

# QUEERSPACE collective Theory of Change (1 of 2)

## QUEERSPACE hangouts Mentoring

### LGBTQ+ 1:1 Mentoring

1. Recruitment of diverse LGBTQ+ mentors
2. Enrollment of youth and families
3. Extensive mentor screening
4. Intensive pre-match and ongoing mentor training
5. Matched on identity, orientation, location, interests
6. Ongoing match support from QUEERSPACE staff

### Group hangouts

1. Monthly hangouts facilitated by QUEERSPACE staff
2. Intentional community building between LGBTQ+ youth and adults
3. Fun, enriching and educational activities

### Caregiver & Mentor Engagement

1. Education and training for caregivers and mentors
2. Community building between supportive and caring adults
3. Ongoing match support from QUEERSPACE staff

#### Short-term Results

- Exploration of interests, goals and dreams
- Unique & diverse identities celebrated
- Nonjudgemental spaces for open discussions
- Opportunities for fun and enriching activities
- Opportunities for leadership & advocacy
- Knowledge of available resources
- Engagement with LGBTQ+ peers
- Positive connections with LGBTQ+ community
- Knowledge of LGBTQ+ youth challenges
- Supportive LGBTQ+ caregiver community

#### Intermediate Outcomes

- Ability to see possibilities and one's own potential
- Acceptance of one's own identity and orientation
- Prioritizing mental health and well-being
- QUEERSPACE community feels vibrant and supportive
- Identities are celebrated by family and friends
- Caregivers equipped to support LGBTQ+ youth

#### Strategic Objectives

- Greater Pride in Intersectional Identities
- +
- Increased Resilience in the Face of Stress
- +
- Increased Sense of Community & Belonging
- +
- Access to Safe Inclusive Spaces

#### Goal / Mission

- Youth have increased access to safe spaces and feel a greater sense of empowerment to be their true selves

External Factors: Laws, Policies, Society, School, Family, Community, etc.

# QUEERSPACE collective Theory of Change (2 of 2)

## LGBTQ+ Inclusivity Training & Consulting

1. Inclusivity assessments, training, capacity building and consultation for youth-serving organizations
2. Convene and facilitate conversations and partnerships around larger community impact

## LGBTQ+ Youth Advocacy & Education

1. Advocating for the rights of LGBTQ+ youth in public spaces
2. Sharing stories and information with the public
3. Meeting with legislators to build awareness on key priorities

### Short-term Results

- Expanded awareness of non-affirming spaces
- Increased Inclusive Policies & Practices
- Increased collaboration between community organizations
- Staff have more resources for youth and families
- Increased knowledge and awareness
- Increased awareness on how to support issues relevant to LGBTQ+ youth health and well-being
- Ability and motivation to make change

### Intermediate Outcomes

- Inclusive youth spaces and programming
- Staff is more responsive to youth needs
- Intersectional identities recognized and celebrated
- Aligned approaches to supporting LGBTQ+ youth
- LGBTQ+ youth health and wellbeing supported, prioritized, and actualized

### Strategic Objectives

- Community spaces inclusive of LGBTQ+ youth multiplied
- +
- Youth orgs support of LGBTQ+ youth increased
- +
- Public support of LGBTQ+ youth amplified

### Goal / Mission

- Youth have increased access to safe spaces and feel a greater sense of empowerment to be their true selves

External Factors: Laws, Policies, Society, School, Family, Community, etc.

