



HETRICK-MARTIN INSTITUTE
A LEGACY OF COMMUNITY, CONNECTION
AND CARE FOR LGBTQIA+ YOUTH



2023-24

Annual REPORT

A MESSAGE FROM THE CEO

Dear Friends, Partners, and Supporters,

As I reflect on this past year at the Hetrick-Martin Institute, I am filled with immense pride and gratitude for all we've accomplished together. This year has been one of both significant challenges and tremendous growth. Despite an ever-changing landscape, we remained steadfast in our mission to support LGBTQIA+ youth in their journeys to thrive, grow, and lead fulfilling lives.

This year, we served thousands of young people, providing vital wrap-around services like mental health support, job readiness training, and educational programs that empower them to envision brighter futures.

While we celebrate this progress, we are reminded of the urgency of our work. LGBTQIA+ youth, particularly those of color, continue to face disproportionate mental health challenges, discrimination, houselessness, violence, and oppressive legislation. At HMI, we remain committed to standing with them, advocating for their rights, and amplifying their voices.

This year, HMI celebrates our 45-year anniversary, and we could not be prouder of the impact we have made on the lives of tens of thousands of LGBTQIA+ youth. Our work would not be possible without the generosity and commitment of our great partners - your support has fueled our journey and successes, and for that, we are immensely grateful.

This year, we embark on one of our greatest challenges yet: redefining and expanding access to best-in-class mental health services for LGBTQIA+ youth of color, ensuring organizations statewide and beyond are equipped to deliver that level care.

Looking ahead, we are more determined than ever to create a world in which all young people can live authentically and proudly. Thank you for being an essential part of our HMI family and supporting the crucial work we do. Together, we are shaping a more just and equitable future, where every LGBTQIA+ young person can rise, flourish, and boldly embrace their truest self.

Gratefully,

Amy Harclerode

She/Her
Chief Executive Officer
Hetrick-Martin Institute



OUR MISSION

The Hetrick-Martin Institute (HMI) believes all young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential. HMI creates this environment for **LGBTQIA+ youth between the ages of 13 and 24** and their families. Through a comprehensive package of direct services and referrals, HMI fosters healthy youth development, promotes **excellence in the delivery of services**, and uses its expertise to create innovative programs that other organizations may replicate.



OUR STORY



We're proud to be the nation's oldest organization **helping queer youth thrive**. In 1979, life partners Dr. Emery Hetrick, a psychiatrist, and Dr. Damien Martin, a NYU professor, founded the Institute for the Protection of Lesbian and Gay Youth after learning about a unhoused 15-year-old boy who was mistreated and violently denied access to emergency

services because of his sexuality. Renamed Hetrick-Martin Institute in 1988, our organization honors our founders' dedication to transforming outcomes for LGBTQIA+ youth.

OUR APPROACH

We provide LGBTQIA+ youth with a wide range of services tailored to each individual's needs in an affirming, anti-racist, and LGBTQIA+-inclusive environment. Our Milieu Membership Program offers free, evidence-based support in mental and physical health, academic enrichment, job readiness, and basic needs. Using Positive Youth Development and Trauma-Informed Care approaches, we create a holistic system that empowers youth to thrive.

MENTAL HEALTH & WELLNESS

HMI's unique outpatient mental health model cuts across all our programs and services and centers around Liberation-focused healing practices specifically tailored to the needs of LGBTQIA+ youth of color. Additional wellness services include HIV/STI testing, links to PrEP and PEP, medical referrals, comprehensive sex and reproductive health education services, sports activities, yoga classes, and nutrition education.

BASIC NEEDS

HMI's Café and Pantry provide hot meals and address emergency needs. Our services for at-risk and unhoused youth include the provision of toiletries, gender-affirming clothing, to-go meals, and housing assistance.

ADVOCACY AND CAPACITY BUILDING

HMI influences policy and corporate governance and is dedicated elevating the voices of youth advocates, positioning them to shape the systems that impact their wellbeing.

MILIEU MODEL

EDUCATION

We provide members with homework assistance, tutoring, and test prep, High School Equivalency, scholarships, college fairs, college counseling, and arts and culture programming.

JOB READINESS


We deliver trainings and skills development in resume and cover letter writing, career path guidance, placement in internships, and job placement support to our members.

OUR IMPACT

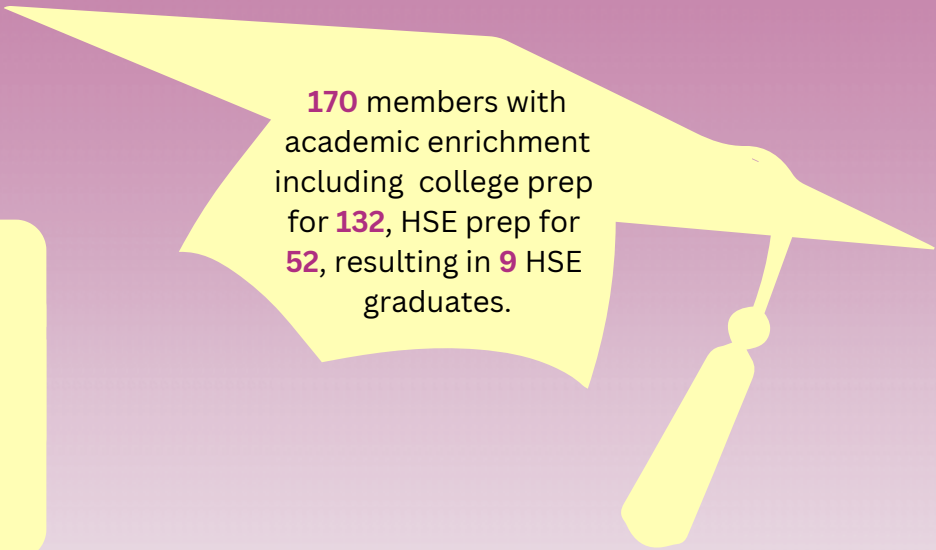
Between 7/1/2023 and 6/30/2024, we served **995** members, **356** of whom were new to HMI, and **thousands** more through non-member and outreach services. We provided...



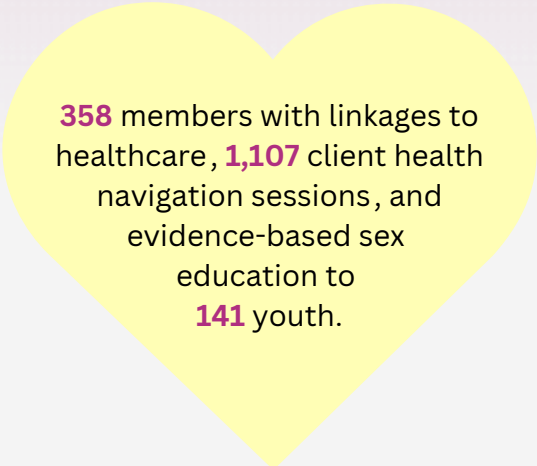
5,397 1:1 counseling sessions to **438** members and **3,147** group counseling sessions.



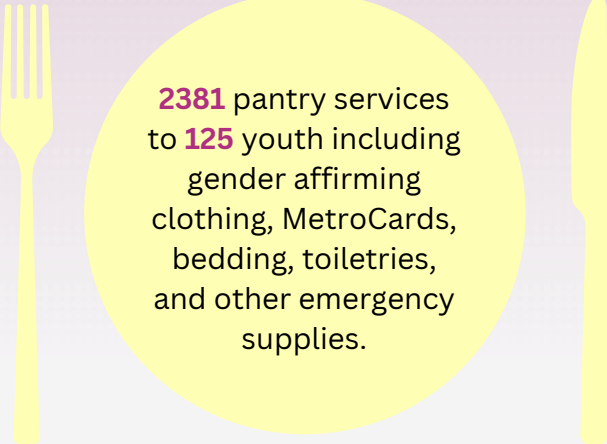
121 paid internships to **84** members, **406** job readiness assessments, and **207** job training sessions.



170 members with academic enrichment including college prep for **132**, HSE prep for **52**, resulting in **9** HSE graduates.



358 members with linkages to healthcare, **1,107** client health navigation sessions, and evidence-based sex education to **141** youth.



2381 pantry services to **125** youth including gender affirming clothing, MetroCards, bedding, toiletries, and other emergency supplies.

HIGHLIGHTS

Our Team

Amy Harclerode (CEO) and Bridget Hughes (CPO), were named among the 2024 LGBTQ+ Power Players by PoliticsNY, amNY Metro, and Gay City News.

HMI team members participated in the New York AIDS Walk in May to raise awareness about the ongoing impacts of the HIV/AIDS epidemic on LGBTQIA+ youth. HMI's Senior Director of Youth Development, Lazara Paz-Gonzalez, was recognized on World AIDS Day by the NYC Department of Health and Mental Hygiene for her important contributions to ending the HIV epidemic in New York City.



Our Senior Director of Advocacy & Capacity Building, Alayne Rosales, was one of 16 individuals chosen to join the Pinkerton Senior Leadership Network, a year-long program that empowers and fosters innovation of BIPOC leaders.

HMI was selected to lead NYC's first host-home program created for unhoused, queer young adults aged 18 to 25. Funded by the Youth Homelessness Demonstration Program—an initiative by the U.S. Department of Housing and Urban Development—the host-home program is currently open to members of HMI's ballroom community, comprised of queer and trans youth of color.

In December, HMI staff and youth celebrated the holiday season with special events including HMI's "How the Grinch Stole the Holidays" Un-Holiday Dinner where more than 95 HMI youth and alumni gathered for a home cooked meal at our Café HMI, holiday crafts and movie, and Grinch-themed photo booth.



HIGHLIGHTS

Counseling & Case Management

Our team developed a Survivance curriculum to improve bereavement support by expanding cultural competency and fostering partnerships between grief counselors and LGBTQIA+ youth programs.

It's helpful to have a professional say 'your problem is understandable because of the situations in your life. There's a way to get out of this problem. There's a way to redirect how to fix it not only for yourself but for others.'"

- youth member

HMI staff presented on best mental health practices for LGBTQIA+ youth, HMI's Milieu Membership Model, and Liberation-focused Healing Principles at various institutions, including Mt. Sinai Hospital, Kings County Hospital, and NYU's Drama Therapy Department.



Our Assistant Director of Counseling and Case Management, Asha Alexander, LCSW, and our in-house psychiatrist, Dr. Laura Erickson-Schroth contributed to The Jed Foundation's latest report on youth mental health, providing insights and evidence-based recommendations to lower youth suicide rates.

HMI launched a month-long Self Care for All Campaign in May 2024 to raise awareness about the great need for mental health services for LGBTQIA+ youth. The campaign continues to raise funds and spirits, broadening our outreach via social media.



Education

HMI's 2023 Commencement Ceremony took place in January 2024 at 2 Astor Place. HMI staff, friends, and family were in attendance to celebrate our graduates.

"I really appreciated the staff of HMI encouraging me to pursue this education, even when I had doubts."

- youth member

HIGHLIGHTS

Job Readiness

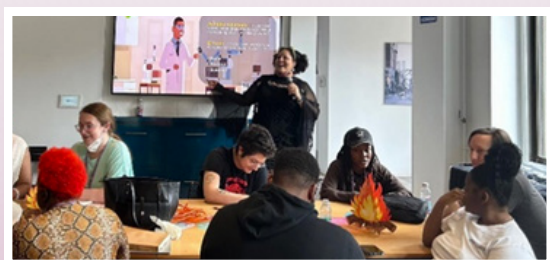
HMI's 2023 Queer Coders, our STEM-based paid internship, enabled 20 Participants to master coding basics and present projects, including video games for LGBTQIA+ youth and families, along with marketing plans to promote them.



Through services HMI's Job Readiness Training, I've been able to grow into the kind of person that works consistently, makes time for self-care, and isn't too hard on themselves.

- youth member

HMI staff developed targeted programming for TGNC youth, including the Tau Gamma internship—a rigorous 8-week job readiness program featuring career fairs and externship opportunities. Participants expanded their networks, enhanced their skills, and secured new jobs and educational opportunities.



“At HMI they don't just feed you, clothe you, and give you opportunities to make income, they care about you after you leave. That's the difference. This is home”

- youth member

HMI's POWers interns and the EYES Coalition hosted a Naloxone/Narcan Overdose Prevention Training attended by 20 youth. The POWers internship included five Peer Orientation Workers who assisted with daily tasks at HMI, welcomed new members, and created awareness campaigns on issues affecting the LGBTQ+ community.

In June, HMI hosted a Career Fair for Harvey Milk High School students and HMI youth. Attendees explored local job opportunities, applied for positions, and connected with industry professionals to learn about various career pathways and professions.

INTERVENTIONS THAT WORK

HMI and our third-party evaluator, Strength in Numbers (SinN), developed effective evaluation tools (surveys, focus groups, interviews) to measure the impact programs are having on individual youth, and collectively as a group.

We are proud to share that HMI's recent program evaluations, conducted by SinN, provide strong evidence that our wrap-around and mental health programming significantly reduce depression and anxiety among youth experiencing moderate to severe symptoms. Key findings from these evaluations include:

HMI's wrap-around services, particularly for LGBTQIA+ youth of color, show statistically significant decreases in anxiety and depression.

HMI is the only organization with a proven track record of serving this demographic for over four decades.

Our holistic care model demonstrates that long-term change is achievable through comprehensive, multi-faceted support.

In the coming year, we aim to expand our research to better understand the factors driving the success of our counseling model. This includes regular, in-depth studies to analyze mental health trends, assess the effectiveness of our holistic approach, and ensure that **youth voices are central** to evaluating our methods. These efforts have the potential to make significant contributions to the field of mental health, particularly in addressing the needs of LGBTQIA+ youth.



“I did not have a lot of agency as a kid, so being able to have that agency over my life and what I want to do in my therapy sessions really helped me be able to actually come out of survival mode.”

- youth member

OUR FUTURE

This year, HMI will continue to define and uphold the standards of best-in-class care for LGBTQIA+ youth, specifically queer and trans youth of color in our community. Our strategic priorities fall into three pillars through which HMI will support the youth we serve and influence the agencies and systems they engage with:

The Community

Reducing depression and anxiety in queer and trans youth of color through a series of wrap-around services and community outreach.

- **1,000** youth members annually will visit our drop-in center, receiving more than **30,000** services, including individual and group counseling sessions, job training and paid internships, academic enrichment, nutritious hot meals and pantry services, health and wellness, and other services.
- **10,000** youth will be reached through community partnerships and outreach events, building connections with caring queer and trans adults and inclusive and affirming systems of care.

The Institute

Increasing the available funding for organizations implementing models of care outside of a traditional medical billing system.

- We will disseminate evaluation results demonstrating the efficacy of the HMI model of care.
- We will lead funder, provider, and government agency collaborations to collectively prioritize the most effective response to the mental health crisis affecting queer and trans youth of color.

The Advocate

Establishing the standards of care for LGBTQIA+ youth mental health and building the capacity of other youth-serving organizations.

- We will measure the efficacy of HMI's model of care and assess the effectiveness of evidence-based interventions that have never been trialed with LGBTQIA+ communities.
- We will use our evaluation to inform training and curriculum development for other organizations serving LGBTQIA+ youth.

Thanks to your unwavering support, we've had much to celebrate this year and even more to look forward to. We pledge to continue creating safe, affirming spaces for LGBTQIA+ youth to thrive while expanding access to effective mental health care nationwide. We hope you will join us in the year ahead as we work tirelessly for more equitable outcomes, empowering youth to overcome challenges and forge the future they wish to live in.

On behalf of HMI and those we have the privilege of serving,

