@breakthebinaryllc.com) or 248-840-5578.

\* Required

### *Personal Information*

Please respond to the following questions and prompts. Your answers will remain confidential.

1. First Name \*
2. Last Name \*
3. Pronouns (if any)
4. Address \*
5. City \*
6. State \*
7. Zip Code \*
8. Phone Number \*
9. Email Address \*
10. Birthdate \*

### *Post-Lab Assessment*

The following questions are designed to capture mental health factors, opportunities, and challenges. Please respond to each statement based on how you feel at this time. Your answers will remain confidential.

11. If I have a concern or problem, I know what to do and who to talk to. (Select One)
  - ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree
12. I am comfortable seeking mental health assistance when needed, regardless of my sexual orientation or gender identity. (Select One)
  - ☐ Strongly Agree
  - ☐ Somewhat Agree
  - ☐ Neutral
  - ☐ Somewhat Disagree
  - ☐ Strongly Disagree
13. I know the necessary steps it takes to arrange an appointment for myself with a mental health professional if needed. (Select One)
  - ☐ Strongly Agree
  - ☐ Somewhat Agree



- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

14. I feel safe when accessing mental health services (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

15. I know ways to advocate for my own mental health (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

16. I know ways to advocate for my community's mental health (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

17. I am comfortable talking about mental health issues with my community (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

18. I am able to distinguish positive and negative coping mechanisms (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

19. When I am in distress, I practice healthy coping mechanisms (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

20. I see myself as a leader in my community (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

21. I know how to develop user-centered strategies (Select One)

- ☐ Strongly Agree
- ☐ Somewhat Agree
- ☐ Neutral
- ☐ Somewhat Disagree
- ☐ Strongly Disagree

*Personal Statement*

Please respond to the following questions and prompts. Your answers will remain confidential.

- 22. How would you describe the Lab in 3 words? \*
- 23. Share at least one thing you have gained from your participation in the Lab. \*
- 24. How could the Lab be improved for the future? (scheduling, coordination, topics, focus, etc.) \*
- 25. Any additional thoughts, comments, or feedback? \*



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## APPENDIX B: Recruitment Materials

Item I: Social Media Flyer for Lab

LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH

**APPLY TODAY FOR THE  
2021 LGBTQIA2S+  
YOUTH INNOVATION LAB**

*Design Creative Strategies to Build Mental Health Capacity*

---

**SELECTED YOUTH WILL RECEIVE A  
\$500 STIPEND FOR THE WEEK-LONG LAB  
DATES: AUGUST 9TH TO 13TH, 2021**

For LGBTQIA2S+ youth ages 18-24 in Los Angeles County  
Applications due Friday July 30th, 2021 at 12pm Noon PT  
[Click here](#) or visit <https://bit.ly/3zOWbDY>



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AT (800) 854-7771



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Item II: Email Flyer for Lab



LOS ANGELES COUNTY DEPARTMENT OF MENTAL HEALTH

**APPLY TODAY FOR THE  
2021 LGBTQIA2S+  
YOUTH INNOVATION LAB**

*Design Creative Strategies to Build Mental Health Capacity*

---

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# INTEREST SURVEY FOR A TRANSGENDER AND NONBINARY RESOURCE FAIR



## COMPASSION FOR THEM

A TEAM OF THREE: ERIKA (THEY/SHE), SHARLENE (THEY/THEM) AND KAT (THEY/SHE) ARE LOOKING TO LEARN ABOUT WAYS TO UPLIFT AND SUPPORT TRANSGENDER AND NONBINARY YOUTH THROUGH A RESOURCE FAIR

You will have the opportunity to be entered in a raffle for one of 40 \$5 gift cards to Starbucks

This project has been funded by Break The Binary LLC and the Los Angeles County Department of Mental Health



Link to survey:  
<https://bit.ly/2YgXeI7>



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## APPENDIX C: Lab Slide Decks

### Item I: Day One Slide Deck

### Opening Activity

Let's take a moment to breathe!



### Agenda



Today will include the following topics and activities:

1. Welcome & Introduction
2. Ice Breaker Activities
3. Lab Values & Norms
4. Mental Health Discussion



### What is the LGBTQIA2S+ Youth Innovation Lab?

This is an opportunity to develop **user-centered mental health advocacy strategies** that are **by and for LGBTQIA2S+ youth!**

- Prevention-based approaches
- 4 Team Strategies by end of week
- Networking opportunity
- Gain skills and tools for advocacy



### Overview of Week

Day One	Day Two	Day Three	Day Four	Day Five
Welcome & Introductions	Ice Breakers	Ice Breakers	Ice Breakers	Ice Breakers
Ice Breakers	STEEP Analysis	Strategy Brainstorming	Prototype Brainstorming	Presentation Rehearsal
Lab Values & Norms	User Group Identification	Discussion & Feedback	Presentation Development	Group Presentations
Mental Health Discussion		Research & Resource Map	Presentation Development	Closing Statements



### Reminders For Lab

1. Please arrive on time!
2. Attendance requirements
3. Our meetings are recorded
4. Keep your cameras on
  - Zoom Fatigue is real!
5. If you have any questions or concerns:
  - [addison@breakthebinaryllc.com](mailto:addison@breakthebinaryllc.com)
  - 248-840-5578



### Meet Your Lab Coordinator: Addison (they/them)



On a constant journey of **unlearning and relearning** about myself and others!



### Introductions

Let's go around the room and introduce ourselves Popcorn Style!



- Your Name
- Your Pronouns (if any)
- Where in Los Angeles County you're from
- What your expectations for the Lab are (if any)

(Update your Zoom Display Name with your pronouns)







## Ice Breaker Activity

Use your Zoom emoji reactions...

- If you have a pet
- If your favorite color is green
- If you have traveled outside the US
- If you are currently binge-watching any shows
- If you are passionate about LGBTQIA2S+ advocacy



## LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



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## Activity: Deep Breath

Let's take a moment to breathe!



## Ice Breaker Activity

In smaller groups, identify 3 things you have in common!

(Think of things beyond identities and location)

Pick one person in your group as the "spokesperson"

When we return, the spokesperson will share with everyone what your group has in common!



## Ice Breaker Activity

Take a minute or two to find something in your place that is very meaningful to you (ex. Handmade gift, jewelry, book, shirt)

- Choose something that you are comfortable talking about



## Reflection

What did you learn  
about each other?

Did you enjoy these  
activities? What would you  
like to do next time?



## LGBTQIA2S+ Youth Innovation Lab LUNCH (1 Hour)



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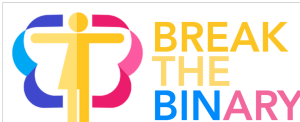


## Activity: Deep Breath

Let's take a moment to breathe!



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## Community Guidelines

The following guidelines help us create and maintain a safe, affirming, and empowering space to participate:



1. Confidentiality
2. Assume Good Intentions
3. One Diva, One Mic
4. Participation Welcome
5. Keep an Open Mind & Heart
6. No Such Thing as a Bad Question
7. Take Breaks As Needed
8. Have Fun!



## LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



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## Activity: Deep Breath

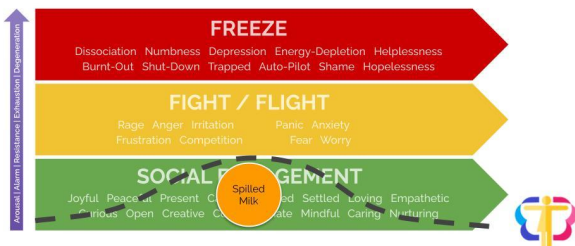
Let's take a moment to breathe!



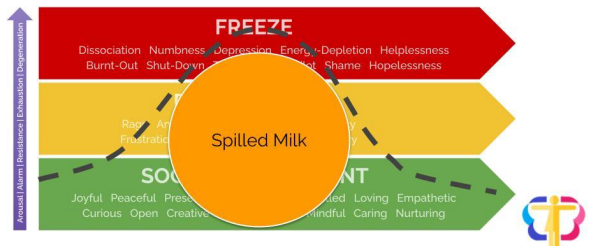
## Polyvagal Phase Chart



## Stressors



## Stressors



## Activity

What are your biggest stressors at this time?



## Activity: Break Out Groups



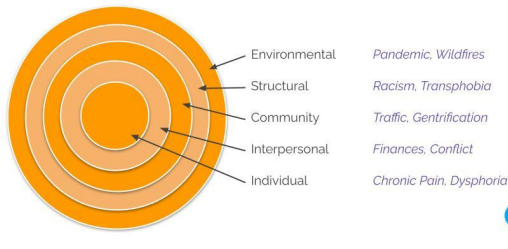
What do you wish more people understood about supporting LGBTQIA2S+ mental health?



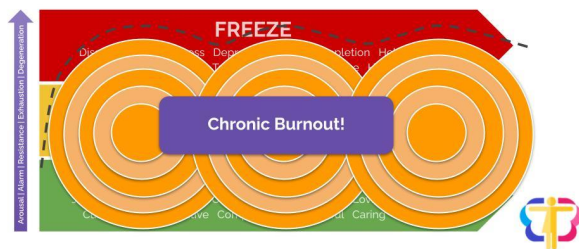
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## Compounded Stressors



## Stressors



## Symptoms of Chronic Burnout

Burnout often feels like

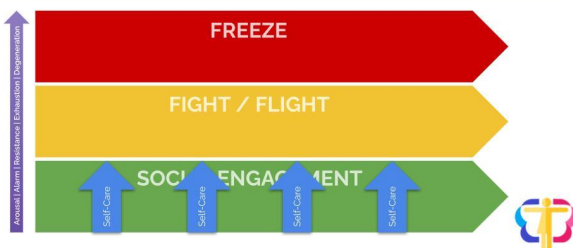


## What is Self-Care?

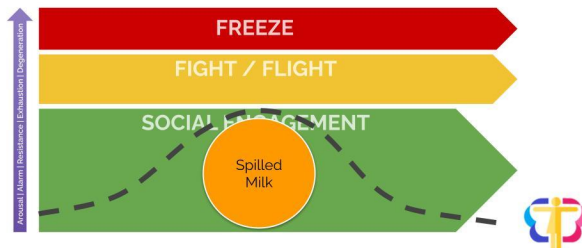
Self-Care is described as:

A conscious and continuous practice one does in order to **build capacity for stressors, strengthen resilience** and **promote their own health** - physical, social, mental, spiritual, and emotional health

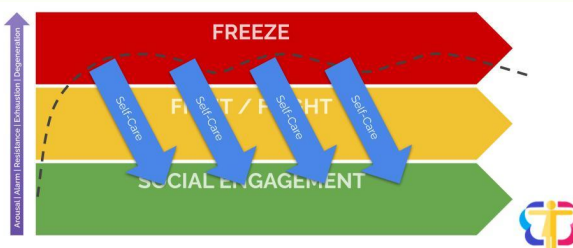
## Self-Care Builds Capacity



## Self-Care Builds Capacity

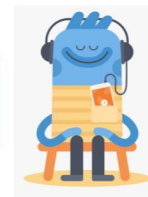


## Self-Care Strengthens Resilience



## Activity: Discussion

What are your greatest self-care tools and techniques?



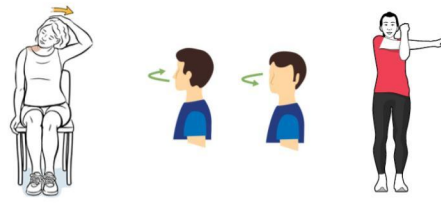
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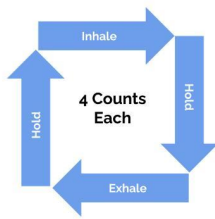
## Body Scan Practice



## Stretching Practices



## Grounding Practices



## Self-Compassion Practice

A student messes up during a school presentation and thinks to herself:

**"Ugh, I'm a failure! I'll never be good enough."**

**Celebrate the small victories!**



## Guided Meditation Practice



## Reflection

What did you learn about your own stress?

Did you enjoy these activities? What would you like to do next time?



## Tomorrow's Agenda



Tomorrow will include the following topics and activities:

1. Ice Breaker Activities
2. STEEP Analysis
3. User Group Identification

Remember: Start at 1pm!



## Closing Affirmations



I am powerful!

I a  
I deserve  
I a

What are your favorite self-affirmations?

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## Closing Activity

Let's take a moment to breathe!

Show & Tell Time!

LGBTQIA2S+ Youth Innovation Lab  
Thank You!



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## Item II: Day Two Slide Deck

### LGBTQIA2S+ Youth Innovation Lab Day Two: STEEP & Users



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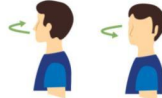
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#### Opening Activity

Let's take a moment to breathe!



#### Stretching Practices



#### Agenda



Today will include the following topics and activities:

1. Welcome & Introduction
2. Ice Breaker Activity
3. STEEP Analysis
4. User Group Identification



#### Reminders For Lab

1. Please arrive on time!
2. Attendance requirements
3. Our meetings are recorded
4. Keep your cameras on
  - o Zoom Fatigue is real!
5. If you have any questions or concerns:
  - o [addison@breakthebinaryllc.com](mailto:addison@breakthebinaryllc.com)
  - o 248-840-5578



#### Introductions

Let's go around the room and introduce ourselves Popcorn Style!



- Your Name
- Your Pronouns (if any)
- What brings you joy? (ex. Hobby, pet, place)

(Update your Zoom Display Name with your pronouns)



#### Ice Breaker Activity

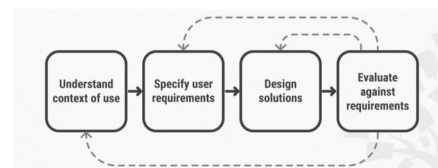
Click on "Grid View" on Zoom for this activity!

One person will volunteer to start

- Pass an imaginary ball to your right
- If you are in the screen next to the first person, grab the imaginary ball and pass it to your right
- Continue that for 30 seconds, then switch directions!



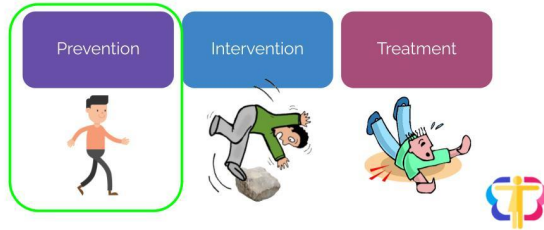
#### User-Centered Design



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## Stages of Action



## Identify Issues



## Issue Mapping

In smaller groups:

- Make a copy of the Spreadsheet in "Day 2" shared folder for your group
- Spend 30 minutes listing as many issues and related information
  - Social, Technological, Environmental, Economic, Political
- After the Break we'll discuss what you listed



## LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



## User Group Brainstorming



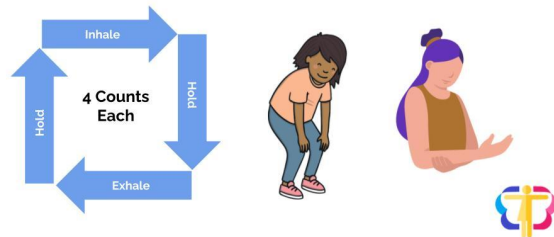
Write down **1 User Group** you want to focus on:

Be specific!

- LGBTQIA2S+ identities
- Age (must be between 18-24)
- Location (within Los Angeles)
- Additional identities (Race, Nationality, Ability, Languages, etc.)



## Grounding Practices



## Tomorrow's Agenda

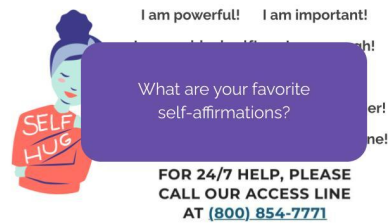


Tomorrow will include the following topics and activities:

1. Ice Breaker Activities
2. Strategy Brainstorm
3. Discussion & Feedback
4. Research & Resource Mapping



## Closing Affirmations



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## Body Scan Practice

Show & Tell Time!

LGBTQIA2S+ Youth Innovation Lab  
Thank You!



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## Item III: Day Three Slide Deck

### LGBTQIA2S+ Youth Innovation Lab Day Three: Strategies



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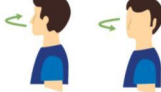
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#### Opening Activity

Let's take a moment to breathe!



#### Stretching Practices



#### Agenda



Today will include the following topics and activities:

1. Ice Breaker Activities
2. Strategy Brainstorm
3. Discussion & Feedback
4. Research & Resource Mapping



#### Reminders For Lab

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  - o [addison@breakthebinaryllc.com](mailto:addison@breakthebinaryllc.com)
  - o 248-840-5578



#### Introductions

Let's go around the room and introduce ourselves Popcorn Style!



- Your Name
- Your Pronouns (if any)
- What is something you are looking forward to in the next month?

(Update your Zoom Display Name with your pronouns)



#### Deep Breath

Let's take a moment to breathe!



### LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



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## Strategy Groups

**Gay Youth who Struggle with Mental Health**  
Ages 18-24  
Antelope Valley or San Fernando Valley  
Cassandra, Curly, Juan, Kian

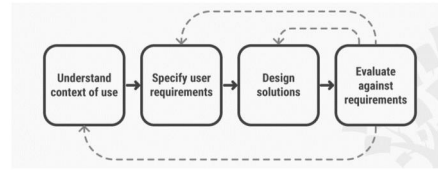
**Black Poor Disabled TGNC Sex Workers**  
Ages 18-24  
South Los Angeles (SPA 6)  
Arianna, Lucia, Rashida, Sunshine

**Nonbinary & Trans Youth**  
Ages 21-24  
Long Beach & Carson (SPA 8)  
Erika, Ethan, Katherin, Sharlene

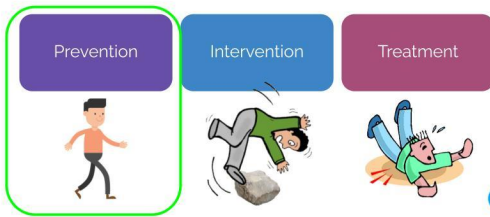
**BI&POC LGBTQIA2S+ Youth**  
Ages 18-21  
Metro/South/East Los Angeles (SPAs 4 & 6)  
Angelo, Berri, Jalen, Juan Diego



## User-Centered Design



## Stages of Action



## Identify Issues



## Strategy Brainstorming

In the shared Spreadsheet in our Day 3 Folder:

- List out as many strategies that you can come up with
- In the next column, list how each strategy impacts your user groups
- In the third column, list the services, programs, or further details of your strategy
- Do not complete the 4th or 5th column just yet



## LGBTQIA2S+ Youth Innovation Lab LUNCH (60 mins)



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## Deep Breath

Let's take a moment to breathe!



## Discussion & Feedback

In our big group:

- Share your top 5 concepts
- Explain why they are important to you

For the rest of our group, give feedback on the following:

- Would you be interested in this strategy for yourself?
- How can it be improved or changed?
- What other factors should be considered?



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## LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



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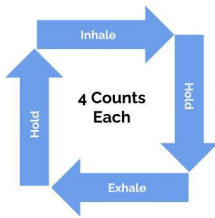
## Research & Resource Mapping

In the shared Spreadsheet in our Day 3 Folder:

- Complete the 4th Column (Research)
  - Add articles or research on how the issue you're addressing impacts your user group
  - Add articles or research on how your strategy has proven success and/or positively impacts user group
- Complete the 5th Column (Resources)
  - Add organizations, collectives, and other resources that you could potentially partner with



## Grounding Practices



## Tomorrow's Agenda



Tomorrow will include the following topics and activities:

1. Ice Breaker Activities
2. Prototype Brainstorm
3. Presentation Development
4. Presentation Practice



## Closing Affirmations



I am powerful! I am important!

What are your favorite  
self-affirmations?

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## LGBTQIA2S+ Youth Innovation Lab Thank You!



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## Item IV: Day Four Slide Deck

### Opening Activity

## LGBTQIA2S+ Youth Innovation Lab Day Four: Prototypes



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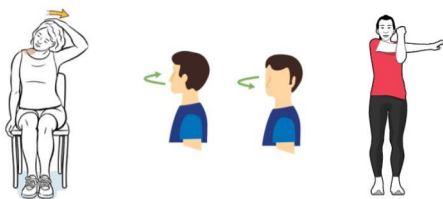
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Let's take a moment to breathe!



### Stretching Practices



### Agenda



Today will include the following topics and activities:

1. Ice Breaker Activities
2. Prototype Brainstorm
3. Presentation Development
4. Presentation Practice



### Reminders For Lab

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  - o 248-840-5578



### Introductions

Let's go around the room and introduce ourselves Popcorn Style!



- Your Name
- Your Pronouns (if any)
- If you could have a superpower, what would it be and why?

(Update your Zoom Display Name with your pronouns)



### Strategy Teams

Gay Youth who Struggle with Mental Health  
Ages 18-24  
Antelope Valley or San Fernando Valley  
Cassandra, Curly, Juan, Kian

Black Poor Disabled TGNC Sex Workers  
Ages 18-24  
South Los Angeles (SPA 6)  
Arianna, Lucia, Rashida, Sunshine

Nonbinary & Trans Youth  
Ages 21-24  
Long Beach & Carson (SPA 8)  
Erika, Ethan, Katherin, Sharlene

BI&POC LGBTQIA2S+ Youth  
Ages 18-21  
Metro/South/East Los Angeles (SPAs 4 & 6)  
Angelo, Berri, Jalen, Juan Diego



### Your Team's Values & Norms

Open the "Values & Norms" document in the Day 4 folder

- Make a copy for your team
- Narrow down to your top 6 Values
- Narrow down to your top 6 Norms
- Feel free to condense, re-order, or change if needed



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## Selecting Your Focus Strategy



Re-open your team's "Strategy Brainstorming" document

- From the 3 you have continued developing, select 1 to move forward with
- Consider a "Focus Strategy" that:
  - Makes you excited
  - Is something new or different
  - Fills a gap in services



## LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



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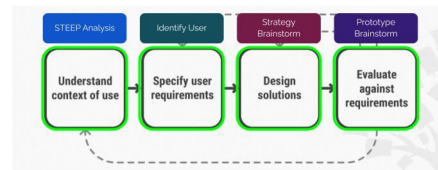


## Deep Breath

Let's take a moment to breathe!



## User-Centered Design



## Prototype Brainstorming

What is a **Prototype**?

- In the design process, a prototype is an early model, sample, or release of a product or strategy created to test a concept or process
- **Tests an assumption about the process**
- Evaluate a new design to improve it
- Crucial part of the design process, often fail too!
  - This can be a really good thing!



## Prototype Brainstorming

In your teams:

- Come up with a list of at least 5 assumptions you have made about your strategy and how your user group will use it
  - Ex. availability, interest, understanding, need
- For each assumption, write down 1 way you can test or "prototype" that assumption
  - Ex. survey, interviews, prototype event



## LGBTQIA2S+ Youth Innovation Lab LUNCH (60 mins)



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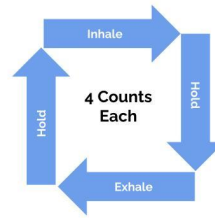


## Deep Breath

Let's take a moment to breathe!



## Grounding Practices



## Presentation Development

On Friday, we will be presenting these ideas to LACDMH stakeholders and community leaders

- Each team will create a slide deck presentation
- Each team will have 7-10 minutes to present
- Presentation will be followed by 5 minutes of Q&A

Please click on "Team Presentation Template" in your team's folder



## LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



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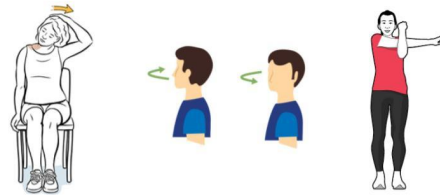


## Deep Breath

Let's take a moment to breathe!



## Stretching Practices



## Presentation Development

On Friday, we will be presenting these ideas to LACDMH stakeholders and community leaders

- Each team will create a slide deck presentation
- Each team will have 7-10 minutes to present
- Presentation will be followed by 5 minutes of Q&A

Please click on "Team Presentation Template" in your team's folder



## Tomorrow's Agenda



Tomorrow will include the following topics and activities:

1. Ice Breaker Activities
2. Presentation Practice
3. Presentations to LACDMH
4. Closing Activity & Remarks

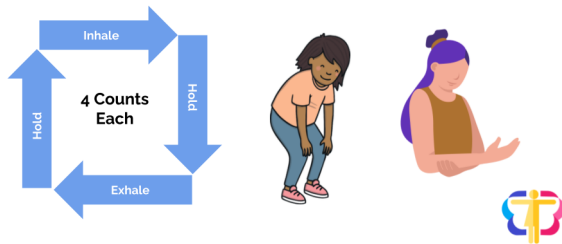


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## Grounding Practices



## Closing Affirmations

I am powerful! I am important!

What are your favorite self-affirmations?

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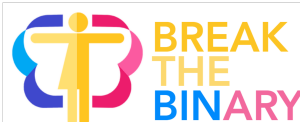
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Thank You!



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## Item V: Day Five Slide Deck

### LGBTQIA2S+ Youth Innovation Lab Day Five: Presentations



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#### Agenda



Today will include the following topics and activities:

1. Presentation Practice
2. Presentation Rehearsal
3. Presentations for LACDMH
4. Closing Activities & Remarks



#### Reminders For Lab

1. Please arrive on time!
2. Attendance requirements
3. Our meetings are recorded
4. Keep your cameras on
  - o Zoom Fatigue is real!
5. If you have any questions or concerns:
  - o [addison@breakthebinaryllc.com](mailto:addison@breakthebinaryllc.com)
  - o 248-840-5578



#### Introductions

Let's go around the room and introduce ourselves Popcorn Style!



- Your Name
- Your Pronouns (if any)
- If you really knew me, you would know...

(Update your Zoom Display Name with your pronouns)



#### Strategy Teams

Gay Youth who Struggle with Mental Health  
Ages 18-24  
Antelope Valley or San Fernando Valley  
Cassandra, Curly, Juan, Kian

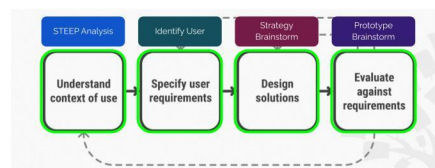
Black Poor Disabled TGNC Sex Workers  
Ages 18-24  
South Los Angeles (SPA 6)  
Arianna, Lucia, Rashida, Sunshine

Nonbinary & Trans Youth  
Ages 21-24  
Long Beach & Carson (SPA 8)  
Erika, Katherin, Sharlene

BI&POC LGBTQIA2S+ Youth  
Ages 18-21  
Metro/South/East Los Angeles (SPAs 4 & 6)  
Angelo, Berri, Jalen, Juan Diego



#### User-Centered Design



#### Deep Breath

Let's take a moment to breathe!



### LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



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## LGBTQIA2S+ Youth Innovation Lab LUNCH (60 mins)



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## LGBTQIA2S+ Youth Innovation Lab Team Presentations



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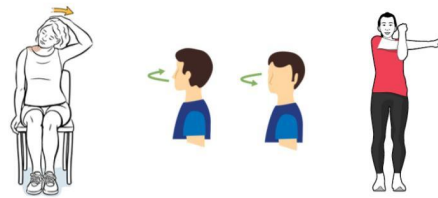


### Opening Activity

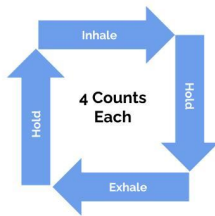
Let's take a moment to breathe!



### Stretching Practices



### Grounding Practices



### Introductions

In the chat window, please share the following:



- Your Name
- Your Pronouns (if any)
- Department or Organization
- Ex. "Addison (they/them), Break The Binary LLC"

(Update your Zoom Display Name with your pronouns)



### Community Agreements

1. Participation encouraged!
2. Step Up + Step Back
3. One Mic. One Diva
4. Be Mindful + Compassionate
5. Use "I" Statements
6. Use Content Warnings if Needed
7. Use Emoji Reactions!!



### Ice Breaker Activity

Use your Zoom emoji reactions..



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## What is the LGBTQIA2S+ Youth Innovation Lab?

A week-long opportunity to develop **user-centered mental health advocacy strategies** that are **by and for LGBTQIA2S+ youth in Los Angeles County!**

- Prevention-based approaches
- 4 Team Strategies by end of week
- Networking opportunity
- Gain skills and tools for advocacy



## Overview of Week

### Day One

Welcome & Introductions  
Ice Breakers  
Lab Values & Norms  
Mental Health Discussion

### Day Two

Ice Breakers  
STEEP Analysis  
User Group Identification

### Day Three

Ice Breakers  
Strategy Brainstorming  
Discussion & Feedback  
Research & Resource Map

### Day Four

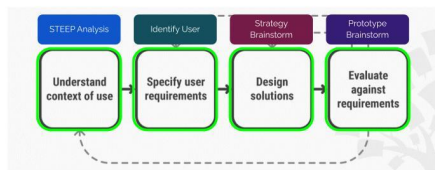
Ice Breakers  
Prototype Brainstorming  
Presentation Development  
Presentation Development

### Day Five

Ice Breakers  
Presentation Rehearsal  
Group Presentations  
Closing Statements



## User-Centered Design



## Strategy Teams

**Gay Youth who Struggle with Mental Health**  
Ages 18-24  
Antelope Valley/San Fernando Valley (SPAs 1 & 3)

Cassandra, Curly, Juan, Kian

**Black Poor Disabled TGNC Sex Workers**  
Ages 18-24  
South Los Angeles (SPA 6)

Arianna, Lucia, Rashida, Sunshine

**Nonbinary & Trans Youth**  
Ages 18-24  
Long Beach & Carson (SPA 8)

Erika, Katherin, Shartene

**BI&POC LGBTQIA2S+ Youth**  
Ages 18-21  
Metro/South/East Los Angeles (SPAs 4 & 6)

Angelo, Berri, Jalen, Juan Diego



## Deep Breath

Let's take a moment to breathe!



## LGBTQIA2S+ Youth Innovation Lab BREAK (30 mins)



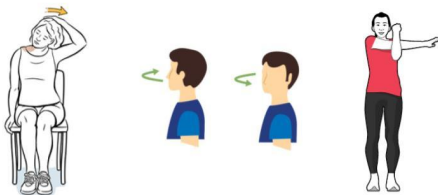
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## Stretching Practices



## Introductions

Let's go around the room and introduce ourselves Popcorn Style!



- Your Name
- Your Pronouns (if any)
- What is one thing you are taking away or gaining from this Lab?

(Update your Zoom Display Name with your pronouns)



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## Grounding Practices



## Closing Affirmations



I am powerful! I am important!  
 I am my ideal self! I am enough!  
 I deserve love and celebration!  
 When I wake up I am already a winner!  
 I am a good person! I am not alone!

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 AT [\(800\) 854-7771](tel:8008547771)



LGBTQIA2S+ Youth Innovation Lab  
 Thank You!



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## Item VI: Project Healthy Minds Slide Deck

# Project Healthy Minds



Curly (All pronouns), Juan (He/Him), Cassandra (She/Her), Kian (He/Him)

## Our Mission Statement

To improve the mental health of queer and trans youth in the Antelope Valley and San Fernando Valley by providing weekly mental health support groups lead by a team of qualified queer therapists.

As a team we value:

- Mutual Respect
- Anti-Criminalization of our community
- Accountability
- Leaving room for learning opportunities
- Critical Love (compassion, support, challenging)
- Intersectionality

## Our User Group

- Serving Queer and Trans individuals struggling with Mental health
- Ages 18-24
- In the San Fernando Valley and Antelope Valley

Issues Queer and Trans Youth face:

- Higher rates of bullying
- Higher rates of attempted suicide
- Lack of access to inclusive and adequate counseling
- Substance abuse
- Ongoing mental illness
- Familial issues due to lack of acceptance

Proven benefits of support groups:

- Reduces isolation & loneliness and improves communication skills
- Increased healthy behaviors & improved illness adaptation
- Enhanced psychological wellbeing & reduces perceived stigma
- Greater self-acceptance & reductions in substance use
- Enhanced sense of control & reduced risk behaviors
- Enhanced coping skills & improved self-confidence

## Our Strategy

- As a team we hope to achieve a safe space for queer youth between the ages of 18-24 in the Antelope Valley and San Fernando Valley to be able to come and access support in the form of group therapy run by queer therapists for queer youth.
- We are excited about this because as queer youth we don't have access to safe queer spaces that are run by queer adults that are professionally trained in mental health. Often as queer youth we join support groups that are either run by queer people without mental health training or therapy groups run by people who don't understand the queer experience.

This is our plan:

- Our plan is a weekly in-person and online hybrid program servicing queer youth by creating a space for cognitive behavioral therapy and social educational activities such as queer sex ed and monthly queer focused events.
- Organizations we would like to partner with:
  - The Outreach Center located in Lancaster
  - The Spring Lane Center located in Lancaster & Palmdale
  - Camp Brass Tacks, new mental health program currently online
  - NAMI located all over Los Angeles County
  - National Queer & Trans Therapists of Color Network, located all over Los Angeles county
  - Dignity San Fernando Valley

## Impact on User Group

With this group we will be combating issues of isolation and lack of community that many queer people face along with other mental illnesses that queer people are more susceptible to.

Queer Mental Health Statistics

- 48% of LGBTQ youths reported engaging in self-harm in the past 12 months, including over 60% of transgender and nonbinary youths.
- 68% of LGBTQ youths reported symptoms of generalized anxiety disorder in the past two weeks, including more than 3 in 4 transgender and nonbinary youths.
- 1 in 3 LGBTQ youths reported that they had been physically threatened or harmed in their lifetime because of their LGBTQ identity.

Effectiveness of support groups

- 85% felt an improved sense of personal value.
- 77% experienced an improved sense of belonging and connection with the community.
- 81% reported an improved network of friends and personal supports.

As incentives we would offer:

- Free food and drinks
- Free safe sex resources
- Free pride supplies (flags, bracelets, stickers, etc)

## Our Prototype

As a group we presume:

- There will be available queer therapists in the area.
- Our user group will be available and interested in the support group.
- It will be affordable and sustainable.
- Word of mouth and social media outreach will get enough attendees.
- The group will be a safe space for all queer identities.

As a prototype we would organize a casual community event where prospective therapists and group members can come together and meet each other in a safe casual environment to feel out their interest in the group.

- We will meet at a local park or recreational center and come together to play games and eat food.
- We will conduct a Q&A for our prospective therapists and group members so they can learn more about the program and each other.

## Our Budget

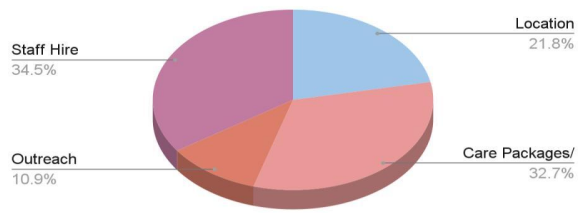
If we were granted \$50,000 for 1 year, we would..."

- Funds towards:
  - Hiring Staff: Queer Therapists, that will facilitate the support groups. - Program coordinator, to support therapist in crating the rubric and budget
  - Location: Funds for physical location
  - Outreach: Media Funding
  - Care packages: Pride supplies, safe sex resources, and Meal stipends for youth
  - Miscellaneous: Puzzles, paint, and games for youth

Sustaining our strategy beyond 1 year

- Grants: Trans Lifeline, LA LGBT Center, Liberty Hill
- Donations: Organizing Community events such as Open Mics and Marathon fundraisers.

## Budget:



Category	Percentage
Staff Hire	34.5%
Location	21.8%
Care Packages/	32.7%
Outreach	10.9%



# Team Influential



Curly, Juan, Cassandra, Kian

## Item VII: Nurturing Each Other Online Slide Deck

### BI&POC N.E.O.<sup>2</sup> (Nurturing Each Other Online)

#### Team Members

Angelo Q. (He/They), Berri N. (He/Him), Jalen S. (He/Him), Juan Diego C. (He/Him)

\*This strategy would not have been possible without Rashida, Sunshine, and Lucia along with our other peers

#### Our Mission Statement

To improve the mental health of BI&POC LGBTQIA2S+ youth by creating opportunities to discuss and process racial trauma, harm, and/or discrimination experienced virtually.

Team Values	Team Norms
Intersectionality	Allow this to be a learning space
Mutual Respect	Boundary Setting
Patience	Speak from your own experiences
Authenticity	Avoid competition, invite compassion
Leave room for Learning	Listen to hear, not to respond
Critical Love	Take space + make space

#### Our User Group

BI&POC LGBTQIA2S+ Youth Ages 18-21 in Metro/South/East Los Angeles

Issues Impacting Our User Group's mental health

- Increasing rates of suicidal ideation since the 2019 average (Mental Health America 2021)
- Loneliness or isolation are reported as top three things contributing to the individual's mental health concerns (MHA 2021)
- Black or AA screeners who screened "moderate to severe" for mental health conditions reported that racism was one of their top three concerns (MHA 2021)
- Depending on exact race/ethnicity, gender, and/or sexual orientation, 20% -54% have experienced online harm (Pewresearch 2021)

#### Our Strategy

Community and/or educational support spaces related to addressing and processing racially motivated online harm/harassment.

Importance: Validates BI&POC virtual experiences while creating a space that promotes safety and strategies for dealing with virtual harm

- Peer-led support & discussion virtual groups covering the following
  - Social Media Microaggressions
  - Racial Fetishization on Dating Apps
  - Building Safety Plans for Virtual Violence
  - Finding Affirming Virtual Spaces
- Virtual Group Sessions with BIPOC Mental Health Professional/Practitioner
- Potential partner/collaborators: **Reach LA, The Wall Las Memorias,**

#### Impact on User Group

Directly addressing online harm affecting BI&POC LGBTQIA2S+ youth mental health

- SAMHSA has outlined peer support as an evidence-based practice that...
- Targeting racism & xenophobia and other various harm/outlets decreases racial-traumatic events

What is your User Group's "buy-in?"

- Would you offer incentives? If so, what would they be?
  - \$15 gift cards to food delivery companies (grubhub, door dash, etc.), Target, and/or grocery stores

#### Our Prototype

What are some assumptions about our strategy?

- Tech Literacy and Usage, Interest, Willingness, Availability
- Ability and/or Comfortability and Need

Our prototype/test

- How will you prototype/test that assumption? (Budget \$250)
  - Administering a pre/post survey to measure participant's level of ability and comfortability
  - Have users rate on a scale (Ex. 1 to 5) how comfortable they are with discussing the content in order to gauge how people feel about it
  - From there, can compare any changes that might've occurred in participants



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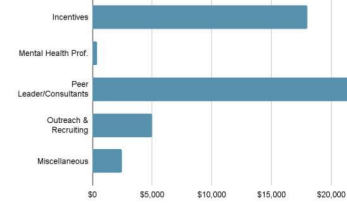


## Our Budget

If granted \$50,000 we would...

Incentives (\$15 gift cards, projecting 75 participants in a year)	\$27,000
Mental Health Professional? Consultant (\$30 an hour, 18 hours in a year)	\$540
Peer Leaders/Community Consultants (10 Peer Leaders, 75 hours in a year @ \$20 an hour, \$1,500 each)	\$15,000
Outreach/Recruitment Materials	\$5,000
Miscellaneous	\$2,460
<b>Total</b>	<b>\$50,000</b>

## Budget Allocation



## Future Funding

Applying to various grants from the following entities may fund future years.

- The Health Resources & Services Administration (HRSA)
- The Substance Abuse and Mental Health Services Administration (SAMHSA)
- The National Network to Eliminate Disparities in Behavioral Health (NNED)

## BI&POC N.E.O.<sup>2</sup> (Nurturing Each Other Online)

### Team Members

Angelo Q. (He/They), Berri N. (He/Him), Jalen S. (He/Him), Juan Diego C. (He/Him)

## Item VIII: Transgender & Nonbinary Youth Resources Fair Slide Deck

## Compassion for Them

Strategy: Transgender & Nonbinary Youth Resources Fair

Katherin Velazquez (they/she)  
Erika Guzman Comejo (they/she)  
Sharlene Mae Quirante (they/them)

## Our Mission Statement

- To create **opportunities** and **pathways** for transgender and nonbinary people to access **resources** and **information** **catered** to them
- What are our **team values**?
  - Have Intersectionality
  - Be Kind & Compassionate to Others
  - Be Forgiving to Ourselves & Others
- What are our **team norms**?
  - Show up as your authentic self, however that may look like
  - Respect everyone's pronouns and identities
  - Establish boundaries

## Who is our user group?

Our user group focuses in on **transgender and nonbinary** youth ages **18 - 24** located in the **SPA 8 South Bay area**. We are available to all backgrounds and identities of TGNB youth and are focused on creating resources for those **outside of higher education** as there is a lack of resources.

## What issues impact our User Group's mental health?

- **54%** of LGBTQIA2S+ youth report **not receiving mental health care** fit for them; **1 in 3** transgender and nonbinary youth are affected by **lack of TGNB knowledge** ([Trevor Project](#))
- Youth who are LGBTQIA2S+ are **2 or 3 times more likely to attempt suicide**. They are more likely than other youth to suffer from **depression** and **use or abuse substances**. ([SAMHSA](#))
- Transgender and nonbinary youth often face various forms of **discrimination and harassment**, increasing mental health issues such as **depression, thoughts of suicide, anxiety and stress**.
- TGNB people face substantial barriers—including **unemployment** and **underemployment** and multilevel discrimination which prevented them from affording adequate food and housing. ([NCBI](#))



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### Our Strategy: Transgender & Nonbinary Youth Resources Fair

To create a **resource fair** where **organizations and businesses** gather and **share opportunities and resources** for **transgender and nonbinary people**.

- boothing, workshops, artist alley

There are a few LGBTQIA2S+ resources that already exist; however, they are limited in SPA 8 and none are specific to transgender and nonbinary youth.

### How does it work?

Strategy: Transgender & Nonbinary Youth Resources Fair

- Frequency: **three** fairs a year
- The resource fair could be adapted to both in-person and virtual events.
  - If **in-person**, we would require RSVP to **regulate maximum COVID capacity**, implement one-way traffic in the venue, enforce social distancing of booths and workshop participants, etc.
  - If **online**, we could hold more resource fairs and provide recordings for those who miss it.
- Potential partnerships and Collaborations
  - LA County LGBT Center
  - TransCanWork
  - The Safe Zone Project
  - Sex Workers on Your Block
  - (Generally) trans and non-binary artists and small businesses

### Strategy Impact on our User Group

- Increase job security**, providing TGNB people with stability.
- Know your rights workshops** could potentially **decrease anxiety and stress**, especially when finding employment, navigating through workplaces, and finding housing.
- Trans friendly **medical services** would **improve mental health and overall wellbeing**.
  - Providers can further **enhance the resilience of TGNB youth** and help them flourish by offering them necessary resources via the creation of safe and welcoming clinical environments. (NCBI)
- There is a lack of resources and data that can help address many issues that impact transgender and nonbinary youth, especially pertaining to mental health. We wish to build a **stronger TGNB community** with our resource fair strategy.

### Our Prototype

What are some assumptions about our strategy?

**Need, outreach, and availability** are important assumptions to address. The focus of resources and workshops can vary on **needs**. We would also want to know the best ways for **outreach**, such as focusing in on high schools, organizations, social media platforms, public spaces, etc. As everyone's schedules differ, we would also like to know which days are best for **availability**.

- With a budget of \$250, we will administer an online survey with 10 questions in the month of September with at least 40 responses that addresses all these assumptions

### Our Budget

"If we were granted **\$50,000 for 1 year**, we would..."

- If **in person**, need to spend money on...
  - Location and venue
  - Rentals (booths, tables, chairs, etc.)
  - Food and beverages
  - Incentives (gift cards, raffles, etc.)
  - Panelists, volunteers, and staff
- Our User Group's "buy-in?"
  - Offering incentives such as networking opportunities, gift cards, raffles, art, clothes, etc.

### Our Budget

- How would you sustain your strategy **beyond 1 year**?
  - By **Apply for grants** towards transgender and nonbinary people.
    - Transgender Justice Funding Project, Arcus Foundation and Astraea Lesbian Foundation for Justice
  - Have a small admission fee, but leave people to **donate** more if they want.
    - Have small businesses and artists pay a small fee to sell in our resource fair
  - Find **sponsorships** in large corporations such as Target, Coca-Cola, etc.

## Item IX: Sex Workers On Your Block Slide Deck

# Sex Workers on Your Block

Presented by:  
Not Your Mama's Palette

Sunshine (they/them),  
rashida (they/she),  
Lucia (they/she),  
Arianna (she/they)

LGBTQIA2S+ YOUTH INNOVATION LAB

SJS 20

## Today's Agenda

In this meeting, we'll be going over the following:

01 Our Mission Statement	02 Our User Group
03 Our Prototype	04 Our Budget



## Our Mission Statement

To improve the medical care for Black, Poor, Disabled, TGNC, Sex Workers by providing community sourced information and strategies to medical providers in South Los Angeles through trainings.



### Our Values

Anti-criminalization, Intersectionality, Community Power, Accountability to best serve the Community, Communication (Open, Honest, Compassionate)



### Our Norms

Empathy, Respecting Accommodations, Speaking with Intention and Vulnerability, Allow this to be a Learning Space

## Our User Group

Identities: Black, Poor, Disabled, TGNC, Sex Workers  
Age: 18-24  
Location: South Los Angeles



Illustration by Andrew Garza

Illustration by Rebecca Hendin

## Impact on User Group

"FSSWers face a multitude of barriers when it comes to accessing care, from stigma to violence to criminalization. Due to fear of these barriers (i.e., being stigmatized, violence, or arrest) FSSWers often do not feel safe going to mental health clinicians. As a result of these barriers, FSSWers face higher rates of mental health struggles. As clinicians it is important to recognize the needs and challenges of this community in order to better serve them."

### STATISTICS

01

Sex Workers

02

Black Individuals

Black individuals were 50% less likely to receive psychiatric treatment and 60% less likely to receive psychiatric medications.

03

Disabled Individuals

Adults with disabilities report experiencing frequent mental distress almost 5 times as often as adults without disabilities.

04

TGNC Individuals

Of 617 TGNC survey responders, 70% reported having faced one or more types of medical marginalization.

05

Low Income Individuals

Depression and anxiety are up to three times as likely for those on low incomes.

## Strategy

Community led medical trainings to destigmatize sex work, transphobia, ableism, classism, and racism for medical professionals. Taught by active and retired sex workers. Compensated. We strive to build a safe space for Black, poor, disabled, TGNC, Sex Workers in medical facilities. As well as provide resources and equipment that are accessible and affordable (free).

This isn't new, medical marginalization (and resistance to it) is historic in the Black, poor, disabled, TGNC, Sex Worker communities. These intersectional efforts led by individuals have not yet been done. The community must have the resources, space, and funds to ensure survival and safety.



Illustration by Tease Orange-Burner



### Services and Programming

Facilitated inclusivity trainings for medical centers by compensated community members  
Connecting community with accessible and affordable health care



### Logistics

Virtual meetings to enhance the accessibility  
Trainings once every fiscal quarter with extra trainings on a need basis



### Possible Partners

TransMasc Health Justice Report: Gender Justice LA, SWOP LA, Invisible Men, TransLatin@ Coalition, St. Johns Well Child & Family Center, Black Sex Worker Collective, GLITS, LA CAN

## Our Prototype



### The Assumption:

We do not know what content would be most beneficial to relay or what content the facilitators would be willing to cover.

What content will the trainings entail?



### The Prototype

We will conduct a survey with the same goal of finding the social determinants barring the focus group from accessing health care and compensate user group individuals who complete the survey.

Then

We will hold a virtual space with a focus group of ten individuals from our user group compensated with \$25 each from the \$250 budget with the goal of finding the social determinants barring them from accessing health care.



Illustration by Yun Hong

## Our Budget

If we were granted \$50,000 for 1 year, we would...



Illustration by J. L. H.

### Destigmatization and Inclusivity Trainings

- Firstly, Training would be Sex-Worker Led with compensation
- Organize trainings for health care providers across all practices i.e. regular providers, mental health clinicians, etc.
- Create a larger-scale summit to unite our user group with medical providers through educational presentations, panels, and updated methodologies.

### Mutual Aid and Resource Repurposing

- Manage mutual aid requests from specifically low-income and/or disabled individuals from our user group through donated items or services.
- Emphasis on ongoing/long-term support for these user group individuals by connecting them with accessibility and accommodation efforts through transportation to and from donated services, guaranteed aftercare, and follow-up amenities.

### Sustainability

- Pursue alternative funding from fiscal sponsors such as the Peace Development Fund, Community Partners, etc.
- Reinvest in our user group by supporting individuals with creating a comprehensive newsletter, by and for, for accessibility requests and subscriptions that directly compensates and contributes to community members.



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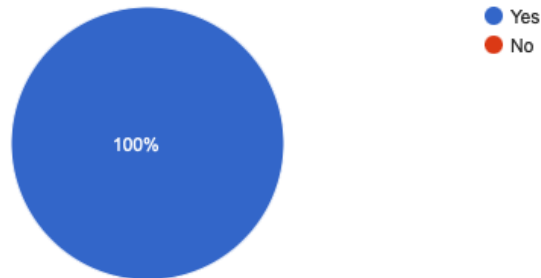


## APPENDIX D: Graphs & Data

### Title I: Recruitment Application Data

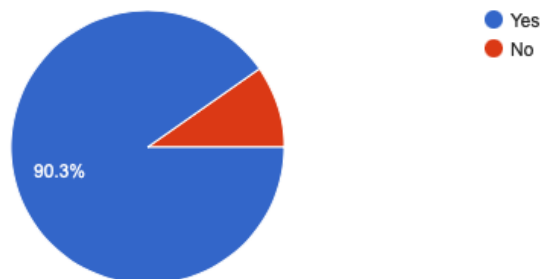
Do you identify as LGBTQIA2S+?

72 responses



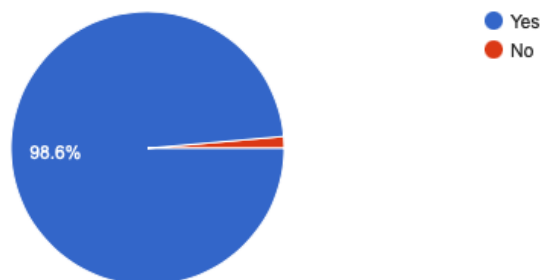
Do you currently reside in Los Angeles County?

72 responses



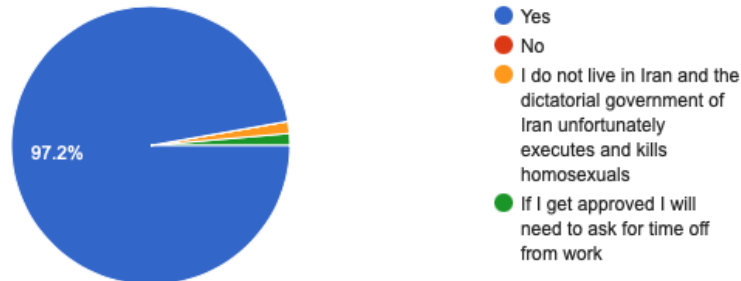
Will you be between the ages of 18 and 24 during the dates of the Lab? (August 9-13, 2021)

72 responses



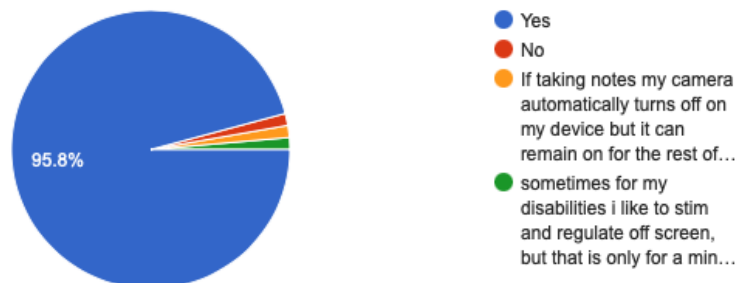
Will you be able to attend at least 4 of the 5 days of the Lab (August 9-13, 2021), with guaranteed attendance on the first day (August 9) and last day (August 13)? If "no" please explain in the "other" option.

72 responses



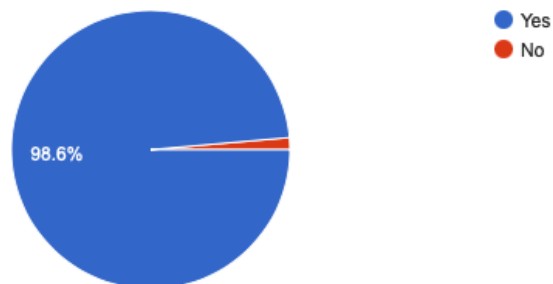
Will you have access to Zoom during the Lab, and be able to have a camera working/turned on? If "no" please explain in the "other" option.

72 responses



Do you consent to being recorded during the Lab for LACDMH documentation and reporting purposes?

72 responses





Do you have any accessibility needs we should be aware of?

38 responses

No

N/A

No

none

It would be better to pay more attention to my words than facial expressions.

I am a visual learner and I tend to sketch or write notes during workshops.

My parents are homophobic so I may end up not being able to speak

yes

Not that I am aware of

### Personal Information

First Name

72 responses

Kenji

Natalie

Israel (Izzy)

Quargs

Favian

Claudia

Kiley

Timothy

peyman



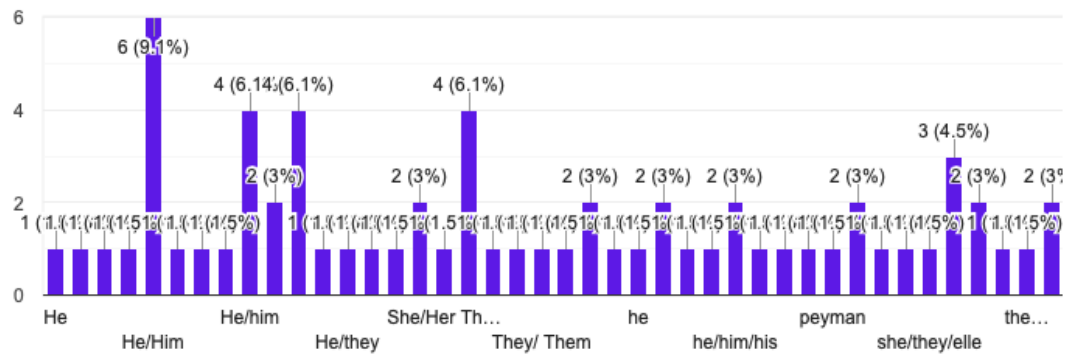
LOS ANGELES COUNTY  
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Last Name  
72 responses

Nitta
Garcia
Thomas
Santos
Moncada
Greene
Saldana
Iraheta
Barton

Pronouns (if any)  
66 responses





## Address

72 responses

福岡県直方市山部

10305 e ave r14

1119 S Grand View Street

1958 Heidleman Rd.

9408 Dearborn Ave

1701 Westmoreland Blvd #5

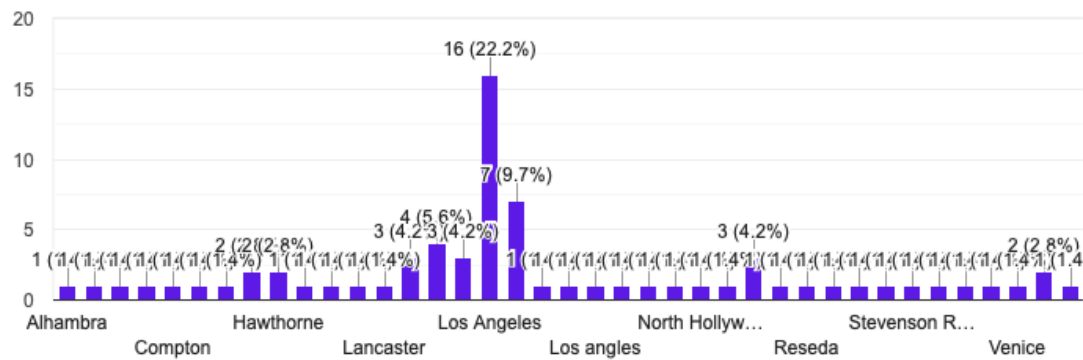
535 West 4th Street

2733 Flangel St

iran

## City

72 responses

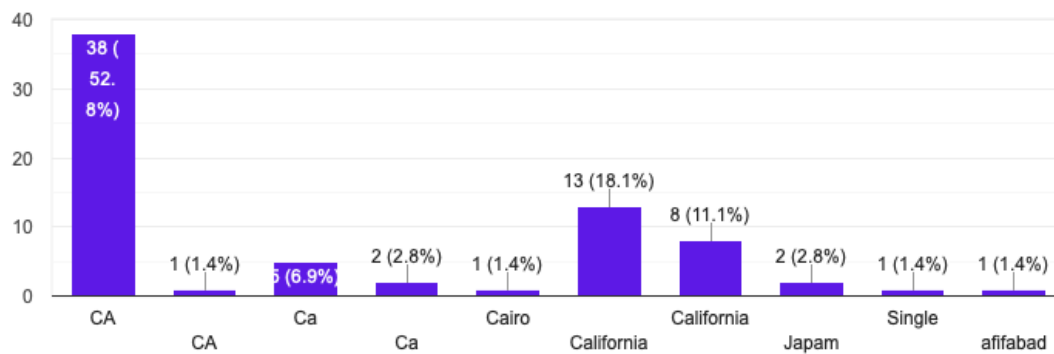


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## State

72 responses



## Zip Code

72 responses

90038

90018

91331

90027

93543

90006

90802

90028

822-0034



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Phone Number

72 responses

3233937438

3234995267

08942837478

8582144326

13235904508

3105288296

3236746995

6614288381

5622132323

Email Address

72 responses

israel.moncada@yahoo.com

hendricksonlaurn101@gmail.com

kenji.777@i.softbank.jp

Santosnatalie10@yahoo.com

quargsgreene@gmail.com

FavianS7253@gmail.com

Curlydynamitecreates@gmail.com

kileydbarton@gmail.com

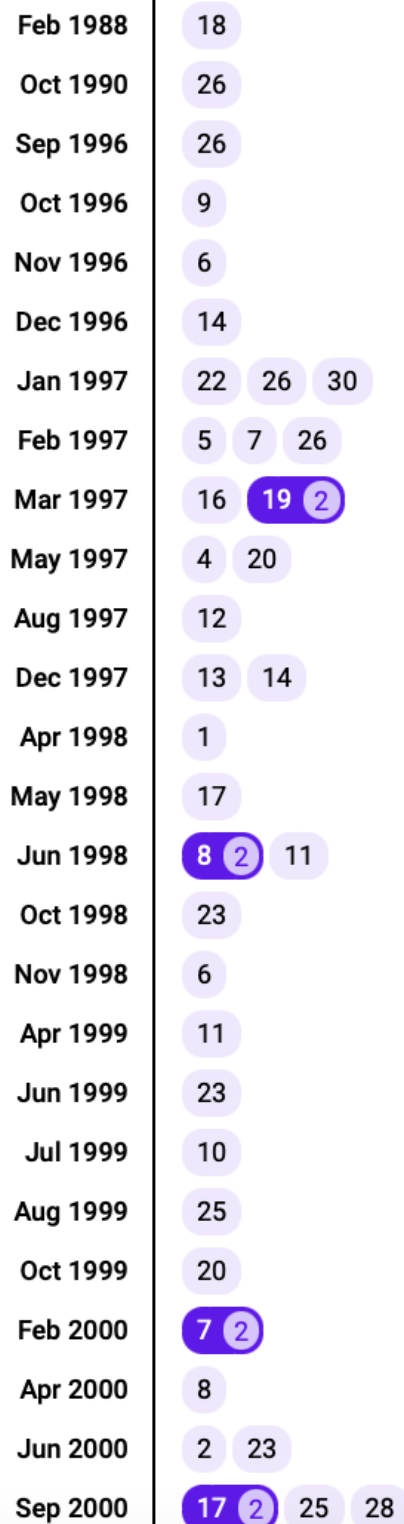
timothynguyen56@gmail.com



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Birthdate  
72 responses



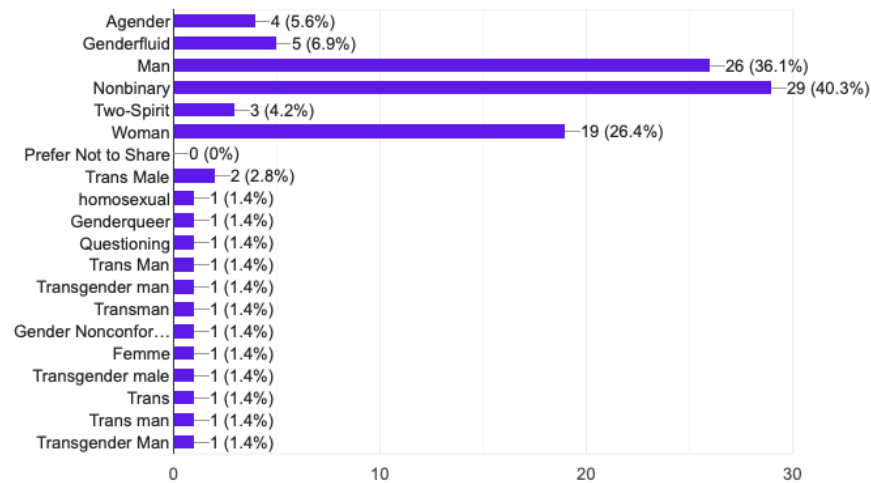
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Oct 2000	29
Jan 2001	19 27 2
Mar 2001	6
Jun 2001	6
Jul 2001	24
Sep 2001	14
Nov 2001	10 2
Dec 2001	10 27
Jan 2002	26
Feb 2002	6
Mar 2002	8 12
Apr 2002	14
Jun 2002	15
Jul 2002	9 19 28
Aug 2002	4
Sep 2002	1 2
Oct 2002	17 28
Mar 2003	12
Apr 2003	9
Jun 2003	1
Jul 2003	24 25



## Demographic Information

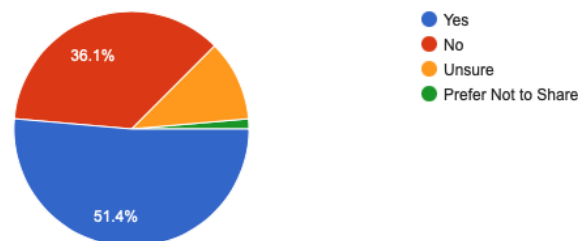
Which of the following best describes your gender? (Select all that apply)

72 responses



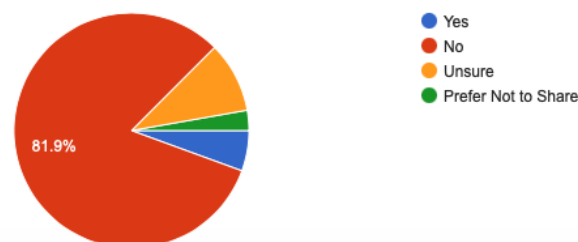
Do you describe yourself as transgender, meaning your gender is different from your assigned-at-birth gender or sex?

72 responses



Do you describe yourself as intersex, meaning your sex characteristics do not align with the traditional sex binary of male or female?

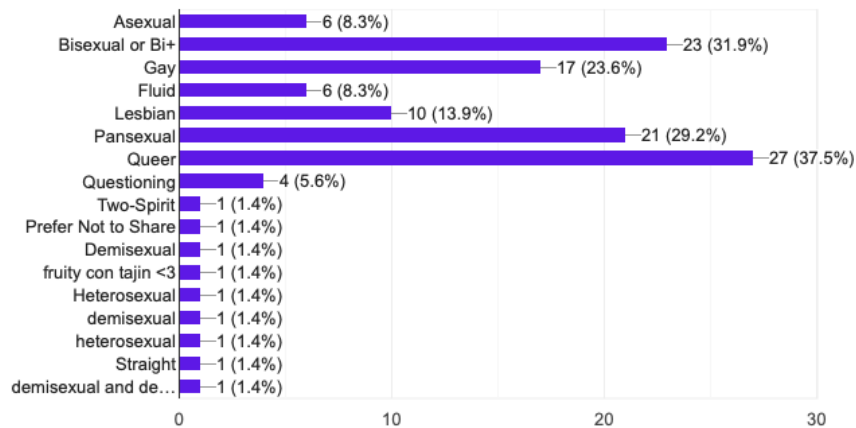
72 responses





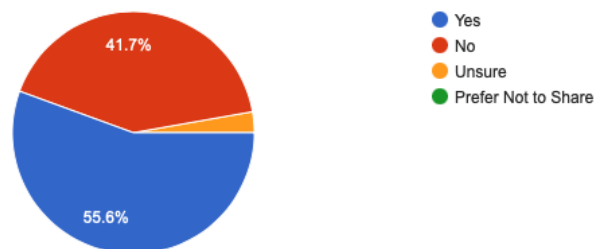
Which of the following best describes your sexual orientation? (Select all that apply)

72 responses



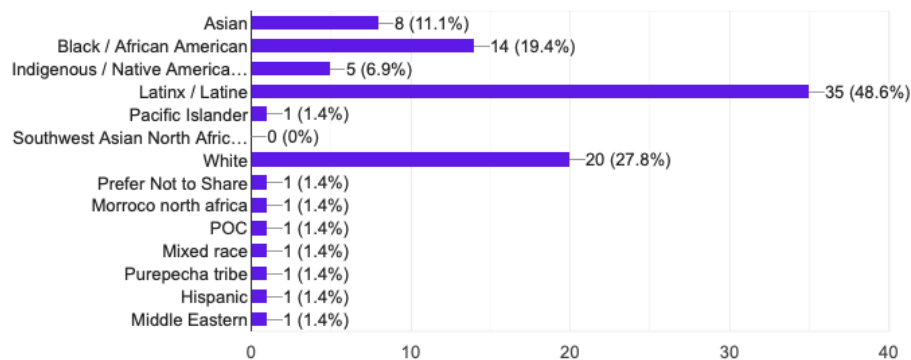
Are you of Hispanic, Latino/x/e, or Spanish origin?

72 responses

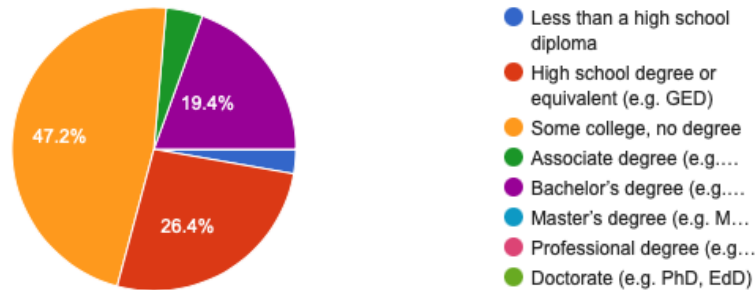


Which of the following best describes your racial or ethnic identity? (Select all that apply)

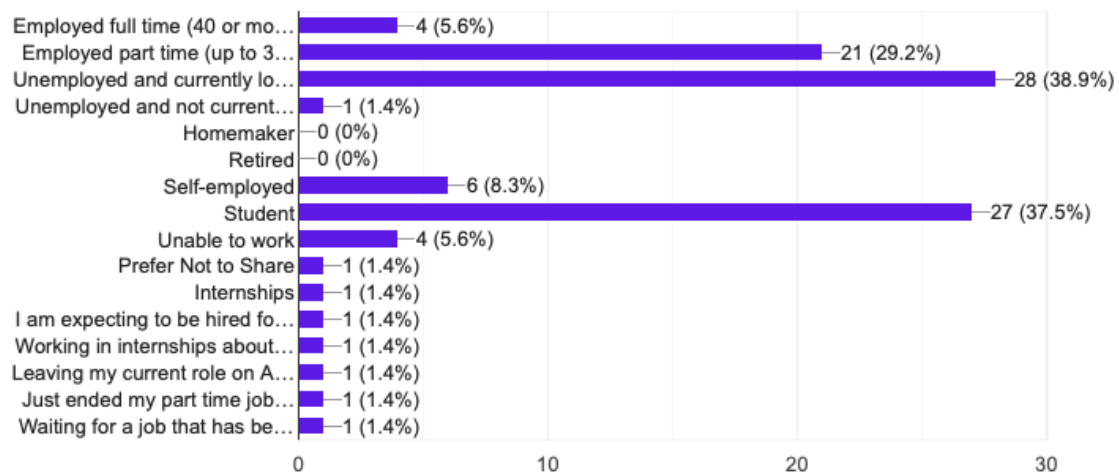
72 responses



What is the highest degree or level of school you have completed? (If you're currently enrolled in school, please indicate the highest degree you have received)  
72 responses



What is your current employment status? (Select all that apply)  
72 responses



## Personal Statements

How would you describe yourself in 3 words?

72 responses

Honest, ambitious, thoughtful

Bright, extrovert, cool

Resourceful, strong minded , patient

Provocative, outgoing, creative

Fearless, Approachable, and Genuine

Deliberate, Kind, Collaborative

Passionate, loyal, insightful

Loyal, outgoing, knowledgeable

I have been looking for love, friendship and humanity all my life, but in my country, killing me and my friends is free

How do you currently advocate for LGBTQIA2S+ mental health? (max 600 characters)

72 responses

I currently belong to a Japanese general incorporated association called Voice Up Japan as a student brunch member. In this activities, we build a brunch in my college and gonna set a safe space which is able to consult anybody about their hidden story or confusion in college.

I'm always letting people know that it's okay for them to be them and getting help is always okay

For over a year now I participated in a state wide mental health youth board , Cayen through mental health California, I have participated in multiple internships through LGBT centers that worked with for example rise to train foster parents community service providers and other organizations on LGBTQ affirming care. I was awarded with in award in 2018 for being an outstanding young leader and have also shadowed a Congress person and Senator for foster youth awareness month where i also talked about LGBTQ foster youth mental health. I also for a short time worked for the California Department of Social Services Foster Care Ombudspersons office. As I try to reconstruct my mental health , I have learned a lot about coping skills and how to care for myself which has also taught me how to care for others. I advocate a lot about stability needed in the lives of LGBTQ foster youth from housing, education,



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Tell us about a time when you creatively addressed an issue in your community. (max 600 characters)

72 responses

It's now. For taking time every day, new things and problem come up our society, especially Japan doesn't get any progress in politics like don't have any law for supporting sexual minority even Japan in G7, even we will have Olympics in Japan. Our government can't be trusted by any citizens, we have to voice up. In fact, some Japanese had suicide by this situation. That's CRAZY.

I don't think I have

When i was in high school I felt there was lack in knowledge and acceptance so to bring more to my school my friend and I started a GSA which we would have meeting and talk about stuff going on at school and activities we wanted to have. I also helped pass out the number of the governor at Orange County Pride in 2014 for AB 1266 which is know either as the Student Success Law or Bathroom bill. The Law passed that Monday. It was Amazing!!!!

I worked to get an extra multi-stall gender-neutral bathroom on my university's campus in a building where one did not exist.

Post COVID-19 my high school hosted a city council meeting and since I was vice

What is something that brings you joy or that you are passionate about? Why? (max 600 characters)

72 responses

I am delighted when my friends feel that they treat me as a personality that does not belong to anything.

I am not eligible to apply for this activity, but I would like to do something that will help you someday. Perspectives from other countries are also extremely important. Therefore, I feel that it is important not to provide qualifications for application when conducting such activities. It may also lead to gender distinction.

Riding my motorcycle or just staying busy in general. I like to be constantly moving.

Advocating for mental health , LGBTQ+ youth and people and foster youth. It brings me Joy because although it can be very hard work at times when you get to see something through and see a bill pass or a new bill being written or even a school is changing language its pretty amazing. I have lived with these identities and want to help others see the other side of pain and trauma which is healing and maybe even forgiveness.

Challenging the boundaries of art and science by inventing semi-living multimedia art projects



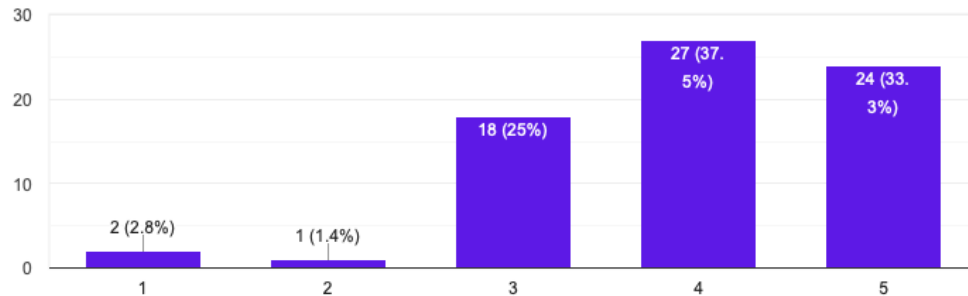
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## Pre-Lab Assessment

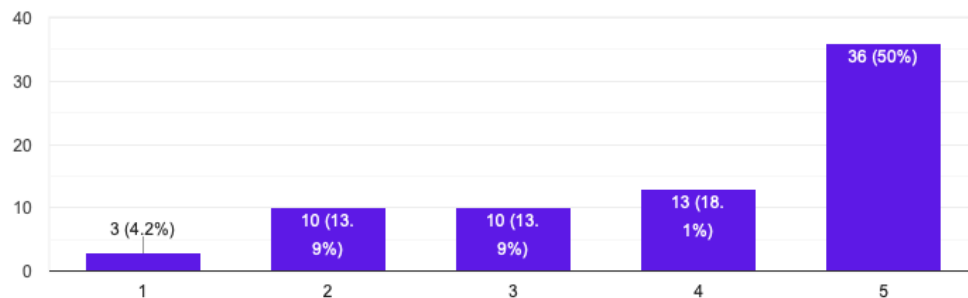
If I have a concern or problem, I know what to do and who to talk to.

72 responses



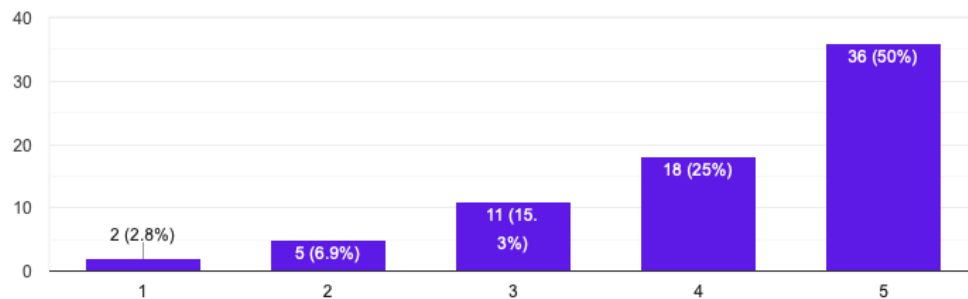
I am comfortable seeking mental health assistance when needed, regardless of my sexual orientation or gender identity.

72 responses



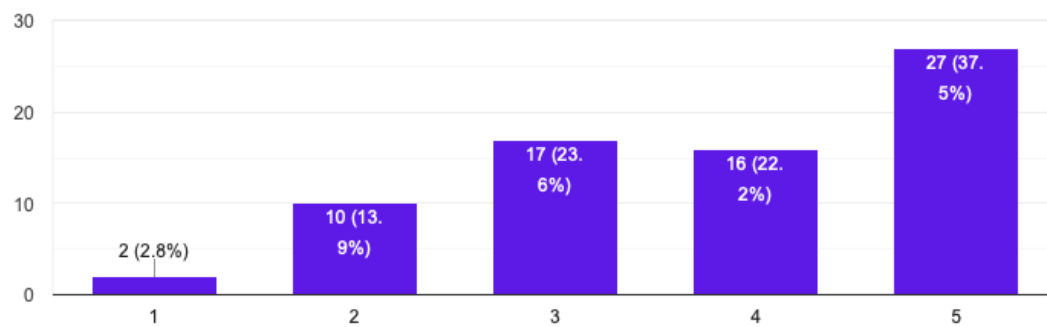
I know the necessary steps it takes to arrange an appointment for myself with a mental health professional if needed.

72 responses



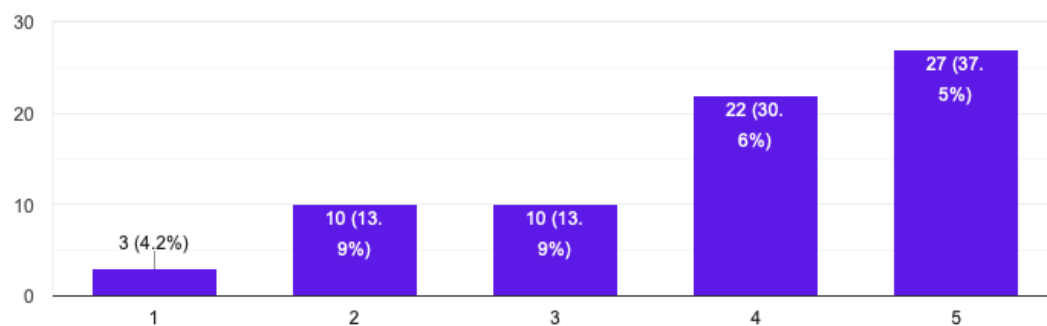
I feel safe when accessing mental health services.

72 responses



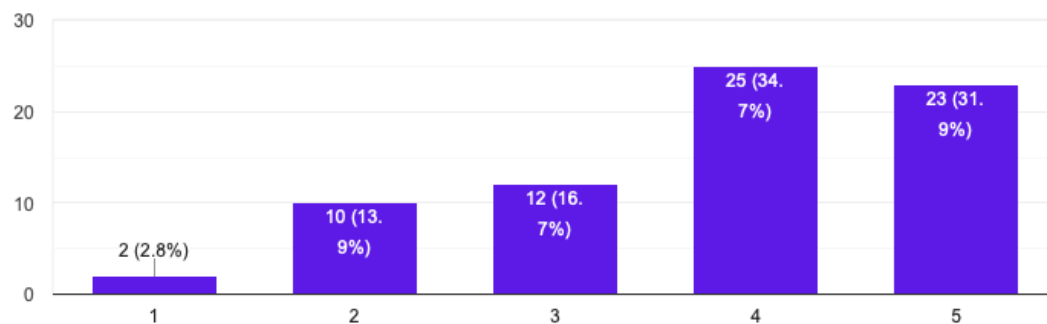
I know ways to advocate for my own mental health.

72 responses



I know ways to advocate for my community's mental health.

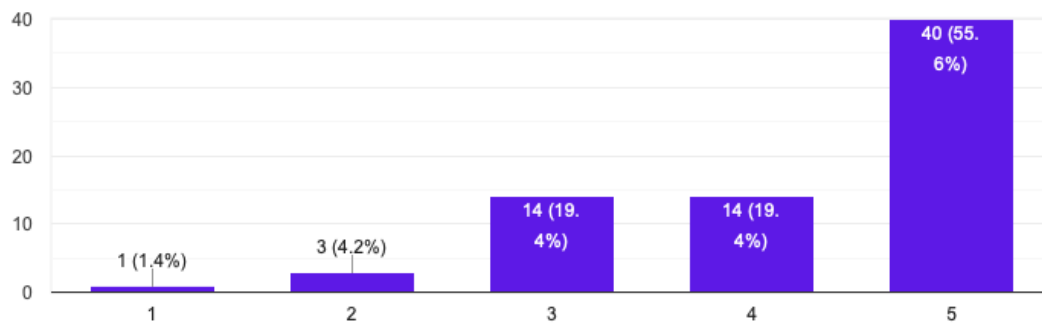
72 responses





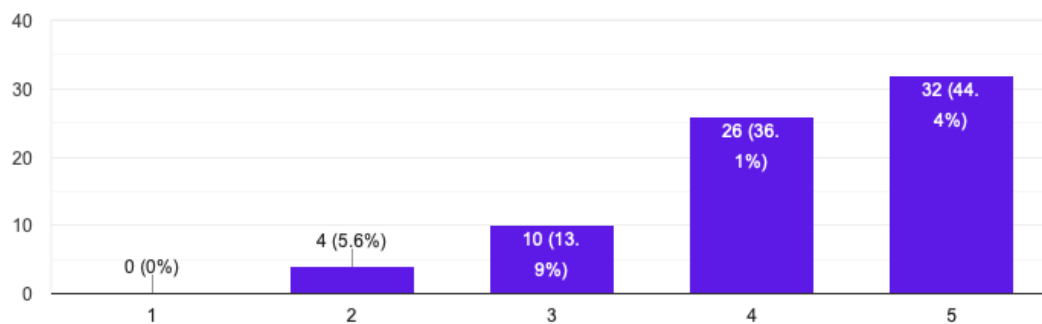
I am comfortable talking about mental health issues with my community.

72 responses



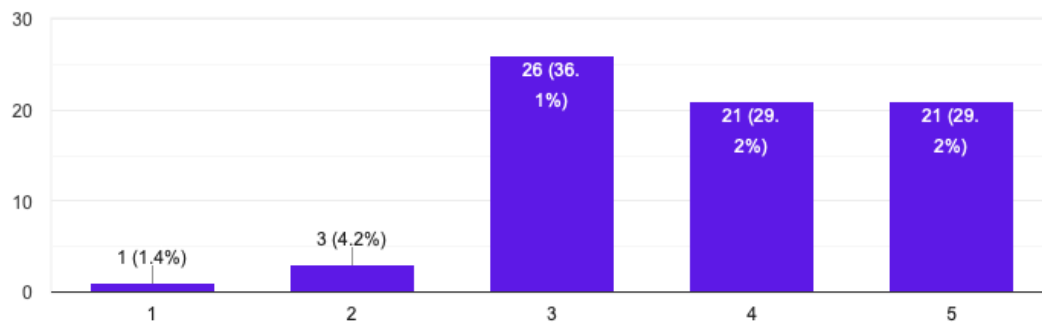
I am able to distinguish positive and negative coping mechanisms.

72 responses



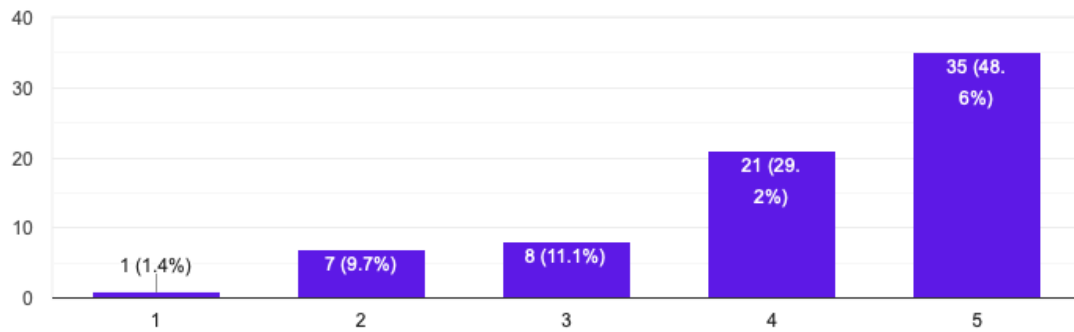
When I am in distress, I practice healthy coping mechanisms.

72 responses



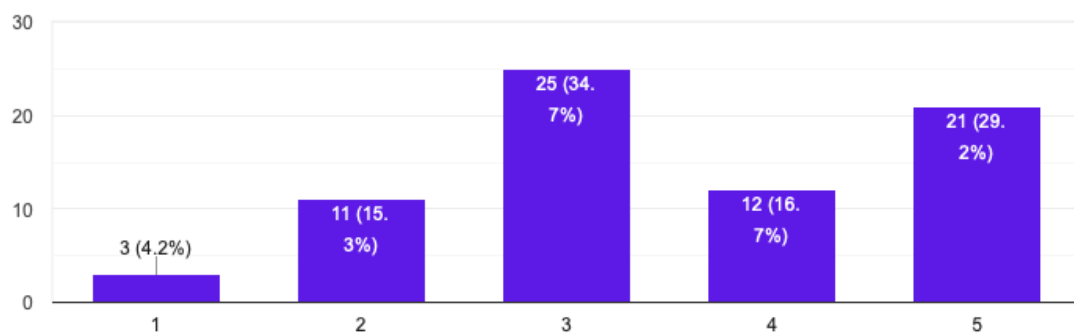
I see myself as a leader in my community.

72 responses

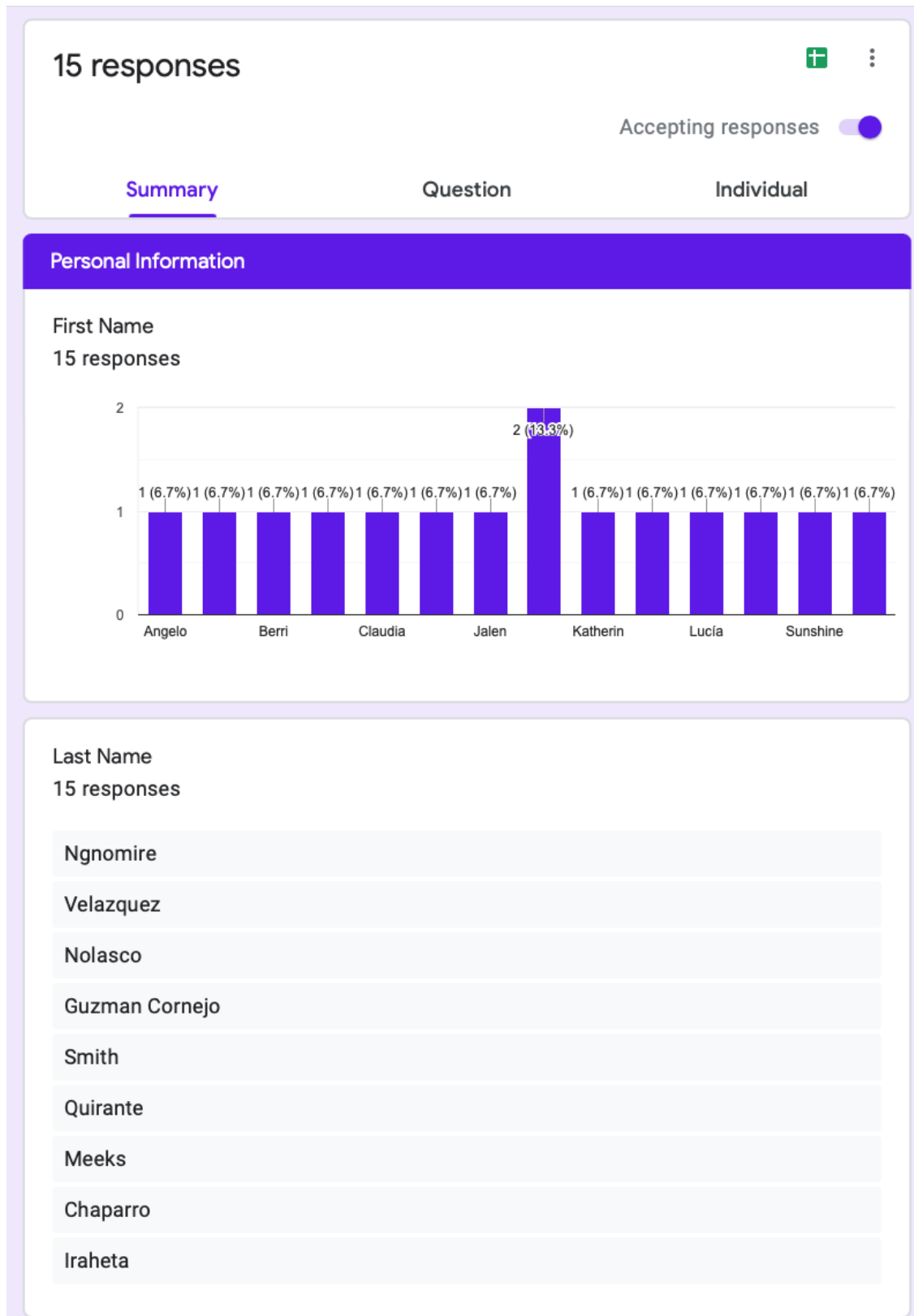


I know how to develop user-centered strategies.

72 responses

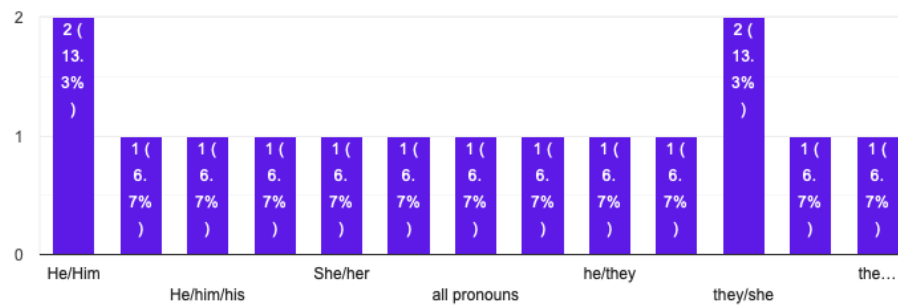


## Title II: Post-Lab Survey Data



### Pronouns (if any)

15 responses



### Address

15 responses

5852 Whitsett ave

2424 haste apt e30

4725 1/2 Clara St

11876 Truro Ave Apt D

707 Park Ave

1512 West Summit Street

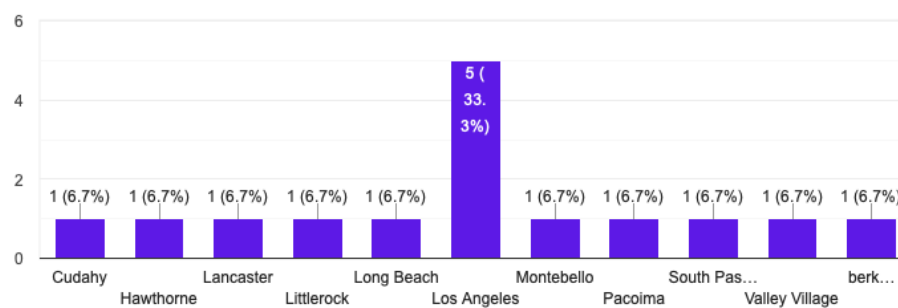
1820 n normandie ave apt 17

2123 N Commonwealth Ave

1701 westmoreland Blvd #5

### City

15 responses

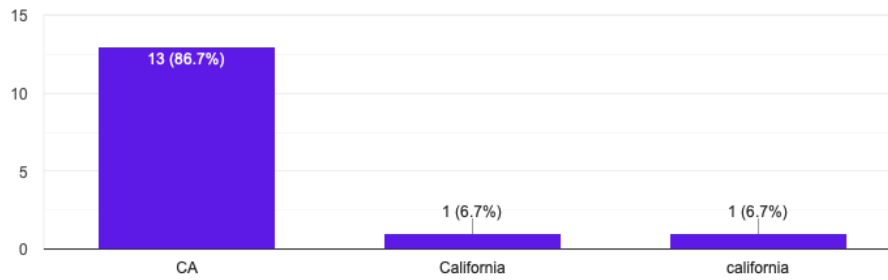


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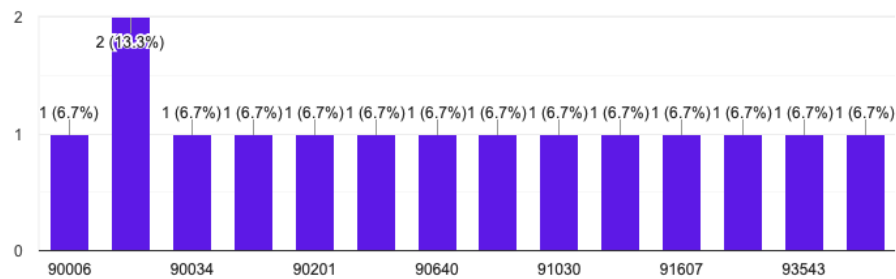
### State

15 responses



### Zip Code

15 responses



### Phone Number

15 responses

303-618-8166

13234950444

3237024175

3107551615

626-864-2396

5627265920

4439075513

13235281005

3236746995



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Phone Number

15 responses

303-618-8166

13234950444

3237024175

3107551615

626-864-2396

5627265920

4439075513

13235281005

3236746995

Email Address

15 responses

AriannaNgnomire@gmail.com

katherinelazquez@berkeley.edu

berrinolasco@gmail.com

esguzmanc@gmail.com

jalensmith126@gmail.com

sharlene.quirante@gmail.com

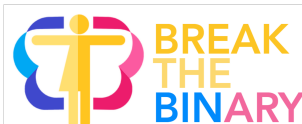
sunshinemeeekss@gmail.com

jdiegoc1017@gmail.com

curlydynamitecreates@gmail.com



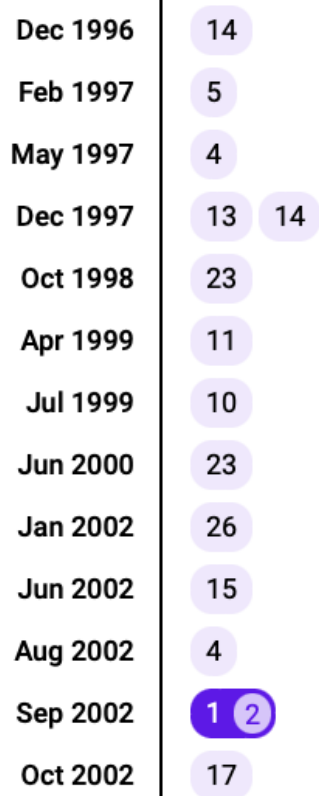
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## Birthdate

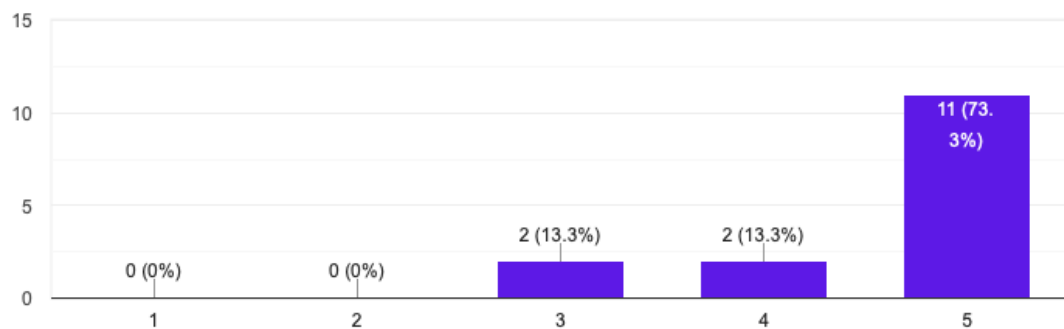
15 responses



## Post-Lab Assessment

If I have a concern or problem, I know what to do and who to talk to.

15 responses

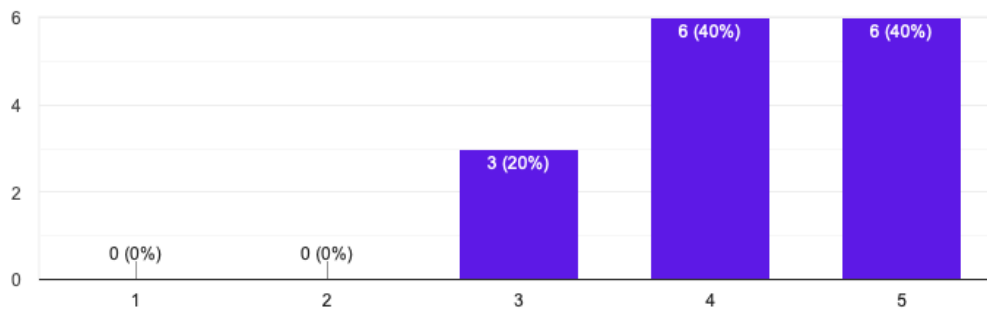


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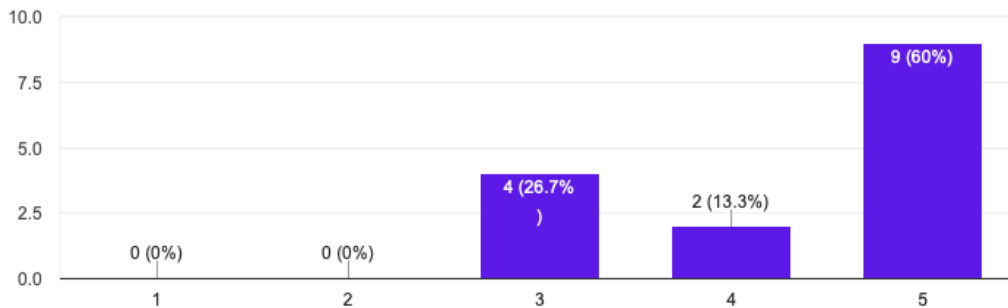
I am comfortable seeking mental health assistance when needed, regardless of my sexual orientation or gender identity.

15 responses



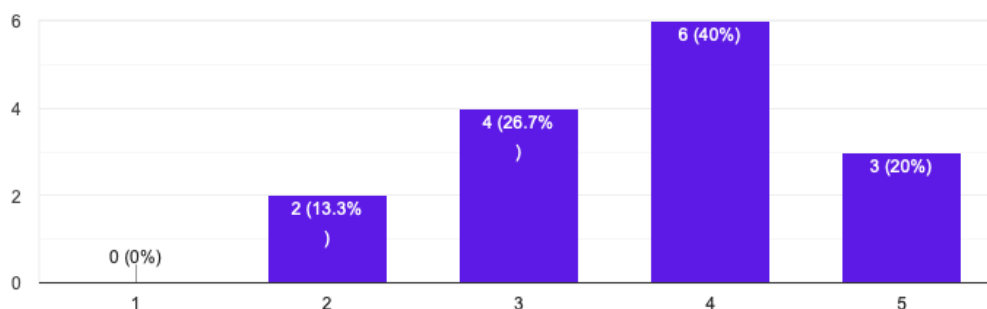
I know the necessary steps it takes to arrange an appointment for myself with a mental health professional if needed.

15 responses



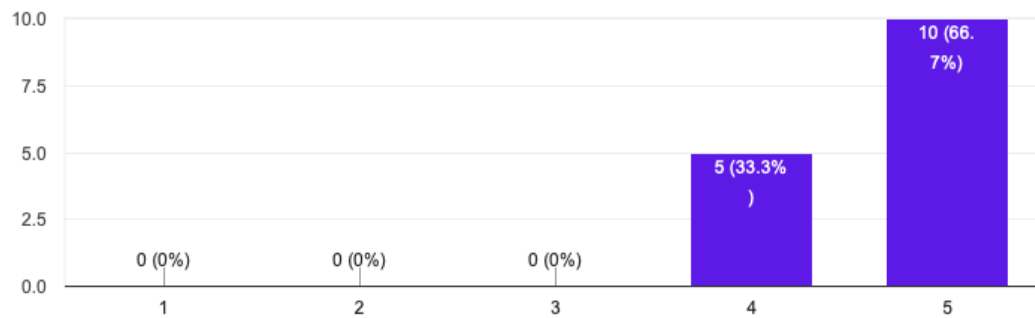
I feel safe when accessing mental health services.

15 responses



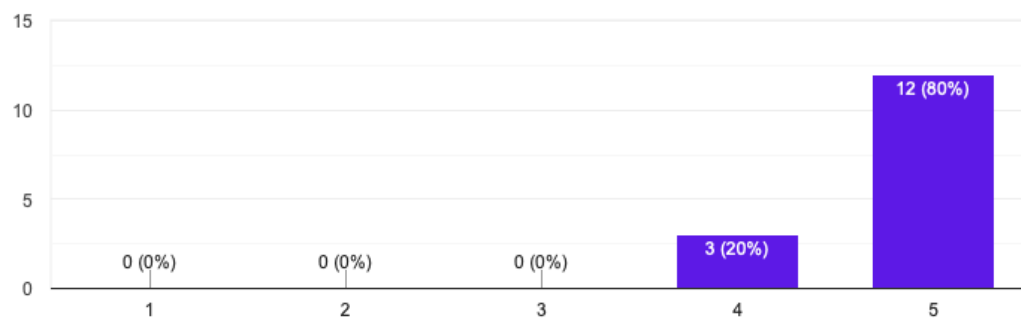
I know ways to advocate for my own mental health.

15 responses



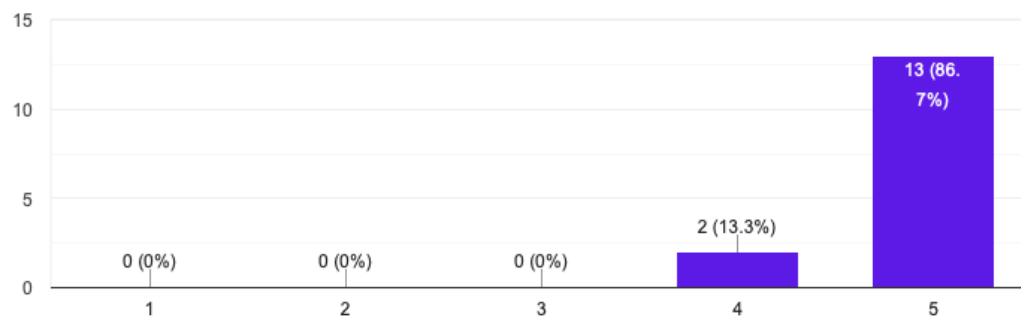
I know ways to advocate for my community's mental health.

15 responses



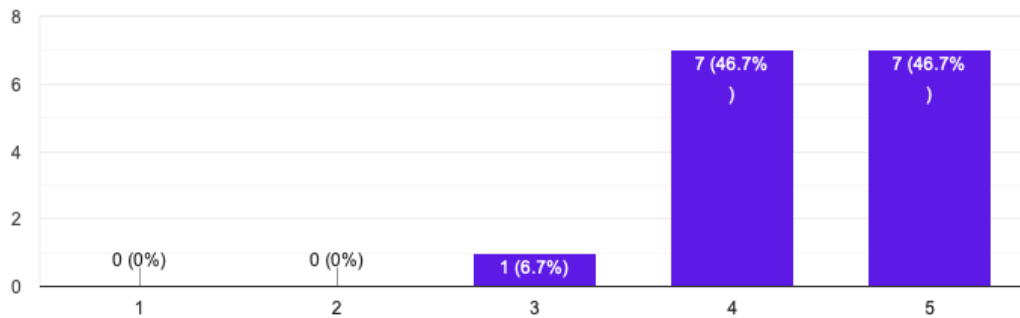
I am comfortable talking about mental health issues with my community.

15 responses



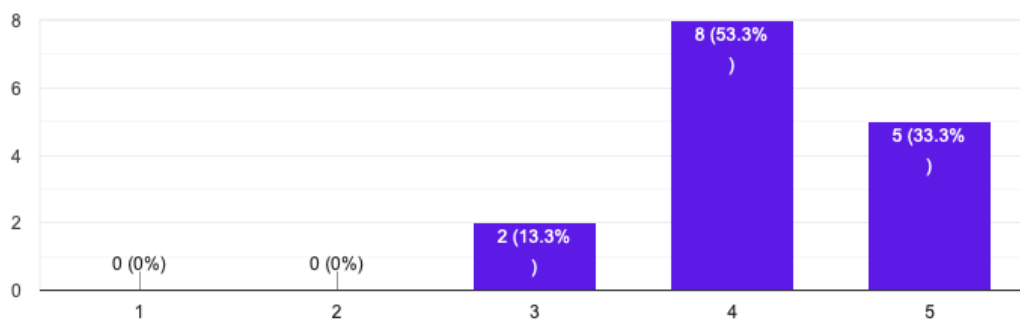
I am able to distinguish positive and negative coping mechanisms.

15 responses



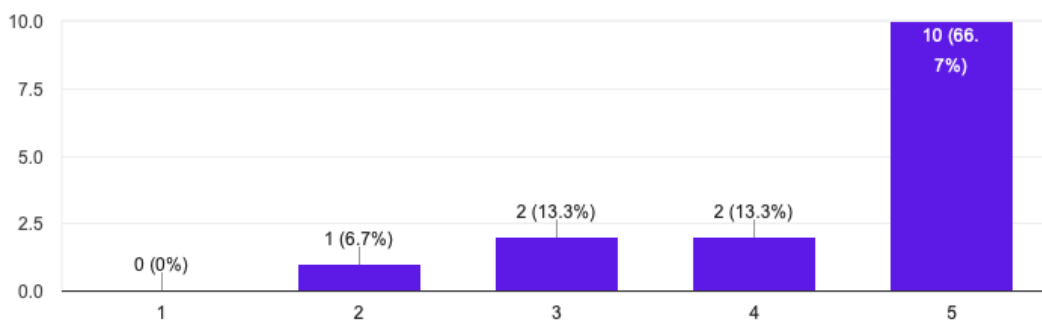
When I am in distress, I practice healthy coping mechanisms.

15 responses



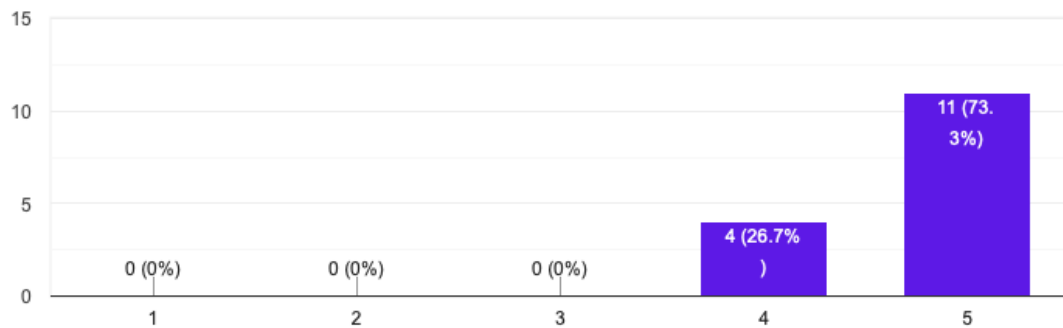
I see myself as a leader in my community.

15 responses



I know how to develop user-centered strategies.

15 responses



### Personal Statements

How would you describe the Lab in 3 words?

15 responses

Inspiring, knowledgeable, powerful

empowering, supportive, and passionate

intersectional, an experience, amazing

fun, engaging, valuable

inclusive, informative, and influential

Empowering. Loving. Vulnerable

Informative, intentional, well-planned

educational, inspirational, and fabulous

Considerate, Efficiency, Organized



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Share at least one thing you have gained from your participation in the Lab.

15 responses

I gained new friends and an abundance of knowledge or way to access new knowledge

I gained community and learned so much about peoples experiences and knowledge

love from the Community

I gained a strong sense of myself from the lab. Sharing space with others like me was so valuable and something I will have with me for a long time.

Meeting a group of wonderful and lovely people equally as passionate as I am.

I could write a whole paper on the gains, but truly it is just allowing myself to pursue spaces where I am accepted and where there are people who share the same space as me and allowing myself to advocate really what I believe in. I have learned to love myself so much more and be less hard on myself. I want to allow myself to take up more opportunities where I am otherwise scared to take.

How could the Lab be improved for the future? (scheduling, coordination, topics, focus, etc.)

15 responses

I don't have anything in mind. Done so well

Knowing wether you have been accepted into the lab earlier

it was great from what Addison put together

I can't think of anything! It was structured so well!

No improvements from me. Great all around.

I would love more feedback between peers or even just seeing what everyone's working on more. It inspires new ideas I think.

I also felt like this program was not publicized a lot of social media platforms. I, myself, found this program literally the last day and doing a quick search online for legitimacy took a bit of time. Regardless, great work, this was awesome.

Making it a tad longer- if possible, two weeks



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Any additional thoughts, comments, or feedback?

15 responses

I feel way more prepared to help my other groups take an idea and build a strategy around it!

I want to thank you Addison for being a great facilitator and introducing new self care techniques to me such as the 4 count breathes and tapping your shoulder and knees!

I loved it and everyone who joined

Thank you so much for all you do, Addison. You made the entire lab so enjoyable. I appreciated your attention to the little things like breathing and stretching! This space definitely felt safe and comfortable. Thank you.

Nothing but positive things.

I love the scaffold of the breaks and breathing/grounding techniques . I have definitely appreciated breathing so much more and find myself using them in everyday situations.

At Addison's lab, I learned a lot about myself and my group. I learned that I am not alone in my struggles and that I can reach out for help when I need it. I also learned that I am capable of more than I thought I was and that I can be a part of the solution.



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## APPENDIX E: Youth Fellow Bios & Headshots

Listed in alphabetical order by last name.



rashida aziz (they/them & she/her) is a BlaQueer Transfemme youth poet, writer, and artist born and raised on Tongva Land. As a cultural worker, they build and map together radical legacies through her community workshops, poetry pieces/collections, writings, and interpersonal connections with so-called human and nonhuman life: land, plants, animals, people, and all. Currently, they are the Community Outreach Coordinator for Gender Justice LA and member of the #Out4MentalHealth TGI Task Force.



I'm Juan Diego Chaparro (he/him) and I'm so excited to be a part of the LGBTQIA2S+ Youth Innovation Lab! I am a gay, half Mexican half Cuban, born and raised Angeleno. I've always been passionate about the arts, specifically theater. I attended a Catholic all-boys high school and now I'm an acting student at a liberal arts school in Austin, TX.



Curly Dynamite (He/They/She), a legend.  
Gifted with rhythm, perspective, and community.  
Curly Dynamite makes their way through the world practicing patience and compassion.  
With hopes of uplifting the voices of their communities.



Cassandra Frias (she/her) is a senior at the University of California Santa Cruz majoring in Political Science. She is passionate about uplifting and mobilizing marginalized communities and promoting safe Sex practice. Cassandra is also a member of the first Women of color community advocacy group in the Los Angeles county focused on reducing high rates of STDs amongst communities of color.



Erika Guzman Cornejo (they/she) is a first-generation college graduate with Bachelor's degrees in Political Science and International Studies from UC Irvine. This fall, they will begin their Master's in Legal Studies at UCLA Law School. They are an immigrant from El Salvador, raised in Hawthorne, CA. Being an immigrant of color has shaped their interest in advocating for immigrant sexual and gender minorities in communities of color.



Sunshine Meeks (it/they) is a queer, non-binary, Afro Panamanian, dancer, performer, and filmmaker. They are a part of Obsidian LA, a collective that provides safe spaces for QTI BIPOC pleasure and joy. In its free time you can find Sunshine with nature, in a tree, or dancing under the sun.

Juan Mijangos (he/him) is 24 from California. I came out as gay when I was 22 on my birthday even though I knew since I was a kid. I graduated



highschool from OFL at 22 also haha but I think it shows that I'm not a quitter. Some things I love are arts and crafts, video games and anime. This will be my first of hopefully many opportunities to help my community.



Ethan Molina is queer, Indigenous-Chicano activist from Pacoima. He started getting into organizing in middle school when he became a youth leader at Somos Familia Valle. There Ethan learned how to do public speaking, networking, committee work, and more. Later on Ethan became a media manager at PAC solidarity, and works on improving the community that surrounds him. Today he does poetry to spread awareness on intersectional topics. He wants to help future generations of trans and gay BIPOC individuals.



Arianna Ngnomire (she/they) is a passionate filmmaker, actor, poet, and activist. Looking for additional ways to make art and mental health accessible, she co-founded Wellness Online, a wellness community dedicated to providing support and resources through virtual programming. Arianna's passion for the arts is directly connected with her higher purpose. She hopes to build bridges, not walls, through her creative endeavors.



Berri Mac Nolasco (He/Him/His) is a 19 year old Trans Man. Berri was born and raised in Los Angeles, California. Berri participates in a weekly social support group for Trans Men group called M.E.T.A. (Men evolving towards acceptance). Berri is connected with other trans people at St. John's Well Child and Family Clinic. Berri connects himself to others in the community through social media. His hobbies are meditation and working out. Berri's interests are to connect himself to other people in the community and learn from their experiences, to create family and friends in the community, and lastly to keep educating himself and others around him to advocate for those who cannot.



I am Sharlene Mae Quirante and my pronouns are they/them/theirs! I am a recent graduate from CSULB with a bachelor's in Linguistics. I enjoy studying languages and doing calligraphy/lettering in my free time. Super excited to take part of this project as mental health is such an important part of my life, especially as a queer person!



Angelo "Ang" Quiroz-Branscum (he/they) is a queer, nonbinary, and Latinx scholar currently working at a clinic with Latinx LGBTQ youth. As a SAMHSA program coordinator, they focus on addressing substance abuse, mental health, and HIV disparities in East LA. Ang immensely enjoys overseeing 10 peer leaders along with providing group and individual counseling to their peers. They attended UC Davis for undergrad where they studied Psychology and Gender Studies and became involved with mental health initiatives organized through the UCD LGBTQIA+ Resource Center. They hope to complete a dual MPH/MSW program in the



near future so they can support LGBTQ+ communities by providing therapy along with implementing community-based programming. In their free time, Ang loves to rollerskate, attend music festivals, and create art, but most of all, spend quality time with their loved ones.



Jalen Smith (he/him), a 19-year-old transgender teen and aspiring activist from South Pasadena, California. Because of his transition, Smith sought to better educate those around him by partaking in his own social advocacy. As a former member of the Angels of Change cohort under Children's Hospital of Los Angeles, he has been committed to empowering trans youth and further creating queer visibility. And now as an HRC Youth Ambassador, Jalen continues to share and spread the importance of living one's truth.



Hello my name is Kian Taylor I am 18 years old and my pronouns are he/him/his. I am an outspoken queer trans man who is passionate about effecting positive change in my community. I am a big advocate for the importance of medical and mental health services for the transgender community. I am also heavily involved in the church and work to provide equal rights and treatment to everyone who walks through the church doors.



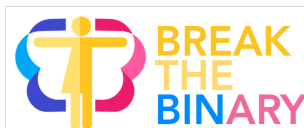
Lucia Torres-Espinoza (she/they) is a Double Major in Political Science and Sociology at California State Polytechnic University, Pomona with focuses in law, advocacy, and public health. She is also active in the Latinx, Chicanx, and Queer activism communities specializing in youth organizing, the Queer Latinx Identity, STI and HIV prevention and testing, and menstrual Equity in k-12 schools.



Katherin Velazquez (they/she). I am a 1st-gen, low-income, rising sophomore originally from South-Central Los Angeles attending UC Berkeley, where I intend to major in media studies. After college, I hope to join Peace Corps and pursue a career in UX design or become a registered dietitian or life coach. My experiences in social, environmental, and animal justice pushed me to choose these pathways, and I hope to inform those who aren't aware of the injustices they're facing during my time as an undergrad at UC Berkeley and beyond that.



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## APPENDIX F: Youth Fellow Bios & Headshots

### Item I: *Notes from Day One of Lab*

#### GROUP VALUES:

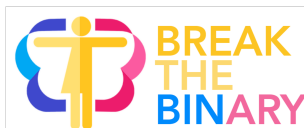
- Intersectionality
- Mutual Respect
- Be Kind & Compassionate to Others
- Anti-Criminalization
- Conversations with Compassion
- Let's Not Criminalize Our Community
- Patience
- Authenticity
- Leave Room for Learning
- Don't Make Assumptions
- Accountability (take accountability for triggers)
- Critical Love (compassion, accountability, support + challenging)
- Communication (open, honest)
- We Are Family, We Are Community
- Be Open-Minded
- Be Fashionable as a way to Express Oneself (representation + expression + owning who you are)
- Be Forgiving to Ourselves & Others
- Be Knowledgeable and/or Educated (self-awareness + emotional intelligence)
- Integrity
- Compassion
- Resilience
- Humility
- Authenticity
- Balance
- Empathy
- Power / Standing Our Ground (be visible for others who can't be)
- Efficiency
- Gratitude
- Respect
- Transparency
- Advocacy
- Vulnerability

#### GROUP NORMS:

- Allow this to be a learning space
- Don't shut people out if they don't understand
- Taking time off Zoom to best fit our needs



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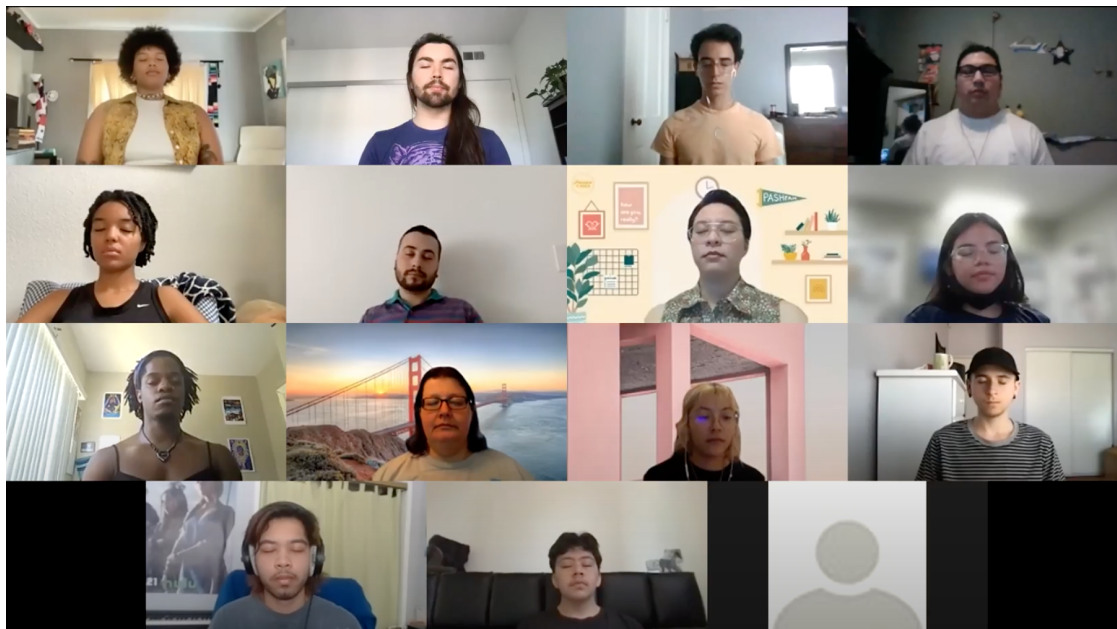
- Show up as your authentic self, however that may look like
- Content Warning on subjects talking about mental health
- Utilizing Raise Hand function
- Taking time to breathe and re-center
- Respecting everyone's pronouns and identities
- Showing up on time
- Having awareness of the space you're in (talking too much)
- Apologize quickly to move on
- Using proper Zoom etiquette (mute, etc)
- Boundary Setting -
  - Create boundaries, respect others' boundaries, take accountability
- Speak from your own experience (use I statements)
- Ask for consent to address what someone said
- Be present in the Zoom room (it's easy to get distracted)
- Practice self-care if and when possible
- Avoid competition, invite compassion
- Not an Oppression Olympics
- Don't Yuck my Yum
- Listen to Hear, not to Respond
- Put Yourself in Their Shoes
- Complete what you have agreed to accomplish
- Create spaces where others can step into their leadership
- Speak from a place of vulnerability
- Take Space + Make Space
- Giving others attention
- Collaboration
- Content Warnings (especially around sexual violence, suicide and death)
  - Give space for folks to express consent
- Acknowledging Others (boundaries, etc.)

## APPENDIX G: Screenshots of Lab Zoom Meetings

### Item I: *Day One - Welcome & Introductions*



### Item II: *Day Two - STEEP Analysis & User Group Identification*



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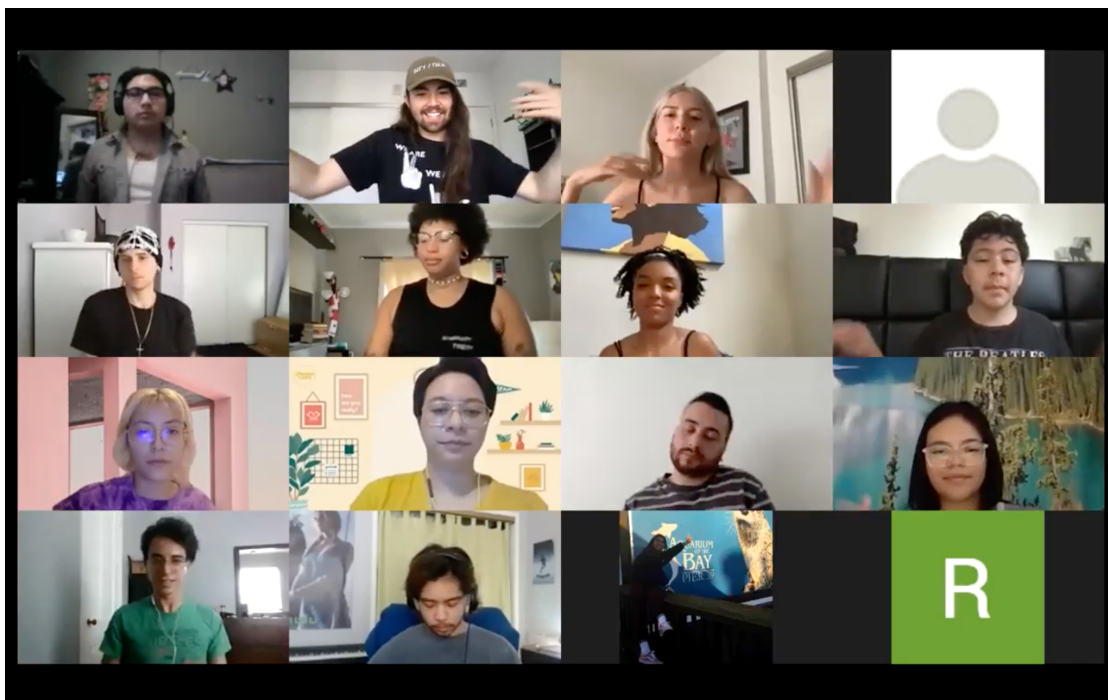




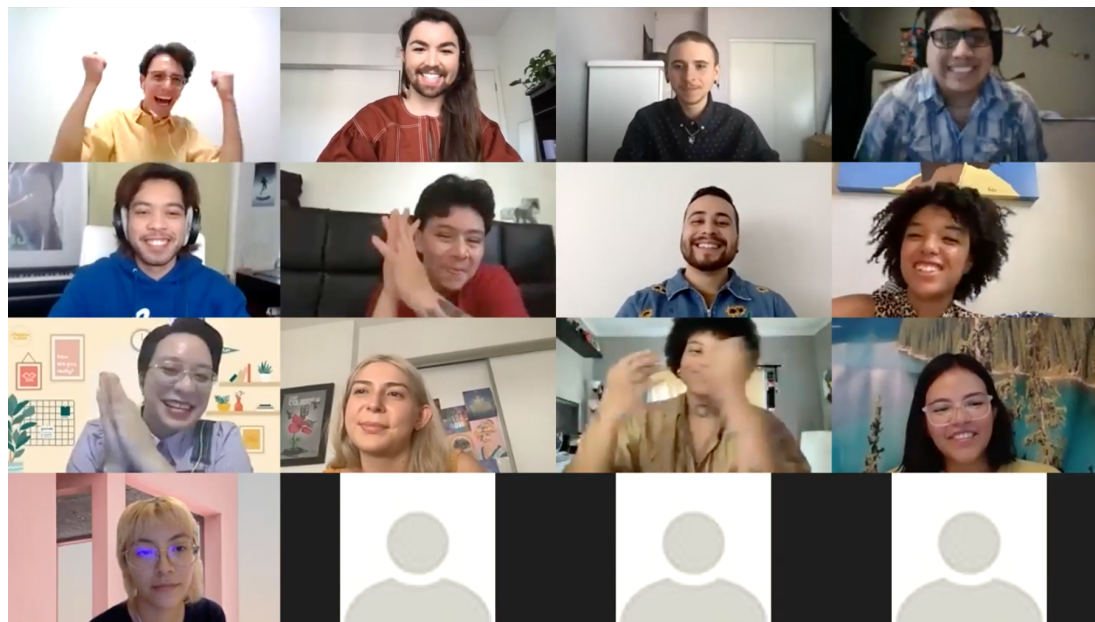
Item III: Day Three - Strategy Brainstorming & Development



Item IV: Day Four - Prototype Brainstorming & Presentation Development



Item V: Day Five - Presentation of Strategies



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