

# STRATEGIC PLAN 2017

For over  
**25 YEARS**

We've been working side by side with LGBTQ+ youth to

**MEET THEIR NEEDS AND  
SUPPORT THEIR DREAMS**

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Founded to support homeless LGBTQ youth in Richmond, Virginia, Side by Side has grown into a national leader in working with LGBTQ+ youth on a broad range of challenges and opportunities in their lives.

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*"Your group can be the balm that is so badly needed for youngsters who are struggling with their sexual identities."*

*"a safe haven"*

*"Dr Griffin served as a voice for Oliver's needs and a sounding board for Oliver to get through this journey."*



LGBTQ+ youth are **amazing**

We make a **difference** in their lives

And they make a difference **in ours**

*"I would not be the person I am today without the guidance and support I have received from the staff at Side by Side."*

*"a lifesaver not only for my son but for our entire family."*

*"It's a place where there's someone who can relate to you, no matter where you're at in life."*

While full equality for LGBTQ+ Virginians is closer now than ever before, LGBTQ+ youth continue to face **unique challenges.**

Nearly **4 in 10** are physically harassed and **88%** feel deliberately left out or excluded.

LGBTQ+ youth commit suicide at nearly **four times** the rate of their heterosexual peers.

**40%** of homeless youth identify as LGBTQ+.



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## OUR MISSION

Side by Side is dedicated to creating supportive communities where Virginia's LGBTQ+ youth can define themselves, belong, and flourish.

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## OUR CORE VALUES

- Diversity
- Safety
- Quality
- Accountability





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In 2017, we established **four strategic priorities** to guide our continued progress:

- Youth Centered
  - Vibrant Community
  - Tradition of Support
  - LGBTQ+ Voice
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## STRATEGIC PRIORITY #1

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*We base every decision on what's best for LGBTQ+ youth, working to meet their needs and support their dreams.*

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By seeking to meet LGBTQ+ youth where they are

we are side by side with all LGBTQ+ youth in central Virginia and beyond.

By being open to learning from LGBTQ+ youth

we provide important programming and services.

By remaining youth centered

we prioritize our work to support LGBTQ+ youth survive and thrive.

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YOUTH



Centered





Vibrant



COMMUNITY

## STRATEGIC PRIORITY #2

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*We are a community of diverse and fabulous individuals, who recognize the power of working together to support youth and each other.*

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By working with others

we build partnerships.

By supporting each other

we foster a healthy community.

By seeking to support adults who love, educate and work with LGBTQ+ youth

we constantly expand our community.

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## STRATEGIC PRIORITY #3

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*We remember and celebrate our history of supporting LGBTQ+ youth, as a way to help us build a successful future.*

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By maintaining our connection to our past

we remain a national leader in working with LGBTQ+ youth.

By building on our history

we grow our financial strength.

By embracing our successes and failures

we evolve.

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Tradition of



SUPPORT





LGBTBQ+



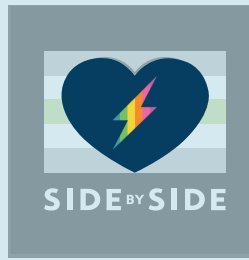
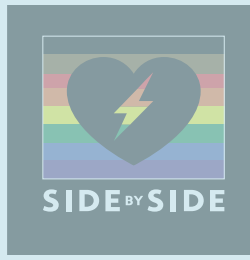
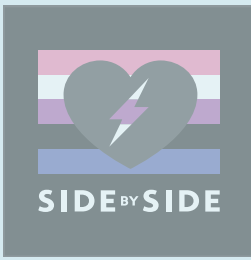
Voice

## STRATEGIC PRIORITY #4

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*We are a voice for our community, one of comfort, education and progress.*

- By embracing intersectionality we are a powerful voice for all.
  - By consistently speaking out we create dialogue.
  - By educating and training we empower others.
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**YOUTH CENTERED  
VIBRANT  
COMMUNITY  
TRADITION OF  
SUPPORT  
LGBTQ+ VOICE**

