

LGBTQ+ Survivor Leadership Summit Case Study



National LGBTQ Institute on Intimate Partner Violence

A PROJECT OF THE LOS ANGELES LGBT CENTER

In partnership with the National Coalition of Anti-Violence Programs and In Our Own Voices, Inc.

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Introduction

The LGBTQ+ Survivor Leadership Summit was a longtime dream of the National LGBTQ Institute of Intimate Partner Violence (Institute) to meaningfully invest in the leadership and voices of LGBTQ+ survivors. So rarely is there an opportunity to center the experiences of LGBTQ+ survivors, and the resources to invest in this community because they face disproportionate structural and financial barriers. Often survivor leadership is only accessible to those with means and resources, which often means that only white, cisgender, heterosexual survivors' voices make it to the table. Thanks to funding from the Family Violence Prevention Services Act (FVPSA) Office, the Institute was able to turn this dream of building community power and investing in LGBTQ+ survivor leadership into a reality.

The Institute brought together a cohort of fifteen leaders from around the nation for a weeklong Summit in August 2023. This experience included workshops, skill building opportunities, presentations by the leaders themselves, safety measures, and continual check-ins throughout the process.

The goals of the Summit were multifaceted:

- Foster a space of safety, community, and growth.
- Create a reciprocal relationship to allow for survivor-led dialogue.
- Inform the Institute's policy advocacy, community education, and field training efforts.
- Empower those working on the ground to support LGBTQ+ survivors.
- To promote equity and center the voices of LGBTQ+ survivors whose voices are often excluded, particularly survivors from the South & Midwest, youth under 25, people of color (POC), and transgender and gender non-conforming (GNC) people

These intentions were accomplished through:

- Hosting workshops by expert facilitators from within the Los Angeles LGBT Center as well as experts in the field.
- Centering presentations by the cohort's leaders themselves on a topic of their choice. This ranged from personal experience to sharing professional education. Often similar Summits and gatherings may rely only on bringing experts from outside to present to those who are participating in the Summit. This shift allowed for a clear investment



in survivors as experts and committing deeply to the power of community knowledge sharing.

- The Institute consulted two advisory boards to gain feedback, perspective, and ideas in the application process and agenda development. The Institute received guidance from its TransFormative Solutions to Intimate Partner Violence Advisory Council, a body of trans leaders from across the country committed to developing solutions by and for trans community. The Institute also consulted its National Advisory Council, a body of field experts including representatives from In Our Own Voices, National Coalition of Anti Violence Programs, Esperanza United, National Network to End Domestic Violence, American Bar Association, Diverse & Resilient, FORGE, The Network la Red, and more.
- Developing an agenda for the Summit based on the cohort members' requests, interests, and feedback. The cohort's feedback was collected through three different mediums to ensure that the Summit was designed based on the cohort members' priorities:
 - The original applications for the LGBTQ+ Survivor Leadership Summit included questions that solicited input from the applicants on what their desires and intentions for the Summit were.
 - An interest survey was sent to the cohort after they were accepted to understand their interests, identities, and holistic qualities. The questions included their strengths, types of leaders they want to connect with, unique aspects of their advocacy, skills they wanted to learn, skills they wanted to share, and necessary accommodations. This was a mixed method-based questionnaire that 13 out of the 15 leaders filled out (87%).
 - A feedback survey was sent to the cohort a week after the Summit ended. This survey cross-referenced some of the previous questions within the interest survey to assess what the cohort gained from the workshop, skills gained, and if the necessary accommodations were received. This was a mixed method-based questionnaire and 11 of the 15 leaders filled it out (73%).

"I am deeply grateful for the opportunity to attend this remarkable leadership summit. The experience was not only transformative but also left me hopeful for the future of this program."

"This was one of the most restorative and holistic spaces I've been in, and I learned a lot (of information, about my experiences, about my worth). I'll forever hold gratitude for this transformative experience."



Application Process- Equitable Considerations

Prioritization of LGBTQ+ survivors from underserved communities were made throughout the creation of this Summit. Communities that were considered:

- People of color
- Transgender, nonbinary, and gender non-conforming people
- People from the South and Midwest
- Youth under the age of 25

To advertise the Summit, and ensure wide reach for the application, flyers in English and Spanish were sent out to the Institute's listserv with over 1,000 subscribers. Additional outreach was done with the Institute's partnered organizations- In Our Own Voices and National Coalition of Anti-Violence Programs. Lastly, outreach to domestic violence state coalitions, domestic violence service providers, LGBTQ centers, shelters, and community organizations within the South and Midwest was prioritized to ensure the desired communities were receiving the information. The reason for this prioritization:

- A third of LGBTQ+ adults live in the South, more than any other region of the U.S.¹
- According to The Movement Advancement Project, the South has the lowest overall LGBTQ+ safety ranking, with 93% of LGBTQ+ people in the South living in a negative or low equality state. The Midwest followed the South with the Movement Advancement Project determining that 45% of LGBTQ+ people in the Midwest lived in negative or low equality states, followed by the West with 11% and Northeast with 0%.²
- The South is home to over half of all Black people in the U.S.³ Additionally, the Williams Institute found that Black LGBTQ+ people are more likely to live in states that do not have employment protections for sexual orientation and gender identity and therefore face disproportionate barriers and economic vulnerabilities.⁴

To increase accessibility the application was available through a google form in both English and Spanish. Video responses were also accepted in lieu of written responses to support folks with different processing patterns.

Applicants had roughly a month to submit their application. The Institute received fifty-nine applications total. There was enough funding to cover travel expenses, hotel, food, and a \$2,000 participation stipend for fifteen people within the cohort, meaning there was a 25% acceptance rate.

To decipher who would be accepted into the Summit, a unique application criterion was crafted (see appendix). This criterion was broken down into equity considerations, skill strengths, and general scoring. The general scoring utilized sections such as:

1 Movement Advancement Project. May 2020. LGBTQ Policy Spotlight: Mapping LGBTQ Equality in the U.S. South. www.lgbtmap.org/regional-south-tally

2 Ibid.

3 Amira Hasenbush, Andrew R. Flores, Angeliki Kastanis, Brad Sears, & Gary J. Gates. "The LGBT Divide: A Data Portrait of LGBT People in the Midwestern, Mountain & Southern States". The Williams Institute. December 2014. <https://williamsinstitute.law.ucla.edu/wp-content/uploads/LGBT-Divide-Dec-2014.pdf>

4 Ibid.



- Applicant would benefit from partaking in this summit.
- Applicant would be beneficial (for the cohort) by partaking in this summit.
- Applicant's goals align with our mission at the Institute.
- We will be able to offer the resources and workshops the applicant is interested in.

The skill focus included criteria such as:

- Diversity, equity, inclusion, and social justice oriented.
- Investment in building relationships and community.
- Desire and capacity to show up as a leader.

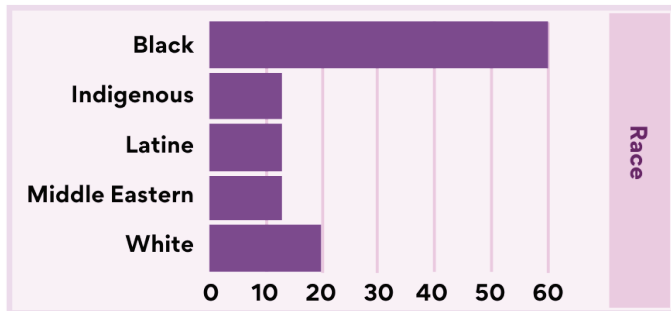
These segments were captured with a quantitative point system and then the Institute team analyzed the top thirty candidates for a more thorough exploration of the application responses. Once the fifteen leaders were chosen, acceptance emails were sent. All of those who were offered a spot accepted it.



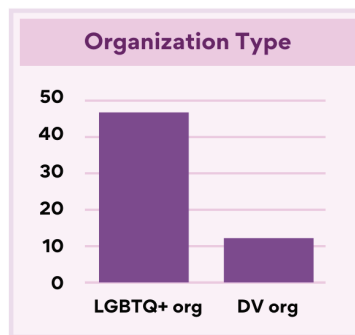
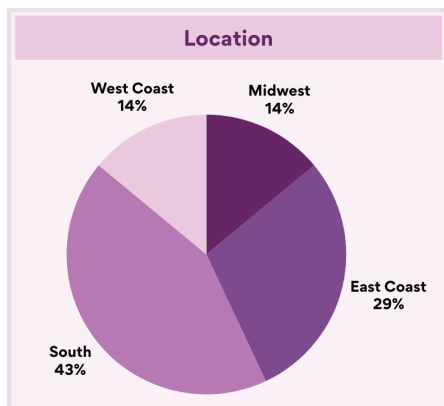
Demographic Breakdown

To create a more inclusive Summit experience, an interest survey was conducted to assess the background, needs, and desires of the cohort. Of those who filled out the initial interest survey

- 87% were people of color
- 67% were transgender
- 20% were nonbinary
- 33% were under 25



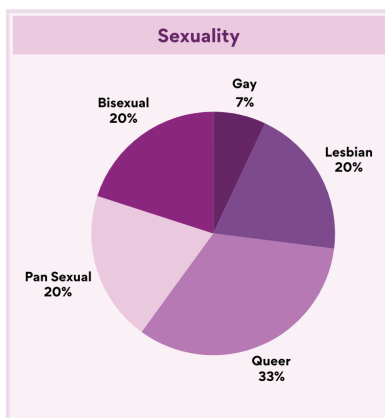
The racial breakdown illustrates that the majority of respondents (60%) were Black. This met the Institute's goals to prioritize and center Black survivors. Though the majority of the cohort were people of color, some of the other racial demographics had lower acceptance rates. 13% of the cohort was Indigenous, Latine, and Middle Eastern.



Of those who filled out the survey, 57% were from the South or Midwest- meeting the Institute's desired goals. Most of the respondents (43%) were from the South, illustrating that the strong advertising campaign succeeded in reaching these areas. Three leaders were from North Carolina alone, this was an unintentional anomaly but points to which areas had more successful outreach.



Further, in terms of organizational attachments, 80% of the survey respondents were affiliated with a nonprofit organization. Of this 80%, 47% were affiliated with an LGBTQ+ organization yet only 13% were affiliated with a domestic violence organization. There is not enough data to make statistically significant causal suggestions. However, domestic violence agencies are less likely to be utilized by LGBTQ+ people when needing supporting according to the National LGBTQ+ Women’s Community Survey.⁵ The study states that LGBTQ+ people found LGBTQ+ community services as more helpful than gender-based violence organization or domestic violence shelters.⁶ The fact that the minority of the cohort was from domestic violence service providers is indicative of the need for more LGBTQ+ affirming workspaces in the domestic violence field. It is critical that domestic violence organizations have staff who are representative of the communities that they serve. LGBTQ+ advocates and staff are essential to ensuring that LGBTQ+ survivors feel safe and seen at domestic violence organizations and can have a critical impact on the accessibility of resources for LGBTQ+ survivors.



Lastly, within the sexuality breakdown of the survey respondents 40% of the cohort identified as bisexual or pansexual. Though this community was not an intentional priority within the Summit recruitment and selection process, research illustrates the higher rates of intimate partner violence amongst bisexual people.⁷ The need for equitable considerations for bisexual survivors is vital and was unfortunately overlooked during the application process. However, the data shows that this demographic was still in the majority. After reflection on the application process, the Institute team decided that considerations for prioritizing the voices of the bisexual and pansexual community needs to be utilized for future Summits.

⁵ Jaime M. Grant, PhD & Alyasah Ali Sewell, PhD, et al. “‘We Never Give Up the Fight’: A Report of the National LGBTQ+ Women’s Community Survey”. 2023 [DOC \(lgbtcenter.org\)](https://www.lgbtcenter.org)

⁶ Ibid.

⁷ Jieru Chen, Srijana Khatiwada, May S. Chen, Sharon G. Smith, Ruth W. Leemis, Norah W. Friar, Kathleen C. Basile, and Marcie-jo Kresnow “The National Intimate Partner and Sexual Violence Survey: 2016/2017 Report on Victimization by Sexual Identity”. Center for Disease Control. 2023. https://www.cdc.gov/nisvs/documentation/nisvsreportonsexualidentity.pdf?CDC_AAref_Val=https://www.cdc.gov/violenceprevention/pdf/nisvs/nisvsReportonSexualIdentity.pdf



Presentations & Workshops

During the Summit, the leaders each had 30 minutes to present a topic to their fellow cohort members. Below were the topics they chose to present on:

- The Heart of An Advocate: Prioritizing Mental Health and Community Care
- Center Advocacy Network: Walking Through the Creation of the only Nationally Credentialed Advocacy Training Program that Concentrates on LGBTQ+ Victims and Underserved Populations
- Love Inventory
- Power of Words Through Poetry
- An Autobiography- Facing Exclusion and Enduring Lethal Violence Hardship and Opposition, instilled in me the Courage to Embrace My True Self and Find my Voice
- A Journey to Radical Self-Acceptance
- **What is Sex Positive Allyship in an Anti-Black Society**
- **Conflict Resolution for Survivors: Healing from Shame**
- **Identity Mapping via The Power and Privilege Wheel & The Anti-Racist Continuum**
- Body Modification as a Form of Healing
- Beyond They Said/They Said: Trauma-Informed Community Conflict Navigation

The bolded presentations were most mentioned within the post-Summit feedback survey. These topics were unique, complex, and expanded on the training from field experts that the Institute provided. This feedback showed that the skills and knowledge gained within these presentations positively affected the cohort.

During the Summit, the Institute also held workshops for the Summit leaders from expertise in the field.

- Outside Expert Facilitators:
 - Embodying Consent
 - by Tunde J.O.
 - Changing Hearts and Minds
 - by Angela Lee from Love is Respect
 - **Navigating Financial Wellness for LGBTQ+ survivors**
 - **by Sharon Lim from Free From**
- Expert Facilitators within the Center:
 - Policy Advocacy and Storytelling
 - by Brenda Villanueva, Jessica Parral, and Danny Gonzalez from the Los Angeles LGBT Center
 - **Trauma Informed Yoga**
 - **by Joey Espinoza-Hernández from the Los Angeles LGBT Center**

The bolded presentations above were most mentioned in the post-Summit feedback survey. This shows that the topics related to holistic wellness resonated strongly with the cohort and were well received and appreciated. This useful feedback allows the Institute to understand the needs of the community and how to better support their interests.

Lastly, there was also time for organic group discussions. Utilizing the interest survey to find people's interests and skills, topics were chosen ahead of time and leaders were allowed to choose which groups they wanted to be a part of. Guided questions were provided for each topic area, however, most groups discussions expanded beyond these questions.



Strengths, Community, & Advocacy

Once the cohort was selected, it was vital to understand the potential cohesion within the group. Exploring the diversity of thought allowed the Institute to especially craft an environment that honored everyone’s experience and provide the desired skill building.

The interest survey explored the cohort’s self-described strengths to find the commonality and uniqueness amongst the group. The most common strengths from most mentioned to least are shown below through circle size.

Common Strengths Within the Cohort



The most common strengths mentioned—community building/engagement, public speaking, and friendly/optimistic/people person—are understandable as valuable qualities in community leaders. The other strengths were mentioned by at least two people in the data, illustrating a variety of skilled but synergistic strengths within the group. Some unique strengths that were only mentioned by one of the leaders were research, grant writing, interviewing, and visual creations for strong engagement.

Unique Aspects of their Advocacy



When exploring the unique aspects of their advocacy, the leaders mentioned a variety of topics. As shown in the graph below, the most mentioned aspect was that their advocacy is rooted in their identity and lived experience. For LGBTQ+ people, especially LGBTQ+ people of color, identity is often deeply attached to their work. Going deeper into this subtopic, several leaders specifically mentioned their identity as a Black trans person connecting to their advocacy. There were also multiple mentions of geographic location affecting their advocacy. As mentioned earlier, the South and Midwest had lower overall LGBTQ+ safety rankings according to the Movement Advancement Project.⁸ Yet these areas have large populations of LGBTQ+ people and Black people as well.⁹ This combination of realities illustrates the necessity of surviving in spaces where identity is often discriminated against. These personal connections to the anti-violence fields convey the power of the cohort however, also the emotionally intensive labor needed. This ties back to the desire for more holistic wellness-oriented presentations desired by the group, when their work is connected so deeply to their personal life.

“My advocacy began in Idaho, one of the most predominantly white states with some of the most pervasive white supremacists in the world.”

“I combine my advocacy with the cultivation of erotic intelligence, supporting the importance of how the intersecting topics of the arts, beauty, culture, and sexuality impact the way queer and non-queer people engage with bodily autonomy and identity.”

Types of Leaders the Cohort Wanted to Connect With



When asked what kind of leaders the cohort wanted to connect with during the Summit, answers were shown in the figure below. Utilizing the post-Summit feedback, 100% of those who filled out the survey agreed they met other leaders that they were hoping to during the Summit.

8 Movement Advancement Project. May 2020. LGBTQ Policy Spotlight: Mapping LGBTQ Equality in the U.S. South. www.lgbtmap.org/regional-south-tally

9 Ibid.



Skills Shared & Gained

This powerful cohort listed numerous skills they hoped to bring to space. There was a variety of skills from case management to radical self-care, which all proved valuable and were shared in some way during this experience. This diversity of experience led to enriching conversation, multifaceted conversations, and expansive learning. Numerous folks mentioned learning skills that they did not expect to and many of those skills were from the Summit leaders' presentations.

Skills Folks Wanted to Share

building & growing anti-violence programs	case management	public speaking	radical self-acceptance
DV prevention education	campaign building	research skills	mental health nurture & maintenance
know your rights and resources	trauma informed conflict navigation	finding & writing grants	finding your voice
sharing experiences of living in Midwest/conservative states	power mapping	facilitation skills	support & affirmations

“Facilitation skills and ways to use a grassroots praxis of educational foundation and growth particularly School for Ecocene Sites of Learning tools. Anything dealing with pleasure activism.”

“As an immigrant who survived homophobia and found an escape, I bring unique perspectives. I understand the importance of knowing our rights and resource(s). I am eager to share this knowledge to help others navigate similar challenges.”

Broken down into several categories, the graph below shows the skills the cohort wanted to learn:

- Advocacy skills
- Leadership skills
- Legal/policy skills
- Space creation
- Training/education skills



Skills Folks Wanted to Learn

Advocacy Skills <ul style="list-style-type: none"> • Safety during advocacy • Advocating for yourself • Handling homophobia professionally • Harm reduction & De-escalation • Safety planning and/or trauma informed modalities 	Leadership Skills <ul style="list-style-type: none"> • Leveraging power with decision makers • Connect in spaces that are not progressive (changing hearts & minds) • Leadership development • Create higher level change
Space Creation <ul style="list-style-type: none"> • Create Black queer centric support groups • Creating & operating a nonprofit 	Others <ul style="list-style-type: none"> • Case management skills • Cyber skills (social media activism, cyber security for vulnerable communities)
Legal/policy skills <ul style="list-style-type: none"> • Legal aspects of advocacy (laws protecting queer people, anti-discrimination laws) • Advocate for inclusive policies • Inclusivity within court documentation • Funding with current VOCA cuts 	
Training/education skills <ul style="list-style-type: none"> • LCommunication • How to educate on LGBTQ+ sensitivity/issues 	

Below is a graft comparing the skills that the cohort members wanted to learn (on the left) with the skills that the cohort gained (in the two columns on the right listed from most to least mentioned). The check marks illustrate that those skills were mentioned as gained in the post-Summit feedback survey. Additionally, some of the most mentioned skills gained were the ones the cohort requested to learn in the initial interest survey, accomplishing the Institute’s goal of building a Summit program that was authentically meeting the needs and desires of the Cohort members.

Skills Folks Wanted to Learn	Skills Folks Gained <i>from most to least mentioned</i>	
✓ Advocacy Skills	Financial	Storytelling
✓ Legal/Policy Skills	Policy & Advocacy	Project Management/Leadership
✓ Leadership Skills	Conflict Resolution/Transformation	Program Development
✓ Space Creation	Networking	Career Advancement
Training/Education Skills	Embodying Consent	Identity Mapping
Others	Reconnecting with the Erotic	Self Confidence



The graph below circles three different boxes. These specific skills learned by the cohort were from the presentations given by the Summit leaders.

- What is Sex Positive Allyship in an Anti-Black Society
- Conflict Resolution for Survivors: Healing from Shame
- Identity Mapping via The Power and Privilege Wheel & The Anti-Racist Continuum

This illustrates how important the knowledge shared by the cohort leaders themselves was. The diversity of thought led to impactful conversation and growth in ways that would not have been possible solely from presentations of field experts and staff at the Los Angeles LGBT Center. This highlights the importance of uplifting survivors as experts and investing in community knowledge and power. This philosophical approach to creating a Summit by and for survivors was an integral part in the development of this space. The efforts of this approach had clear benefits to the cohort members.



“The Summit was incredibly affirming and restorative, offering a space where I felt seen and supported. I gained valuable networking skills that will serve me personally and professionally and expanded my perspective on various subjects. The Navigating Financial Wellness for LGBTQ+ survivors presentation provided practical tools to foster financial independence, while the Policy Advocacy and Storytelling sessions empowered me to better harness my voice for change. I’m leaving this experience with a renewed sense of purpose and a strengthened connection to my community.”



Safety, Comfort, & Accommodations

Safety and emotional wellness were central priorities to the development of the Summit. A variety of precautions were taken to ensure that the leaders felt safe and assured throughout the process.

- **Survivor Advocate available on site** - An Institute staff member with five years of direct service experience was on site and available throughout the Summit to support the leaders if they felt overwhelmed or triggered.
- **Staff point person to support three leaders each** - To make sure each leader had someone to connect with, they were assigned to an Institute staff member as a point person before, after, and during the Summit. This staff member was responsible for overseeing their flight and hotel accommodations, had continual check-ins, and supported cohort members with any safety or personal concerns before, during, and after the Summit.
- **Trauma-informed and trained staff** - Everyone on the Institute's staff who were supporting with running, facilitating, and organizing the Summit had completed a 40-hour Domestic Violence Advocate Training.
- **Quiet room** - Throughout the week the leaders were given access to a quiet room if they felt overwhelmed or triggered.
- **COVID-19 precautions** - In the face of the ongoing COVID-19 pandemic, disability justice advocates have highlighted the disproportionate health and socio-economic impacts on people with disabilities, including those who now live with long-COVID. These inequities are exacerbated for BIPOC folks, women, and LGBTQ+ communities. In order to ensure collective access, communal support, and cross-movement solidarity, the Institute required COVID-19 safety protocols of all participants of the Summit. All leaders and staff needed to be vaccinated and to have tested for COVID-19 at least 24 hours before the Summit. These tests were provided for free at the hotel where they were staying. Additionally, masking throughout the week was required during all indoor activities and the Institute provided high-quality masks each day.
- **Expectation setting** - The Institute staff facilitated a conversation amongst Summit leaders at the beginning of the Summit where the group was able to build a shared intention and community guidelines on how to handle potentially triggering conversations and topics, protect themselves, identify support needed from the Institute staff, and support one another throughout the week.
- **Grounding moments** - Throughout the week and at the end of each day there were moments of grounding. This allowed the cohort to find homeostasis and recalibrate their nervous system. These grounding activities included meditation, yoga, breathing exercises, somatic resourcing, and interest sharing.

"I felt very safe, comfortable and accommodated. I really appreciated the efforts that the summit put into giving me a contact person for the logistics, asking about accommodations and needs ahead of time, setting clear expectations about masking and disability access, and adapting to our needs in the moment. The atmosphere was very warm and welcoming."



Safety, Comfort, & Accommodation

Post Summit Feedback

100%

of those who filled out the survey stated they felt safe, comfortable, and fully accommodated during the Summit.

The Institute Provided

Survivor advocate
Institute point person supports 3 leaders
Quiet room
Covid: vaccination required, masks provided, tests provided
Triggers conversation & grounding moments

How they could have felt more accommodated

Overall inclusive & safe
Longer breaks/shorter days
Room was noisy
Per diem given at arrival
More time for organic discussions
Where to find covid tests

When asked how the Institute could have better accommodated the Summit leaders, there were multiple suggestions. Overall, 100% of people who took the post-Summit feedback survey felt safe, comfortable, and fully accommodated during the Summit. Additionally, many people named that they felt it was an inclusive and safe space. The feedback included:

- **Per diem given on arrival:** The Institute offered reimbursement after the Summit to pay for the cohort's food. However, this was a barrier to some participants, so providing meal assistance up front would be a more accessible model.
- **Longer breaks or shorter days:** The Summit was a week-long event with programming going from 9am to 4:30pm. With the complexity of topics, often related to trauma, having more breaks or shorter days would likely lead to more comfort for the group.
- **A less noisy conference room:** Though this was out of the Institute's control, the room the Summit was held in was often noisy and distracting. So, providing a room that is more conducive to learning would be beneficial.
- **More time for organic discussions:** During the middle of the week the Institute offered a 2-hour discussion on preselected topics based off the leader's previously expressed interests. This was a useful space that the group wanted more of throughout the week.
- **More clarity around where to find the COVID-19 tests:** The Institute provided COVID-19 tests at gave them to the hotel to leave in the rooms of each Summit leader. However, **breakdowns in communication led to lack of knowledge and** transparency around where to find the tests.

"The institute team did an exceptional job curating the leaders for this inaugural summit. I would suggest incorporating longer breaks or shorter days and more time for organic discussions. With such excellent content and dialogue, it felt like there just wasn't enough time; however, this only highlights how deeply engaged everyone was throughout the summit."



Overall Feedback

Constructive	Positive	
Time with the elders and youth at the Center	Summit felt safe	Ubers to and from the Center were helpful
With continued funding, a future conference every 5 years for all the cohorts	Exceeded their expectations	Good amount of breaks & safety nets
Summit leaders return as future facilitators	Great hotel	Appreciated honest communication throughout the week
	Staff did a great job	
	Yummy Lunch	

The overall feedback was overwhelmingly positive. The desire to connect with community within the Center is a unique idea that was never discussed by Institute staff, however, could be a powerful addition to future programming. Additionally, a future conference to bring together leaders from a variety of different cohorts is the imaginative future building the Institute needs. This idea would be difficult to operationalize as it requires years of continuous funding, however, it could impact the lives of numerous LGBTQ+ survivors. Lastly, the constructive feedback on having future Summit leaders return as facilitators is something the Institute would definitely incorporate in the future. The positive feedback was fully received and appreciated by the Institute staff.

“It felt less like a summit and more like a family reunion, where I was seen, affirmed, and celebrated in ways I’ve never experienced before. The execution of the event was masterful, and I’m eager to see how this community continues to grow.”



Future Summits

Future Summit Suggestions

- Most common suggestions
 - Full day meal assistance- This suggestion was brought up several times and points to the financial impact this Summit had on the participants. Though all food costs were retroactively covered, providing meal assistance during the event would have alleviated the financial burden.
 - Different meeting room location- The room the Summit took place in was smaller than initially anticipated. Additionally, there was noise from the building that led to understandable distractions
- Programmatic suggestions
 - Invite more youth - This was a valid suggestion as there was a limited number of participants under 25. More intentionality can be taken around advertising in youth center spaces.
 - Hands on grant writing workshop- Grant writing is a powerful but often rarely taught skill. It is essential in the nonprofit field, thus making it a useful workshop for future Summits.
 - More educational workshops that focus on building skills about consent, communication, and healthy relationships. The Institute hosted a guest speaker, Tunde Oh, who presented on embodying consent and understanding consent from a multi-dimensional lens. This workshop resonated with participants and was something that the feedback identified wanting more of. Make the summit leaders' presentations optional- The Summit leaders were expected to create and deliver a presentation. By shifting this to an optional component, future Summits would allow for a more trauma informed approach.
 - Debrief time to close the session at the end of the day- Though at the end of each day there were grounding exercises, they were not reflections of the day or discussed the content presented. This intentionality could provide transparency and emotional regulation for future cohorts.



Conclusion

The inaugural LGBTQ+ Survivor Leadership Summit was a powerful week of events that brought together 15 incredible leaders from around the nation. The Institute team worked for months to ensure this would be a safe, comfortable, empowering, and intentional space for the community. Trauma informed survivor led dialogue was utilized throughout the Summit. Feedback from the cohort was centered from their applications, initial interest surveys, conversations during the Summit, and post-Summit feedback surveys. This continual monitoring allowed for the Institute to best understand and meet the needs of the cohort and be flexible in the production of the events.

The feedback from the cohort was overall very positive and allowed for richer conversations and more accessible flexibility. The constructive feedback provided was also of value. The Institute is grateful to be able to host this powerful experience and honored to connect with 15 electric leaders in the field. Supporting community members in the field financially and through safe spaces is the biggest lesson from this experience. The LGBTQ+ survivor community is diverse, powerful, and radical. The more sustainable resources, conversations, and support provided will allow this community to continue to thrive. Lastly, the Institute is grateful to the Summit leaders who co-created such an incredible and healing space.



Appendix

Section A.

LGBTQ+ Survivor Leadership Summit Application Evaluation Criteria

Equity Criteria		Jay Doe
BIPOC	Up to 1 point	
Youth Under 25	Up to 1 point	
Transgender/GNC	Up to 1 point	
Southern and/or Midwestern	Up to 1 point	
General Scoring		
Applicant would benefit from partaking in this summit	Up to 5 points	
Applicant would be beneficial (for the cohort) by partaking in this summit	Up to 5 points	
Applicant's goals align with our mission at the Institute	Up to 5 points	
Applicant are working for community without proper compensation or appreciation	Up to 5 points	
We will be able to offer the resources and workshops they are interested in	Up to 5 points	
Skill Focus		
Diversity, equity, inclusion, and social justice oriented	Up to 5 points	
Will likely works well in group settings	Up to 5 points	
Investment in building relationships and community	Up to 5 points	
Desire and capacity to show up as a leader	Up to 5 points	
Resiliency and perseverance	Up to 5 points	
	Max Total 54	

