AGENDA

1. Call to Order
   - Introductions & Announcements
   - Agenda Review/Modifications

2. Open Forum for Youth and Parents of Young Children

3. Adoption of Prior Meeting Minutes from October 23rd 2013

4. Review and Approval of OFCY Evaluation Reports for Programs Funded in FY2012-2013
   - Presentation By Public Profit, Inc.

5. LGBTQ Youth Strategy Development
   - Youth Engagement
   - Provider Input
   - POC Discussion

6. Administrative Matters
   - General Announcements
   - Upcoming Meetings/ Scheduling

7. Adjournment

In compliance with Oakland’s policy for people with chemical allergies, please refrain from wearing strongly scented products to meetings. In compliance with the American Disabilities Act, if you need assistance to participate in the meetings for the Oakland Fund for Children and Youth Planning & Oversight Committee, please contact the Oakland Fund for Children and Youth at 510-238-6379. Notification 48 hours prior to the meeting will enable the City of Oakland to make reasonable arrangements to ensure accessibility. If you have questions regarding this agenda or related materials, please contact our office at the number above.
MINUTES TO BE APPROVED
Oakland Fund for Children and Youth (OFCY)
Planning and Oversight Committee (POC) Meeting
Oakland City Hall, 1 Frank H. Ogawa Plaza, Council Chambers, Oakland, CA 94612
Wednesday, October 23, 2013
6:00 p.m. – 9:00 p.m.

Committee Members present: Kenna Castillo, Briana Dunn, Vaughn Arterberry, Marcus Montague, Kathy Dwyer, Cesar Sanchez, Steven Wirt, Julie Waters, Kisha Jackson, Brandon Sturdivant, Derrick Muhammad

Committee Members absent: Tyrone Botelho

Staff Members present: Sandra Taylor, Mike Wetzel, Scott Kim

I. Call to Order
The meeting was called to order at 6:15 p.m.

II. Open Forum for Youth or Families with Small Children
There were no speakers.

III. Adoption of Prior Meeting Minutes
Kathy Dwyer made a motion, which was seconded by Steven Wirt, to adopt previous meeting minutes from 7/10/13. The motion was approved.

Kathy Dwyer made a motion, which was seconded by Marcus Montague, to adopt previous meeting minutes from 9/18/13. The motion was approved.

IV. Election of POC Adult and Youth Co-Chairs
Steven Wirt made a motion to nominate Kathy Dwyer as POC adult chair. This motion was seconded by Cesar Sanchez and was approved unanimously.

Marcus Montague made a motion to nominate Vaughn Arterberry as the youth chair and was seconded by Kisha Jackson. Additionally, Kathy Dwyer nominated Cesar Sanchez for the youth chair and was seconded by Steven Wirt. Vaughn received the majority of the votes and became the POC youth chair.

There were no speakers for public comment.

V. Update on Contract Status of FY13-14 Grantees
Staff provided an update on contract status of all 127 FY13-14 OFCY grantees. One hundred and nineteen (119) contracts have been completed; 5 contracts are in Contract Compliance awaiting final approval; and 3 contracts are pending submission of missing documentation to enter into contract: AIDS Project of the East Bay (resolve status of subcontractor’s suspended business status), Alta Bates Summit Foundation (Schedule N & N1 for EBO certification), and Lighthouse Community Charter School (needs to submit grant agreement and supporting documents).

There were no speakers for public comment.
VI. Receive Public Comments on the Development of LGBTQ Strategy Serving Oakland Youth
Staff presented a brief summary of findings and strategy ideas prior to receiving public comments. There were 16 speakers who provided public comments. The POC had subsequent discussion and requested that staff report on the findings from the LGBTQ youth focus groups and service provider feedback at the next POC meeting.

VII. Administrative Matters
The next POC meeting will be held on November 20, 2013.

The next meeting of the Evaluation Subcommittee will be held on Thursday October 24, 2013, 6-9pm at 150 Frank Ogawa Plaza, 4th floor, Conference Room 1.

VIII. Open Forum
There were no speakers for public comment.

IX. Adjournment
The meeting was adjourned at 8:10 p.m.
Summary of Community Input

In July 2013 the POC unanimously approved a motion to disburse approximately $250,000 annually through a LGBTQ specific strategy and RFP for Oakland youth. Staff has conducted research on needs, gathered data on current services and capacity, reviewed foundational and best practices, researched promising strategies, and conducted interviews with key stakeholders.

Over the past four months OFCY has interviewed and received input from the following individuals and organizations:

- City Councilmember Rebecca Kaplan
- Destiny Arts
- National Council on Crime and Delinquency (NCCD)
- Oakland Unite
- OUSD - HIV/STD Prevention Coordinator
- Queer and Trans (QT) Network
- San Francisco State University - Family Acceptance Project
- SF Department of Children, Youth and Families
- SF Department of Public Health – SHINE Project
- SMAAC Youth Center

In October 2013 the POC hosted a meeting and received further information on existing community assets serving LGBTQ youth in the East Bay. The meeting served as a public forum, with sixteen (16) speakers providing input on the process and potential direction of the service strategy.

- Sam Jung – API Youth Promoting Advocacy and Leadership (AYPAL)
- Calix Ubqi – Community Health for Asian Americans (CHAA) – Asian Youth Access
- Leslie Preston – La Clinica de Raza – Casa del Sol
- Stephanie Perran – Our Space - Representative of the Queer and Trans (QT) Network
- Leslie Ewing – The Pacific Center
- Anthony Shearer – Community Member
- Edward Hanneman – Chair of OCASA
- Charles Hill – Oakland Youth Commissioner
- Tiffany Lascado – Sexual Minority Alliance of Alameda County (SMAAC)
- Jane Wise – AIA
- Tommy Phan – AYPAL participant and a student at Oakland High School
- Lovella St. Cologne – Community Member
- Tamara Bransbury – La Clinica de Raza – Casa del Sol
- Neda Said – Community Transformation Coordinator from Youth UpRising
- Mickey Hall –Teamsters - UPS
- Roosevelt Moseby – Sexual Minority Alliance of Alameda County (SMAAC)
In November, OFCY:

- Hosted two youth focus groups
  - Focus Group #1) SMAAC Youth Center (11/14)
  - Focus Group #2) Cesar Chavez Library (11/19)
- Released an online youth survey for input from youth unable to attend one of the focus groups (11/14)
- Hosted a OFCY Service Provider lunch meeting(11/18)
- Surveyed providers at the Q2 Grantee meeting(11/12)
- Will receive input from the Youth Commission on (11/25)

Summaries of the youth and provider input will be presented to the POC at the November 20, 2013 meeting.
OFCY Focus Groups for LGTBQ Youth in Oakland

The questions

The following questions are based in four key areas: LGTBQ needs and current resources, services for families of LGTBQ youth, activities that they like, and finally advice to the civic leaders with ideas and innovations.

1) Please describe what makes organizations, health services, community places and schools welcoming and safe for LGTBQ youth in Oakland?
2) What are your needs and the needs of other LGTBQ youth have in Oakland?
3) What kind of services or programs would you like to see in Oakland helping youth like you or other LGTBQ youth?
4) What are the three most popular activities that you participate in or other LGTBQ youth in Oakland participates in?
5) What are the three most important skills or knowledge that you need and other LGTBQ youth of Oakland need to learn?
6) Name the places that you know that are welcoming and safe for you and other LGTBQ youth in Oakland?
7) What would you want for support for your family, friend or support network? Services for the people that live with and love LGTBQ youth in Oakland?
8) Who currently help to support the needs of for your family, friend or support network? Services for the people that live with and love LGTBQ youth in Oakland?
9) If you were the Mayor of Oakland, what suggestions would you give them to create more welcoming and safe programs and places for LGTBQ youth in Oakland?
10) If the city of Oakland had $250,000 for programs and services for LGTBQ youth, how would you spend it? Who would you give it to?
Oakland Fund for Children and Youth

SUMMARY OF OAKLAND’S LGTBQ FOCUS GROUP

ALEXANDRA (ALEX) VILA

United Way of the Bay Area
Overview

Oakland Fund for Children and Youth (OFCY) is interested in better incorporating Oakland’s LGBTQ youth voice to influence the funding strategies for LGBTQ resources and support. As a first step in this process, United Way of the Bay Area volunteered an in-house, seasoned youth developer and trainer to lead the process of planning and running two focus groups with LGBTQ youth. A team of seven staff from the United Way of the Bay Area supported this effort. The funds for this project were spent on gift cards for the young people that participated, food for the focus groups and stipends for participant transportation needs.

A total of thirty youth participated in one of the two focus groups or through an online survey. The first focus group was hosted at the SMAAC youth center in West Oakland on Thursday, November 14th from 4:00 to 5:30 pm and seven youth attended. The second focus group was in East Oakland at the community room in the Cesar Chavez Library in the Fruitvale Village (Bart Station) on November 19th from 4:00 to 5:30 pm and fifteen youth participated. The online survey was created to engage a larger group of youth in the process and while we are currently still collecting more information, so far eight young people have completed the survey.

Youth were recruited via three channels: a flyer was posted on the OFCY website (see Appendix 1), we emailed the flyer to several email lists – OFCY grantees, United Way of Bay Area’s list of youth development agencies in Oakland, The Alameda County QT2’s network, Oakland GSA’s network for chapters in schools and also passed the information via email to key community leaders in the City of Oakland.

We did not collect specific demographics on the youth participating in the focus groups in order to respect their privacy and confidentiality, but we are confident that the participants represented the diversity of the city of Oakland.

Technique

In order to get young people ready to express their opinions in a focus group, we created an environment that was inclusive, empowering for young people, and removed the adult filters. Specifically, the focus group was managed using an evidence-based youth development strategy* to ensure the young people were ready with the skills to express their opinions. We used a three-tier approach to accomplish this in the focus group:

1. Tier One: Warm welcome and ice breaker that gets young people talking and using their critical thinking skills.
2. Tier Two: Questionnaire that we asked them to fill out on paper when they arrived to register. This helps them to focus on the topic at hand and to prime their thought process.
3. Tier Three: Using a focus group environment with small groups to ensure that all youth feel comfortable sharing information and opinions.

*Based on Dr. Gambone’s Youth Development Community Framework for Action naming emotional and physical safety, relationship building, youth participation, community involvement and skill building as core elements of working with youth.
**Agenda for the Focus Groups**

- Welcome 4:00pm to 4:05 pm
- Registration and written questionnaire 4:05pm to 4:15 pm
- Brief overview of the agenda and agreements 4:15pm to 4:25 pm
- Ice Breaker: “Snow Ball” activity 4:25pm to 4:40 pm
- Focus group discussion 4:40pm to 5:15 pm
- Acknowledgements and closing (food provided) 5:15pm to 5:30 pm

**Focus Group Questions**

We created a set of questions that gather information on the current programs serving LGBTQ youth in Oakland and used language that was easy to understand for English Language Learners (see Appendix 2). The questions gathered key information that will be useful in informing the strategies for investing in LGBTQ youth.

Focus group questions were based in four key areas:

1) LGBTQ needs and currently available resources
2) Activities that they like
3) Services for families of LGBTQ youth
4) Advice to the civic leaders of Oakland

**Summary of Findings**

Participants in the focus groups shared their thoughts on 10 questions posed by the facilitator (see Appendix 2). Several themes emerged from the focus group including: (1) a need for more support to the current programs offering services in Oakland to increase their capacity, (2) a need to create more inclusive environments in schools and the greater community of Oakland, and (3) the creation of family support services for the families of LGBTQ youth. Findings during the conversation also revealed the need for the young people to be part of a community that welcomes, accepts, celebrates, empowers and protects them. A community that goes above and beyond basic needs (housing, food, and clothing) works to create violence-free schools, community centers and places where young people, especially LGBTQ youth, can thrive. Below you will find a brief summary of the answers for each of the questions.
Welcoming and Safe Organizations, Health Services, Community Spaces and Schools for LGBTQ

The majority of the youth expressed that community staff are key to making the spaces welcome and safe. Young people also spoke about the spaces where they are comfortable and where they can express themselves.

**Key Themes**

| ✔ Staff are friendly | ✔ The place has ongoing services | ✔ People celebrate who you are |
| ✔ It is safe and drama-free | ✔ Confidentiality | ✔ A place where youth can be themselves |
| ✔ Staff is diverse | ✔ The place is warm and people show that they care | ✔ Staff are dedicated |
| ✔ Fun | ✔ Comfortable spaces | ✔ Peaceful |

**Needs of LGBTQ Youth in Oakland**

The young people expressed the need for more LGBTQ programs with information, basic needs (housing, food, and clothing), life skills, safety and acceptance in the schools and in the community.

**Key Themes**

| ✔ Safe environment | ✔ Acceptance from others | ✔ More allies in schools |
| ✔ More clubs | ✔ Workshops with health education | ✔ A community that celebrates us like in San Francisco |
| ✔ Job fairs | ✔ Not feeling targeted with violence by people that do not agree with you | ✔ Access to employment |
| ✔ Housing | ✔ Transgender education and support | ✔ Help with homework |
| ✔ HIV prevention | ✔ How to find housing | ✔ Empowering skills |
Youth spent time expressing their needs and being very specific. It is not surprising that a lot of the things that they want and requested are also the needs of most young people in Oakland. We must point out that places to go and services for LGBTQ youth were at the top of their request and they felt strong about educating the larger community on issues of tolerance and acceptance. Finally, basic needs (housing, food, safety and education/jobs) were the priority for young people, leading us to believe that current LGBTQ programs are lacking some offerings in these areas and/or perhaps the youth programs that offer basic needs services are not attracting LGBTQ youth.

The ability for community organizations to be consistent in offering services to youth that are accessible, provide high-quality services, are safe and where staff advocate for the needs of LGBTQ youth is at the center of a successful model. Investing in strategies that are not a one-time fix but build within the current systems that serve all youth are ideal. The voices in the room clearly stated that what we are offering is not enough and the current gaps in service are really affecting the quality of their lives.

### Key Themes

| ✓ Youth health clinics | ✓ Shelter and housing | ✓ Safety |
| ✓ Sports programs | ✓ LGBTQ workshops | ✓ College prep classes |
| ✓ Free counseling | ✓ More focus groups | ✓ Arts, “Open Mic”, and expression activities |
| ✓ Housing | ✓ Transgender education and support | ✓ Events & celebrations |

### Activities that LGBTQ Youth Participate In

Through a youth development lens, these responses revealed that the social nature of young people leads them to seek communities of friends, activities where they can express themselves and receive emotional support. This question revealed to us that the adult allies of young people have a responsibility to be sure that the current spaces where youth live, learn and play are safe for LGBTQ youth and that we must expand other spaces around the city of Oakland to create inclusive environments. More celebrations, events and festivities for LGBTQ youth will increase acceptance and sense of belonging in the community in Oakland.

| ✓ Listen Music | ✓ Poetry, Open Mics | ✓ Parties |
| ✓ Dancing | ✓ SMAAC | ✓ Bench and Bar |
| ✓ Hanging with Friends | ✓ Shopping | ✓ GSA Clubs |
| ✓ Going to places where gay people are | ✓ Afterschool programs | ✓ Events & Celebrations |
Critical Skills and Knowledge LGBTQ Youth Need

Both focus groups expressed the need to increase their skills to navigate the world and systems around them while dealing with the issues of being LGBTQ. They shared the concerns of having more skills to be independent and being able to speak and communicate well. The one important aspect of this question was that the majority of their answers had a theme of gaining skills to become leaders and contributing members of society. LGBTQ are seeking skills beyond just safe sex, self-acceptance skills and fun parties/events. They are asking for skills that will make them successful in their education and careers in the future.

Key Themes

| ✓ Sex Education, College and housing | ✓ Protect yourself, safe sex and healthy relationships | ✓ How to use computers, how to access resources, where to find information |
| ✓ Cosmetology, verbal communication skills, public speaking | ✓ Job Interviews, how to access education and work experiences | ✓ College Prep Classes |
| ✓ Leadership skills, communication skills and know more about LGBTQ community | ✓ Stay positive, freewill and the power of words | ✓ Responsibility, Respect and adaptation |
| ✓ How to be independent | ✓ Transgender education and support | ✓ Where to find friends, how to be yourself and how to connect to others |

Welcoming and Safe Places for LGBTQ Youth

Both focus groups identified places in the community where they felt welcome and safe. At the top of the list were programs like SMAAC, GSA clubs in high schools, Youth Uprising and their homes. It is clear after summarizing the results that supporting these places to be clean, accessible, open, offering daily programming and expanding services to the schools is key to ensure that some of the needs of LGBTQ youth are fulfilled. Among other places like libraries, Teen Zones and specific youth centers like McClymonds’ Youth Center were named.

Key Themes

| ✓ SMAAC | ✓ Youth Uprising on Thursdays | ✓ Life Academy Teen Center |
| ✓ GSA club in my high school | ✓ My home | ✓ My room |
| ✓ My house | ✓ The Library Teen Zone | ✓ McClymonds Youth Center |
| ✓ LGBTQ programs | ✓ Where my friends are | |
Support and Services for LGBTQ Family, Friends and Networks

At the center of their answers was the need for parents to be educated on the issues facing LGBTQ youth. It was clear that counseling and communications were at the top of their concerns for services as well. An important finding here is the gap of services for families and caregivers of LGBTQ youth in the City of Oakland.

<table>
<thead>
<tr>
<th>Key Themes</th>
<th>Support and Services for the People That Live With and Love LGBTQ Youth in Oakland</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Therapy</td>
<td>✓ How to help mend the relationship after we come out of the closet</td>
</tr>
<tr>
<td>✓ Communications workshops</td>
<td>✓ How to deal with culture and religion traditions and homosexuality</td>
</tr>
<tr>
<td>✓ Skills to understand what it is to be LGBTQ</td>
<td>✓ How to be more accepting</td>
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</tbody>
</table>

“I want a place or program for my family and my mom to be able to talk about me being gay, a program to teach the parents about supporting gay kids...”

“Honestly, I don’t know, I have not heard of any...”

Existing Supports and Services for the People That Live With and Love LGBTQ Youth in Oakland

As an adult ally and youth developer the responses to this question was the hardest to listen to, mainly because the majority of the youth could not name a program that supports families of LGBTQ in Oakland. We found out with the information provided by the youth that this is the biggest gap in services for them and their community. We would like to point out that some youth named their LGBTQ program as a place that might support the family’s needs but they were not able to identify the times or places where services for families were given.

<table>
<thead>
<tr>
<th>Key Themes</th>
<th>How to be a parent of an LGBTQ youth</th>
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</thead>
<tbody>
<tr>
<td>✓ Therapy</td>
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</tbody>
</table>

✓ Where to go to get help
✓ How to accept your child

✓ How to be a parent of an LGBTQ youth
✓ How to help mend the relationship after we come out of the closet
✓ How to deal with culture, religion traditions and homosexuality
✓ How to be more accepting
✓ How to accept your child
What Youth Would Suggest to City Leaders to Create More Welcoming and Safe Programs for LGBTQ Youth in Oakland

Participants in the focus groups understood the basics about the structure of city government but lacked understanding of the relationships between city officials, the school district and community organizations. However, their message was still clear: open programs for our families, be sure that we are safe and help the current programs to offer more services in a more effective manner. A suggestion here is to invite LGBTQ youth to a meeting with Mayor Quan and city council members to allow them to present this information directly to city leaders. Giving them the opportunity to speak directly to city officials will enhance their sense of worth.

“Stop creating more programs and help the programs that exist to be better...”

<table>
<thead>
<tr>
<th>Key Themes</th>
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</thead>
<tbody>
<tr>
<td>✓ More GSA in schools</td>
</tr>
<tr>
<td>✓ Please protect young people from violence, especially LGBTQ youth, we are targeted first</td>
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<tr>
<td>✓ Add LGBTQ education to OUSD curriculums</td>
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How LGBTQ Youth Would Spend $250,000 for Programs and Services in Oakland

Due to the importance of this question we included each of the young people’s answers. The findings are clear: support LGBTQ current and new programs, add services for families and create more programs in schools.

✓ Help create a non-profit organization that will help kids and youth with services, offering afterschool programs, employment support, housing, food, clothes, fundraising events, outings events, preparing youth for college, helping transgender youth
✓ Support groups that accept LGBTQ youth
✓ LGBTQI would give funds for free therapy
✓ Give it to the community and to a LGBTQ youth center
✓ I will make the SMACC center more welcoming, clean, free of graffiti, offering service in regular basis in afterschool, more diverse that way a white kids can come, buy more games, a pool table, and more fun games. Take the youth in meaningful outings, have job and college readiness classes, be sure that adults do not mess with kids, more professional staff and paid internships
I spend it with the people who really wants to be the other gender and be sure they can afford the surgery and creating more centers for those who want a place to go and know it’s safe and feels safe for all youth no matter what race not just blacks

I would spend it good, I would make sure that more programs like tutoring classes and stuff that youth like

Paid internships to develop social, work, self-esteem skills (self-care) to enhance leadership of youth and plug them into the community

More events and more LGBTQ groups

Youth programs that help with jobs and having safe places for youth to come and get help with anything

On a support group. A person who be willing to put LGBTQ youth first. They have a title and be qualified.

Make more organizations for LGBTQ youth, more housing for LGBTQ youth

I would give it to SMAAC and housing for transgender

LGBTQ organizations and programs that help the younger youth and programs for LGBTQ youth to love themselves

Make more LGBTQ youth centers

Help LGBTQ youth and make programs

I would give it to every school to start GSA clubs

Education on teaching youth to be student leaders for LGBTQ in schools

More places where people accept us

Give it to the current programs to make them better and be able to plan strategies for many years to come

Create programs for families of LGBTQ youth

**Conclusion**

Our intention is to not interpret the information but to instead deliver the message with the strong themes that surfaced during the sessions. Given power, investment and attention, these suggestions can influence the quality of life for LGBTQ youth and their allies in the City of Oakland.

The key findings are:

**A. The need for community services to cover basic needs for LGBTQ youth, specifically in housing, education and jobs**

**B. The need to invest in current programs and create more inclusive environments that offer regular, consistent and high-quality services for LGBTQ youth. In addition, there are currently little or no supports for families of LGBTQ youth.**

**C. The need to make the community of Oakland, the streets, schools, community organizations and the community at large welcoming and empowering for LGBTQ youth.**
Acknowledgements

First and more important we want to express our gratitude to the brave and powerful young people that participated in the focus groups. We are grateful to the adult allies and mentors that helped recruit, drive, support and wait in the evening for these young people to have the space to express their thoughts. Thank you to the staff of OFCY, SMAAC youth center, Cesar Chavez Library, and the leadership and staff of United Way of Bay Area that supported this project to ensure that the voices of youth are heard. Thank you to all the adult allies, youth allies and supporters of LGBTQ youth in Oakland for keep trying to create safe and welcoming spaced for this kids. Finally thank you to the members of the POC for seeking to hear about the needs of youth directly from them. Empowering young people as leaders and visionaries is an investment that will yield community benefits and will help to keep resources coming to where the needs are.

Information About the Focus Group Facilitator

Alejandra (Alex) Vila - Herself, a product of the youth development process, Alex has over 24 years of experience in the field of Youth Development. She has worked as youth minister for the Catholic Church, counselor at a shelter for youth runaways, community gang specialist, executive director of a Boys & Girls Club, and field consultant and trainer.

Alex understands the need to serve and educate youth populations that are difficult to serve, such as gang-involved youth, children with disabilities, recent immigrants, non-English speaking youth, gay/lesbian families, and homeless youth. She has a passion for community collaboration and inclusion, as well as leadership development for both youth and adults.

Alex currently works as Partnership Specialist for United Way of the Bay Area and also is doing training & dissemination of evidence based youth development practices in Oakland, The Bronx in New York City, Connecticut, Boston, Atlanta and other communities in United States. She currently lives in East Oakland with her partner of 9 years and her dog Yoyo.

United Way of the Bay Area
Alejandra (Alex) Vila – Partnership Specialist
1970 Broadway Street, Suite 400
Oakland, CA 94612
Email: avila@uwba.org
Appendix 1: Focus Group Flyer

LGBTQ youth and their youth allies!

Speak your mind and help us to think of ways to serve our community

OFCY focus group with youth

Stipends $25 and Bus passes for the first 12 youth to register and come

Your voice, your future

NOV 14TH - 4:00PM TO 5:30PM
SMAAC Youth Center – 2635 San Pablo Avenue

NOV 19TH - 4:00PM TO 5:30PM
Cesar Chavez Library - 3301 East 12th Street (Fruitvale Station)

LGBTQ YOUTH FOCUS GROUP

OFCY will be holding two focus groups for LGBTQ youth to help the City of Oakland plan their strategy. We will give participants stipends of $25 for participating and providing the City with their insight and ideas on how to best meet the needs of LGBTQ youth in Oakland.

- Stipends will be limited to the first 12 attendees for each of the focus groups.
- Pre-registration is available by emailing the youth's name and meeting date to mwetzel@oaklandnet.com.
- Youth may only attend one focus group.
- This focus group is only for community youth ages 13 to 21.
- Adult Allies and Staff from programs will have other opportunities to engage, we ask for youth voice only for these focus groups.

OAKLAND FUND FOR CHILDREN AND YOUTH

OAKLAND FUND FOR CHILDREN & YOUTH

Contact:
Alex Vila
avila@uwba.org
415-519-2217

Mike Wetzel
mwetzel@oaklandnet.com
Appendix 2: Questionnaire and Focus Group Questions

Contact Information

1. Please write your name: ___________________________________________________

2. Please write the Address that you want us to mail the stipend gift card for $45.00
   _______________________________________________________________City: ______________________
   Zip Code: ______________________ email: ________________________________

3. Would you like to a volunteer to present the results of the focus groups to adults and if
given the opportunity to be a youth leader for LGBTQ youth strategies in Oakland: ____

4. Best way to get a hold of you is?__________ Phone number: ____________

5. You want us to contact you via phone or via email: ______________________________

**Survey and Focus Group Questions for LGBTQ Youth Participants**

6. Please describe what makes organizations, health services, community places and
   schools welcoming and safe for LGBTQ youth in Oakland?

7. What are your needs and the needs of other LGBTQ youth have in Oakland?

8. What kind of services or programs would you like to see in Oakland helping youth like
   you or other LGBTQ youth?

9. What are the three most popular activities that you participate in or other LGBTQ youth
   in Oakland participates in?

10. What are the three most important skills or knowledge that you need and other LGBTQ
    youth of Oakland need to learn?
11. Name the places that you know that are welcoming and safe for you and other LGBTQ youth in Oakland?

12. What would you want for support for your family, friend or support network? Services for the people that live with and love LGBTQ youth in Oakland?

13. Who currently help to support the needs of for your family, friend or support network? Services for the people that live with and love LGBTQ youth in Oakland?

14. If you were the Mayor of Oakland and city leader like the council members what suggestions would you give them to create more welcoming and safe programs and places for LGBTQ youth in Oakland?

15. If the city of Oakland had $250,000 for programs and services for LGBTQ youth, how would you spend it? Who would you give it to?

Other Comments:
OFCY Provider Surveys for Input on LGBTQ Strategy

At the November 12, 2013 Quarter 2 OFCY Grantee Meeting, a survey was passed out to representatives of 140 children and youth serving programs in Oakland, of which 27 surveys were returned. The responses came from various funded strategies with 17 responses from OFCY’s largest strategy School-Based After School Programs. Only one respondent was from a program that specifically provided LGBTQ youth services.

<table>
<thead>
<tr>
<th>Strategy</th>
<th># of Responses</th>
<th>% of Total Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood - Mental Health &amp; Developmental Consultations</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Early Childhood - Parent &amp; Child Engagement in Early Learning</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>School-Based After School Programs</td>
<td>17</td>
<td>47%</td>
</tr>
<tr>
<td>Transitions Programs into Middle &amp; High School</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Youth Leadership in Community Schools</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Community Based Programs</td>
<td>5</td>
<td>14%</td>
</tr>
<tr>
<td>Summer Programs</td>
<td>2</td>
<td>6%</td>
</tr>
<tr>
<td>Youth Leadership and Community Safety</td>
<td>4</td>
<td>11%</td>
</tr>
<tr>
<td>Youth Career &amp; Workforce Development</td>
<td>4</td>
<td>11%</td>
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<tr>
<td>Academic Support for Older Youth</td>
<td>1</td>
<td>3%</td>
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1) Based on your observations, what are challenges facing LGBTQ youth in Oakland?

Anti-LGBTQ bias, prejudice, phobia, ignorance, language and discrimination were common themes throughout the surveys. Hetero-normative assumptions in program settings were challenges stated multiple times. Specifically, how can programs intentionally incorporate diversity, LGBTQ and otherwise, in the programs and curriculum used. One respondent stated that transgender youth may face more discrimination than gay and lesbian youth.

2) What do you see as immediate needs? What are the long-term needs?

Training, education, professional development for staff, parents, school systems and the broader community was the most frequent theme expressed. A close second was the need for safe spaces, tolerance, acceptance and allies by LGBTQ youth. Increasing the awareness of LGBTQ youth issues with more concrete information and providing access to proven curriculum and other LGBTQ resources were also mentioned.

3) What solutions do you see to the challenges and needs you identified?

Education, staff development, trainings and honest conversations were the most frequent responses. Specifically, training on developing inclusive programming for all youth service providers, curriculum specifically designed to address homophobia for all ages, and compiling general resources for LGBTQ
youth were all expressed. Other challenges were the need for more programs that deal specifically with sexual identity and community organizing and advocacy at the local, state and federal levels.

4) What do you recommend for the City of Oakland to do to implement the identified solutions and to address the needs and challenges of LGBTQI youth in Oakland?

There were a variety of responses to this question which included the following:

- Create and promote safe, inclusive spaces.
- Provide programs with resources working with LGBTQ youth
- Educate community members and make everyone aware of the services provided for the LGBTQ community.
- Allocate funds to support better services for LGBTQ youth with some funding set aside for reducing homophobia and supporting ally work.
- In addition to the youth focus groups, have a focus group or strategy discussion with LGBTQ organizations, non-LGBTQ specific programs that are doing LGBTQ intentional work, and other stakeholders to give input and develop criteria for a LGBTQ strategy.
- Feature LGBTQ youth being successful participants in their community.

5) How should OFCY support your program and agency’s efforts to be more inclusive or better serve LGBTQ youth?

Providing resources, training and workshops was the leading theme in the responses. The training topics included current terminology, how to create more safe and inclusive programs to better serve LGBTQ youth, reducing homophobia, ally building, community organizing and education, and specific support and trainings for LGBTQ specific services providers.

Other suggestions included setting aside a percentage of funds to be based on percentage of LGBTQ youth served for both LGBTQ for general youth programs; continue to fund effective programming that serves LGBTQ youth in Oakland; and continue to follow up on this issue and provide access to further resources for providers to implement with staff and youth.
OFCY Provider Luncheon for Input on LGBTQ Strategy

On November 19, 2013 OFCY hosted a meeting with ten staff members representing seven different OFCY-funded agencies to gain their input and insight into developing a strategy for LGBTQ youth in Oakland.

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<th>Agencies</th>
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<td>Alternatives in Action</td>
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<td>East Bay Agency for Children</td>
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<tr>
<td>Destiny Arts</td>
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<td>Youth UpRising</td>
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<td>Centro Legal de la Raza</td>
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<td>Lighthouse Community Charter</td>
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<td>Sexual Minority Alliance of Alameda County (SMAAC)</td>
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1) **What are the current services available for LGBTQ youth in Oakland? What qualities makes these current services effective?**

**Safe Spaces**
- There are non-LGBTQ specific youth programs that provide and create safe spaces
- Creating safe spaces at youth programs where youth feel safe to come out, have an authentic sense of self and make relevant connections with caring adults.
- Providing the ability to let young people know they are safe, to hear what they want to do.
- Positive service provider relationships - building and safe spaces.

**Caring Adults**
- Positive role models that are LGBTQ and are from the same cultural background of the youth are helpful.
- Openly identified LGBTQ staff who are open to having honest dialogue creates many learning opportunities for youth and other staff.

**Youth Engagement**
- Providing a youth advisory council for youth input. Teaching LGBTQ youth and allies to be safe and use non-derogatory words. Hosting dances and social events for LGBTQ youth and allies.

**Case Management**
- With a rise in HIV cases in younger youth there is a need for organizations doing HIV/AIDS prevention work with youth but that doesn’t stigmatize the youth. The benefit of HIV/AIDS funding and resources is that it comes with individualized case management which provides individualized support for youth through evidence-based interventions.
Parents

- Having LGBTQ parents in schools is key, as it shows parents are as normal as all other parents. Our Family Coalition provides great resources on LGBTQ parent inclusion and support. OFCY should support parents who are out to create welcoming schools. There should be district trainings and parent trainings, as well as teacher trainings. OFCY should support groups that bring in other resources to do the work, and not fund those that don’t know how to do the work.

2) What are the challenges that need to be addressed?

Safe Spaces

- There is a need for safe spaces for LGBTQ youth. These should be off school-sites → youth need places to come out to others that is outside of school. There is also a need for in-school safe spaces, but need for community spaces as well for youth that are fearful of stigmatization at school.
- School GSAs are needed, but they do have diverse populations and have difficulty providing cultural identity programming.
- Young people need safe spaces; they need safe places for long term relationships with caring adults, safe spaces for family support, and safe spaces to be strong in their identity.
- Need to create safe spaces for all youth, particularly LGBTQ who are not recognized and are being marginalized.

Training/ Professional Development

- There is a need to also create safe spaces for staff to be trained and have discussions about LGBTQ identity.
- There needs to be professional development and training to make organizational changes, to make LGBTQ issues more primary and a forefront concern for agencies.
- A need for culturally relevant trainings for staff at agencies, and not just for programs that directly serve LGBTQ youth but for all youth development agencies to build capacity.
- There is a need to improve the probation, foster care, and faith communities through training to build their capacity and make long-term system change.
- There needs to be more coordination and support for school GSAs.

Non-LGBTQ youth training/ support

- Also a need to create safe spaces for straight youth to talk about LGBTQ identity, leading to more inclusive programming and gender neutral spaces
- There is a need for education to students not in GSAs. Students at GSAs still feel they need safe spaces outside of school walls. There is also a need to educate all youth as well as adults.
- A challenge is reaching out to potential LGBTQ allies and engaging them.
**Family Support and Acceptance**
- It is difficult to engage parents because you may be outing the youth, which may not be safe. There needs to be a focus on how to work with parents and families.
- The challenge of working with parents is outing the youth who are not ready.
- A challenge is how to balance student privacy and safety versus parent engagement. Parents need education/training regarding LGBTQ youth and issues but how do we do that in the face of anti-LGBTQ “family values”. Just starting conversations with families is difficult.
- There is a need to provide support for students that are not fully out, but express to adults at school that they are out, and helping them in confidence with relationships with others and conflicts with family values. Parent support and coaching is needed, there is a need for family support on caring and loving your child. More assemblies at school on this topic would be good, with a presentation from the perspective of identity and respect. Want to avoid creating false safe space where youth open up but then are exposed to rejection.
- There is a challenge working with families and their culture and history; youth are more understanding but their families still have less acceptance. There is a need to do training for parents.

**Caring Adults**
- There is a need to support staff at youth development agencies on how to be good LGBTQ role models for their youth, but not to be defined solely as a LGBTQ individual. Adult role models talking about loving relationships are needed.
- There needs to be ‘out’ adults at places where kids go; kids are already exposed to LGBTQ adults and culture, but more positive role models in their lives are needed.

**Youth Development**
- LGBTQ youth need the same things and have the same needs of every other youth. (Programming founded in youth development principals)
- There is a need for youth to also have ethnic identification, to learn their history and culture, and have speakers come to share and be role models.
- Youth also need skill building to take outside of these programs, to become safe and empowered to take that outside into the rest of their lives.
- Concerned with sexuality, race, religion and class intersections, as well as youth in-school versus youth out-of-school. LGBTQ youth is not a monolithic group, there is diversity.
- Transgender youth and their needs add another layer of complexity.
3) What would you prioritize with $250,000?

**Safe Spaces**
- Support safe spaces that provide a range of engaging activities to LGBTQ youth
- Create a center point for LGBTQ youth services; and then train out and spread out to broader community. Oakland doesn’t currently have a solid center point.

**Current Infrastructure**
- Invest in the infrastructure of programs that are doing the work, with an emphasis on collaboration.
- Work with Youth Action Teams at OUSD (working around youth anti-violence) to incorporate LGBTQ issues into their work.
- Work to enlarge and open up safe spaces that exist currently in pockets in the city at broader youth service agencies.
- A percentage of funding should go to agencies that aren’t currently defined as LGBTQ specific but are strong allies and want to emerge and develop LGBTQ specific services.

**Collaborations**
- We need a “forced marriage” of Oakland service providers. A collaboration of different groups.
- We need to figure out someone who works in the Latino community and the Asian community, and create a platform to form relationships to go into the community to do the work; OFCY has to invite them to the table by creating a platform to encourage collaborations.
- Support the infrastructure and make the agencies work together. The deliverables should be collaborative work, and there needs to be incentivizing for participation. Should provide general support money for general capacity building work.

**Training and Professional Development**
- Workshops for people working with youth → make a coalition of supporters.
- Offer trainings for teachers and parents and probation.
- Training for LGBTQ professionals on how to come out and be a role model for youth.
- Keep thinking about training and professional development, Increase professional development and fund collaborative partners for citywide training.
- Professional development and trainings for allies. Create a foundation of connectivity for sites doing the work, then train out and share out.
- Provide professional development to non-explicit LGBTQ youth service organizations and an incentive for them to do trainings for organizations.

**Other**
- Think about what services are currently absent and support those.
- A film festival to share out experiences.