

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 1: Maintain steering committee with subcommittees responsible for providing oversight of NEST implementation. Ensure the steering committee is apprised of each objectives' status and subcommittees are supported in their work.

Measure: Steering committee and subcommittees representing community stakeholders convenes and participates in NEST implementation

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Establish NEST charter/memorandum of understanding	√											
Convene Steering Committee	√	√	√	√	√	√	√	√	√			
Subcommittees convene to implement strategies (current subcommittees include Child Welfare; Community Awareness, Education, and Training; Employment; Interfaith; Funding; Health; Research and Data; Schools; and Shelter and Housing)	√	√	√	√	√	√	√	√	√			
Communication (e.g., emails) with Steering Committee and subcommittee members	√	√	√	√	√	√	√	√	√			

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Objective 2: Monitor implementation progress and measure NEST outcomes.

Measure: Subcommittee reports on the status of each objective and any technical assistance needs; findings from documentation of local approach and NEST outcomes

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Each subcommittee reports quarterly to the steering committee and lead agency on the status of each objective	√	√	√	√	√	√	√	√	√			
Each subcommittee reports at least quarterly on technical assistance needs	√	√	√	√	√	√	√	√	√			
Compile a combined status report	√	√	√	√	√	√	√	√	√			
Communicate with technical assistance on challenges and successes	√	√	√	√	√	√	√	√	√			
Collaborate with HUD technical assistance team to document NEST approach and outcomes	√	√	√	√	√	√	√	√	√			

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Objective 3: Develop community communication structure to share information and foster collaboration among stakeholders serving LGBTQ youth

Measure: Additional community stakeholders receiving information and participating in NEST activities

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Establish and maintain NEST email distribution list	√	√	√	√	√	√	√	√	√			
Establish and maintain NEST webpage	√	√	√	√	√	√	√	√	√			
Communicate with community stakeholders through email list, webpage, and other social media (e.g., Twitter)	√	√	√	√	√	√	√	√	√			
Establish a communications committee co-chaired by the Montrose Center and the Coalition for the Homeless to coordinate media, community message and internal communications within and among organizational partners about the collaborative and its progress	√	√	√	√	√	√	√	√	√			

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OUTCOME PRIORITY 1: Stable Housing. Stable housing includes a safe and reliable place to call home.

Objective 1: Ensure that shelters, group homes, and residential treatment facilities have ACYF guidelines on inclusive and affirming care

Measure: Increasing number of shelters, group homes and residential treatment facilities knowledgeable about guidelines.

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Develop a one-pager on the Administration of Children, Youth and Families (ACYF) regulations around LGBTQ inclusive and affirming care and distribute to facilities in Harris County	√	√	√	√						Shelter & Housing		

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Objective 2: To eliminate barriers and improve services to LGBTQ at-risk and homeless youth across multiple service providing organizations, create and improve consumer friendly documentation requirements for temporary, transitional or permanent housing, including the portability and storage of these documents so that LGBTQ homeless youth can more easily obtain housing and other services that support their stability.

Measure: Written implementation plan for simplifying and storing documents for youth age 17 and younger; compiled document requirements for housing and service providers; simplified and unified organizational policies where possible.

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Engage the Coalition for the Homeless to determine what actions and resources would be necessary to expand the current system of storing documents for LGBTQ homeless youth age 17 and younger	√									Shelter & Housing		

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Objective 3: Expand access to affirming housing for LGBTQ youth currently or formerly involved with the juvenile justice system.

Measure: Plan presented to providers and training offered

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Work with juvenile justice housing providers (detention facilities, treatment centers, jail, etc.) to be more LGBTQ affirming through provision of resources.	√	√	√	√	√	√	√	√	√	Criminal Justice		
Work with shelters to assess the appropriateness of housing LGBTQ youth with mental health issues/diagnoses and sex offenses on an individual basis with a strong bias towards preventing homelessness	√	√	√	√	√	√	√	√	√	Shelter & Housing		

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Objective 4: Contribute to research that expands community understand of youth homelessness.

Measure: Participation in research activities

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Track progress of Chapin Hall national study through contacts with Brian Samuels					√					Research & Data		
Participate in Runaway and Homeless Youth Act (RHYA) Incidence & Prevalence Study and/or contribute to Chapin Hall reserch.										Research & Data		

Objective 5: Collect, analyze and share data to broaden community understanding about the scope of housing instability for LGBTQ youth.

Measure: Needs assessment conducted and results shared; findings from other data analyses shared

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Establish enhanced shelter count methodology in coordination with Homeless Management Information System (HMIS) and designated shelter representatives	√									Research & Data		

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Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Complete 2014 Geographic Information System (GIS) prevalence map and sort unsheltered points by age			√							Research & Data		
Advocate for and recruit LGBTQ youth volunteers for the PIT count		√				√				Research & Data		
Share data-related findings with stakeholders via NEST			√							Research & Data		
Disseminate information about HYN research project report and participate in community briefing				√						Research & Data		
Coordinate to mine data for use by providers and NEST on interventions specifically designed to prevent homelessness				√	√	√				Research & Data		
Obtain HMIS performance measurement and utilization data and post on NEST site					√					Research & Data		

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Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Obtain YRBS report and analyze findings and share on NEST website and with providers					√					Research & Data		
Review PIT findings and assist with disseminating information to the community			√				√			Research & Data		
Conduct comparative analysis with previous PIT and where applicable, with HYN study baseline data							√			Research & Data		
Obtain and share most recent PIEMS data and compare with PIT findings								√		Research & Data		

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Objective 6: Work with the Continuum of Care (CoC) managed by the Coalition for the Homeless of Houston/Harris County to determine the availability and cultural competency of housing for LGBTQ youth at-risk of homelessness and conduct a gaps analysis.

Measure: Gaps analysis completed, intake forms revised as needed

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Analyze the Shelter and Housing Grid that lists available emergency shelters, transitional housing, permanent housing, and supportive services to determine what services may be needed to better address the needs of LGBTQ at-risk youth	√	√								Shelter & Housing		
Assess and report on whether existing shelter and housing services have LGBTQ-inclusive and affirming policies and procedures (through a review of policies and procedure manuals and potentially a provider survey)		√	√	√						Shelter & Housing		

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Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify gaps and make recommendations for addressing areas of need for at-risk and homeless LGBTQ youth					√	√				Shelter & Housing		

Objective 7: Propose plan and other strategies to address housing needs and align existing resources for housing LGBTQ youth.

Measure: Plan developed and shared with NEST participants and other stakeholders

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Complete a draft plan with recommendations for incorporating practices and guidelines to help existing programs to become more LGBTQ culturally competent for providing housing to LGBTQ youth who are homeless, and share the draft plan with community stakeholders for review		√	√	√	√	√				Shelter & Housing		

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Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Analyze national and local research, where available, on early intervention and use it to implement early intervention plans/services for serving LGBTQ youth who are at-risk of becoming homeless in Harris County; include in plan		√	√	√	√					Shelter & Housing		
Explore existing program models, including but not limited to low-cost models, for at-risk and homeless LGBTQ youth for potential use in Harris County				√	√					Shelter & Housing		
Provide information on LGBTQ-supportive and affirming providers to Department of Family and Protective Services for consideration when placing children and youth into care				√	√			√	√	Shelter & Housing		

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Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Propose short- and long-term shelter beds for LGBTQ youth					√					Shelter & Housing		

Objective 8: Expand cross-systems collaboration between NEST and homeless providers.

Measure: Plan presented to potential new collaborators

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Present the NEST plan to the CoC and ask for feedback from providers	√									Shelter & Housing		
Contact homeless providers regarding their interest in collaborating with NEST generally, and this subcommittee, specifically	√	√								Shelter & Housing		
Identify other service providers and stakeholders that may not be part of CoC and invite them to participate in NEST	√	√	√	√						Shelter & Housing		

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Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify facilities that provide wrap-around services for youth that are LGBTQ culturally competent and affirming and disseminate this information through NEST's resource list and other communication strategies with the community			√	√	√	√				Shelter & Housing		
Objective 9: Educate youth at-risk and homeless youth about their legal rights in housing and other systems												
Measure: Resource guide created and distributed												
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Develop and disseminate a comprehensive publication on homeless youth rights		√								Shelter & Housing		

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OUTCOME PRIORITY 2: Permanent Connections. *Permanent connections* include ongoing attachments to families, communities, schools, and other positive social networks. Connections support young people’s ability to access new ideas and opportunities that support thriving and provide a social safety net when young people are at-risk of re-entering homelessness.

Objective 1: To intervene with LGBTQ youth and their families to prevent removal or facilitate reunification after out-of-home placement, collaborate with DFPS Region 6 to develop and implement a DFPS intensive in-home services model program based on the Ruth Ellis Center Project, or other model programs.

Measure: Intensive in-home program implemented

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Review existing models of LGBTQ youth homelessness prevention strategies (Ruth Ellis Center pilot program)							√			Child Welfare		
Hold peer learning exchanges with personnel from Ruth Ellis Center, and/or other model programs, learn more about program development and implementation, through conference calls or by inviting key personnel to Houston							√	√		Child Welfare		

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Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify potential agencies or organizations that can administer the program					√	√				Child Welfare		
Develop program concept paper					√	√				Child Welfare		
Develop budget for program and identify sources of potential funding for administering agency					√	√				Child Welfare		
Work with funding subcommittee to pursue and obtain program funding					√	√				Child Welfare		
Establish memorandum of understanding with DFPS for program implementation						√				Child Welfare		
Work with NEST to develop program policies, procedures, clinician training curriculum, forms, standard assessment and evaluation tools							√	√		Child Welfare		

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Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Hire and train clinicians for the program								√	√	Child Welfare		
Incorporate new Administration on Children, Youth and Families (ACYF) screening tool for assessing youth risk for homelessness									√	Child Welfare		
For pilot, identify appropriate youth referrals for the program (e.g., through HCPS Children’s Crisis Care Center daily staffing for family reunification component, DFPS family team meetings for family preservation interventions)								√		Child Welfare		
Pilot program with one trained clinician per site, preferably focused on both family preservation and family reunification								√		Child Welfare		

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Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Evaluate, revise and adapt program as needed								√	√	Child Welfare		
Hire and train additional clinicians and supervisors to bring program to scale									√	Child Welfare		
Share recommended practices/strategies for service providers to respond to identified risks for LGBTQ youth								√		Child Welfare		

Objective 2: Collaborate with DFPS Region 6 to develop and implement a DFPS mentoring program for LGBTQ youth involved with the child welfare system who are at-risk of, or experiencing, homelessness.

Measure: Mentoring program developed and implemented

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Hold peer-learning exchange with True Colors, Inc., which has a mentoring program for system-involved LGBTQ youth in Hartford, Connecticut		√								Child Welfare		

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Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify potential agencies or organizations that can administer the mentoring program		√	√							Child Welfare		
Develop a LGBTQ-affirming mentoring program concept paper		√								Child Welfare		
Develop budget and identify sources of potential funding for administering agency		√								Child Welfare		
Work with DFPS to build buy-in for the program		√	√	√	√	√	√	√	√	Child Welfare		
Work with funding subcommittee to pursue and obtain funding (for volunteer coordinator position)			√	√						Child Welfare		

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Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Establish an memorandum of understanding with DFPS for implementation of the program					√					Child Welfare		
Work with NEST to develop policies, procedures, training curriculum, forms, and evaluation tools					√	√				Child Welfare		
Work with DFPS and the sponsoring agency's public information officer (PIO) to build awareness of the program through social and industrial media sources					√	√				Child Welfare		
Recruit and train LGBTQ-affirming mentors with particular emphasis on foster care alumni					√	√				Child Welfare		
Work with DFPS on recruiting youth into the program						√				Child Welfare		
Match volunteers with youth						√				Child Welfare		

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Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Launch mentoring program							√			Child Welfare		
Provide ongoing supervision of volunteers							√	√	√	Child Welfare		
Plan quarterly or semi-annual events (e.g., leadership or social activities) for volunteers and youth participating in the program							√	√	√	Child Welfare		
Work with NEST's steering committee on evaluation design for program and conduct periodic evaluation activities			√	√	√	√	√	√	√	Child Welfare		

Objective 3: Counsel families of juvenile justice-involved LGBTQ youth on permanency and acceptance.

Measure: Unit established

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Collaborate with the juvenile justice system to establish a reunification unit in juvenile secure and non-secure facilities						√				Criminal Justice		

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Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Providing counseling and supports to families of LGBTQ at-risk and recently homeless youth						√	√	√	√	Criminal Justice		
Objective 4: Collaborate with local faith-based community to identify, support and refer at-risk and homeless LGBTQ youth.												
Measure: Meetings held and information shared.												
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Facilitate in-person meetings with faith-based leaders that bring together key stakeholders including LGBTQ-affirming housing providers										Interfaith		
Develop, share and train on best practices.										Interfaith		

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OUTCOME PRIORITY 3: Education and Employment. *Education/employment* includes high performance in and completion of educational and training activities, especially for younger youth, and starting and maintaining adequate and stable employment, particularly for older youth. Achievements in education and employment increase a youth’s capacity to support himself or herself and avoid future homelessness.

Objective 1: Engage districts and schools through homeless liaisons to support LGBTQ youth academic success including graduation.

Measure: Training curriculum developed, resource lists disseminated and training opportunities listed

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Determine what LGBTQ competency training is currently in place for school police and what further work may need to be done to raise awareness		√	√	√						Ed & Training		
Review existing training curricula		√	√	√						Ed & Training		
Compile available resources, including evidence-based practices, for supporting LGBTQ students and their families		√	√	√						Ed & Training		
Create a fact sheet for LGBTQ youth homelessness prevention, identification, and needs assessment			√	√						Ed & Training		

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Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Disseminate resource list to schools					√	√	√	√		Ed & Training		
Develop mechanism to update resource list at least annually				√					√	Ed & Training		
Identify existing training opportunities in school districts, professional organizations, educational organizations and groups		√	√	√						Ed & Training		
Identify and prioritize training participants with the greatest need			√	√						Ed & Training		
Include Fact Sheet and/or slides in existing training opportunities			√	√	√					Ed & Training		

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Objective 2: Identify at-risk and homeless LGBTQ youth in schools, GED and youth employment agencies.

Measure: Safe place practices added to Student Residency Questionnaire (SRQ); data gathered and analyzed and best practice tools shared

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Analyze data on education level and employment experience of LGBTQ youth experiencing housing instability in Houston/Harris County, clean data and analyze.				√						Research & Data		
Report initial findings to stakeholders such as NEST, HYN, OVT and CoC						√				Research & Data		

Objective 3: Develop GSAs in schools.

Measure: Annual GSA conference is presented

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Gather and disseminate information on how to organize/sponsor/sustain a GSA				√				√		Montrose Center, PFLAG, Texas GSA Network		
Offer annual Houston GSA Conference through Hatch Youth, PFLAG and Texas GSA Network				√				√		Montrose Center, PFLAG, Texas GSA Network		

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Objective 4: Support LGBTQ youth at risk of, or experiencing, homelessness with developing employment/career goals and skills and pursuing employment opportunities.

Measure: Formal partnerships with schools and program developed; LGBT youth career development curriculum developed and shared with schools; surveys completed; resources distributed

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Develop partnerships with high schools and general education development (GED) programs to build their understanding of the unique experiences of LGBTQ youth and how to best engage support and end/avoid homelessness		√	√		√	√	√		√	Education & Training		
Develop new training skills program or series of workshops tailored to LGBTQ youth; decide on appropriate settings for program implementation and develop partnerships to implement it			√	√						Employment		

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Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Review research on evidence-based best/recommended practices for at-risk LGBTQ youth career development and skills training.	√	√	√							Employment		
Review existing best practices serving at-risk LGBTQ youth including: Starbucks' Interview Program, The Choice Program, Maryland Healthy Transitions Initiative, Thresholds, The LA Gay and Lesbian Center, etc.	√	√	√							Employment		
Review existing literature on homelessness, job skills training, and employment opportunities for LGBTQ youth	√	√	√							Employment		
Based on reviews, identify opportunities to implement best/recommended practices for at-risk LGBTQ youth			√	√	√					Employment		

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Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Establishing a workgroup representing key community stakeholders that will develop partnerships with community centers, and long-term career development programs for at-risk LGBTQ youth including life coaches, human resource professionals, business owners, fitness coaches, and health coaches		√								Employment		
Find/develop curriculum for LGBTQ youth career development; share curriculum with schools and other organizations working with LGBTQ youth and support their integration/use of the curriculum		√	√	√	√	√				Employment		

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Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify homeless and mainstream employment service providers and job skills training programs that are LGBTQ affirming, or interested in expanding their capacity to be affirming, and support their capacity building; also, identify local employers interested in partnering with NEST to connect at-risk youth with affirming employment opportunities informed by best practices	√	√	√	√	√	√	√	√	√	Employment		
Engage local employer and employment service providers in NEST through an employment subcommittee (e.g., SCORE Houston, Homeless Youth Network, Harris County Protective Services for Children and Adults, The Alliance for Economic Inclusion, area high schools with certificate programs for youth, providers, local employers, GED or college preparatory opportunities, local homeless CoC)		√	√	√	√	√	√	√	√	Employment		

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Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Survey homeless and mainstream employment service providers and job skills training programs to identify opportunities to connect them with at-risk LGBTQ youth and to expand their organizational capacity to serve these youth		√	√	√						Employment		
Develop and provide resources to employers and employment service providers to create awareness and understanding about the unique experiences of LGBTQ at-risk youth and how this may affect their career development	√	√	√	√	√	√	√	√	√	Employment		
Identify and connect homeless and at-risk youth with local employers and employment skills training opportunities that are LGBTQ-affirming, and develop will and capacity of these organizations to welcome LGBTQ youth					√	√	√	√	√	Employment		

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Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Collaborate with organizations that support youth career development and build their capacity to serve LGBTQ youth		√	√	√	√	√	√	√	√	Employment		
Collaborate with small LGBTQ-owned businesses to create mentorship, training and/or internship opportunities for LGBTQ youth		√	√	√	√	√	√	√	√	Employment		
Host symposium/career fairs targeted towards LGBTQ at-risk youth to provide networking opportunities with employers and other service providers that have received training and/or are practicing LGBTQ-affirming employment/ service models				√				√		Education & Training		

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Legend

Complete

In-Process

Late

Objective 5: Improve the identification of LGBTQ youth at-risk from or experiencing homelessness

Measure: Posters will be developed, distributed to the districts' liaisons and posted in high schools

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify lead person in each district, work within each district, contact Aldine, Alief, Clear Creek, Cy Fair, Deer Park, Galena Park, HISD, Humble, Klein, Pasadena, Sheldon, Tomball, Yes Prep to identify liaison and engage in NEST.	√	√								Schools		
Lead or administrative person in each district will identify a safe person/place on each High School campus	√	√								Schools		
Seek out examples of posters	√	√								Schools		
Posters will be accessed, shared and placed around each school to identify the issues & safe person/place for LGBTQ to contact			√	√						Schools		
School counselors will be trained on the issues by Hatch staff				√	√					Schools & Hatch		
Screening tools will be identified and distributed							√	√		Schools		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 6: Improve access to Community Resource Identification and Networking

Measure: Resources will be identified and posted on websites

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Develop or compile or link to Comprehensive Resource Guides – with LGBTQ friendly resources and transportation identified, link to current guides on websites (e.g., Blue Book)		√	√		√	√				Schools		
Districts to post to websites the link or the guide						√				Schools		

Objective 7: Improve district networking and services

Measure: Completed strategies document, training completed and friendly employers and schools added to career readiness

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Schedule and complete staff and parent education/awareness sessions					√	√				Schools		
Use of SHACs		√								Schools		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Add career readiness and college guidance – LGBTQ friendly schools and employers				√						Schools		

Objective 8: Identify/create training & awareness opportunities

Measure: LGBTQ issues incorporated into THEO training

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Each district lead identify and coordinate ongoing training				√	√	√	√			Schools		
Each community lead identify existing training				√	√	√	√			Schools		
Identify and participate in existing opportunities		√	√	√	√	√	√			Schools		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Incorporate LGBTQ issues into existing Homeless Education Office training opportunities throughout the education system, including school district training, and conferences and other CEU opportunities, for professional counselors, social workers, teachers and administrators	√	√								Schools		
Staff and parent education/awareness				√	√	√	√			Schools		
Post initiative, slides and other training information to the THEO website		√								Schools		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

OUTCOME PRIORITY 4: Well-Being. *Well-being* refers to the social and emotional functioning of homeless youth. It includes the development of key competencies, attitudes, and behaviors that equip a young person experiencing homelessness to avoid unhealthy risks and to succeed across multiple domains of daily life, including school, work, relationships, and community. For this plan, it also includes health-related outcomes for LGBTQ youth.

Objective 1: Primary and behavioral health care providers for at-risk and homeless youth will adopt evidence-based practices to identify, assess and treat LGBTQ youth (like the CANS or CAFAS).

Measure: Evidence-based practices identified; providers commit to adopting them

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Review, select and recommend evidence-based practices for identifying, assessing, and providing at-risk and homeless LGBTQ youth with comprehensive primary and behavioral health care	√									Health		
Follow-up with providers to determine any evidence-based practices being used with LGBTQ youth and their outcomes			√		√		√		√	Health		
Build a resource list that includes providers who have completed at-risk and homeless LGBTQ youth cultural competency training and update annually		√				√				Health		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Complete design of assessment tool to annually assess local practices among homeless providers (e.g., the extent to which they provide LGBTQ youth with appropriate and evidence-based primary and behavioral health services.)		√								Health		
Conduct training on LGBTQ youth risk and protective factors and intervention models to primary and behavioral health care service providers and crisis responders (2015 Q 3, and Q3 annually thereafter)				√				√		Health		
By March 2015, identify new best practices providing LGBTQ youth with health and behavioral services to be implemented in Harris County and engage and reinforce existing practices		√								Health		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
By January 2015, identify funding requirements for implementing new best practices of providing LGBTQ youth with health and behavioral services		√								Health		
By January 2016, provide funded/affordable, quality, affirming and culturally competent primary and behavioral health services to LGBTQ youth at-risk or homeless based on identified evidence-based practices, and insure appropriate evidence-based interventions continue to be identified and adopted						√				Health		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 2: Identify and eliminate barriers for at-risk or homeless LGBTQ youth to access primary and behavioral health care.

Measure: Barriers identified, shared and reduced

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Survey youth in outreach, drop-in and congregate meal programs (including questions to allow youth to self-identify as LGBTQ) about their experience with public and private primary and behavioral health care to identify barriers and best practices; disseminate this information through NEST and integrate it with other plan activities (e.g., education and training) to improve practice in these settings							√	√		Criminal Justice		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 3: All LGBTQ youth homeless or at-risk for homelessness will be informed of their primary and behavioral health care rights and the current best practices available to them.

Measure: Resources reviewed, selected and disseminated

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Investigate and identify best practices in developing a “Youth Know Your Primary and Behavioral Health Care Rights” resource, including best formats for youth to access, comprehend and use			√							Health		



NEST Collaboration and Quality Improvement

Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Investigate and integrate any new primary and behavioral health care developments related to the Affordable Care Act changes and developments, including possible expansions to transgender treatment and health care; this information is to be included in the final version of the “Youth Know Your Primary and Behavioral Health Care Rights” resource				√	√					Health		
Finalize, translate, and disseminate a local “Youth Know Your Primary and Behavioral Health Care Rights” resource			√	√	√	√	√	√	√	Health		

Objective 4: Expand the number of hospitals and clinics with information and awareness necessary to appropriately serve LGBTQ youth and their families.

Measure: Education materials created and disseminated; subcommittee engaged in work with primary and behavioral health care providers on strengthening practice.

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Develop or strengthen existing response of these entities to LGBTQ youth, particularly those who are experiencing homelessness									√	Health		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Engage the Human Rights Campaign (HRC) as part of its Healthcare Equality Index program to attain training and resources for primary and behavioral health care providers		√								Health		
Disseminate information about World Professional Association for Transgender Health (WPATH) standards of care for transgender youth to all primary and behavioral health care providers and encourage implementation of the standards			√							Health		
Develop mechanism to update providers at least annually				√				√		Health		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 5: Develop and provide comprehensive primary and behavioral health care for at-risk and homeless LGBTQ youth in and exiting detainment/commitment in the juvenile justice system.

Measure: Available community care identified

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Catalog available safe and affirming non-emergency primary and behavioral health care for at-risk and homeless LGBTQ youth in the juvenile justice system			√							Criminal Justice/ Health		
Work with the University of Texas Medical School youth detention medical staff to provide listings of available medical homes in the community to increase access to primary and behavioral health care for LGBTQ youth once they exit the juvenile justice system		√								Criminal Justice/ Health		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 6: Encourage school districts to participate in the Youth Risk Behaviors Survey (YRBS) and schools to participate in school climate surveys [e.g., Gay, Lesbian & Straight Education Network (GLSEN)], and use the responses to better identify needs and improve school climate and services.

Measure: LGBTQ questions integrated into YRBS survey, data gathered and analyzed

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Implement Youth Risk Behavior Survey (YRBS) LGBTQ specific questions		√								Research & Data		
Track implementation of LGBTQ questions and report significant national findings and compare with Harris County cohort			√							Research & Data		
Track YRBS data and conduct comparative analysis of previous data						√				Research & Data		
Compare with McKinney Vento enrollments by category on PEIMS data for trends						√				Research & Data		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify priority school districts to participate in the YRBS and schools to participate in a school climate survey		√	√							Research & Data/ Schools		
Support district/school participation in the survey(s) and use of data to improve school climate and services		√				√				Research & Data/ Schools		
Collaborate with CDC and Texas Homeless Education Office regional agency on data collection and analysis			√	√	√	√	√	√	√	Research & Data/ Schools		
Coordinate to mine data for use by providers and NEST on interventions and funding specifically designed to prevent homelessness				√				√		Research & Data/ Schools		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

CROSS-CUTTING OUTCOMES: Funding

Objective 1: Raise awareness in the funding community about NEST; educate funders about the issue of LGBTQ youth homelessness, including causes, prevalence, specific needs and best practices.

Measure: Funders attend convenings; funders toolkit developed and disseminated; local funders become involved in NEST.

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Convene potential and committed local, state and national public, private and government funders who will financially support and sustain NEST	√									Funding		
Plan and facilitate local funders convenings; survey funders as to interest in supporting NEST	√				√				√	Funding		
Develop a Funders Tool kit to outline the role of philanthropy in ending LGBTQ youth homelessness and to describe specific ways funders can help in reducing youth homelessness, in general and LGBTQ youth homelessness, specifically. The Toolkit will share national best practices, talking points, case studies			√							Funding		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Leverage personal and professional relationships to increase funder engagement in NEST.	√	√	√	√	√	√	√	√	√	Funding		
Convene a funder-youth dialog session		√								Funding		

Objective 2: Ongoing engagement with funders throughout NEST's implementation.

Measure: Increased funder awareness about NEST activities and related funding needs/opportunities.

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify local, state and national funders for specific components of the implementation plan such as: funding the coordinated assessment/access system, funding costs for developing additional data collection modules through HMIS, resources for evaluation of NEST's prevention and early intervention efforts, etc.	√	√	√	√	√	√	√	√	√	Funding		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Report progress to Continuum of Care & Funders Together to End Homelessness	√	√	√	√	√	√	√	√	√	Funding		
Disseminate learning opportunities on youth homelessness to local funders	√	√	√	√	√	√	√	√	√	Funding		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

CROSS-CUTTING OUTCOMES: Youth and Family Voice

Objective 1: Ensure that family and youth voices are included in recommendations for improving services for LGBTQ youth.

Measure: LGBTQ youth and family members involved in planning and implementation of NEST's work

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Work with members of Hatch Youth, PFLAG and other LGBTQ youth affirming organizations to garner input on goals and strategies for improving services for at-risk LGBTQ youth and gather knowledge on youth related needs	√	√	√	√	√	√	√	√	√	Montrose Center		
Engage families and family organizations by inviting their participation in NEST activities and convenings, and sharing information about NEST with them for dissemination	√	√	√	√	√	√	√	√	√	Montrose Center		

NEST Collaboration and Quality Improvement



Legend	Complete										In-Process	Late
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Actively involve LGBTQ youth, including youth from area Gay-Straight Alliances (GSAs) and LGBTQ community youth programs, who have experiences with the Harris County shelter system to weigh in on recommendations	√	√								Shelter & Housing/Schools		
Contact Community in Schools (CIS) to participate in early intervention efforts of NEST	√	√	√							Schools		
Contact area junior college and university administrators and LGBTQ student groups to provide input on strategies to improving services to LGBTQ youth	√									Montrose Center		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

CROSS-CUTTING OUTCOMES: Community Awareness, Education, and Training

Objective 1: Develop and expand use of common language around sexual orientation and gender identity/expression on intake forms in youth-serving systems.

Measure: Common language selected; language incorporated into agency intake forms and other information collection on youth, where appropriate

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Recommend common language on sexual orientation and gender identity/expression and for youth intake /assessment forms and work with providers across youth-serving systems to use the forms and share information collection from them		√	√	√	√					Shelter & Housing, Child Welfare		

Objective 2: Select and implement a screening tool from ACYF’s toolbox for identifying and assessing at-risk and homeless LGBTQ youth and connect them with interventions.

Measure: Screening tool selected and implementation plan developed

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Select screening tool from ACYF toolbox			√							Montrose Center/ Ed & Training		
Develop tool and interventions rollout plan			√	√	√					Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Educate organizations and schools about the selected screening tool and ACYF toolbox				√	√					Montrose Center/ Ed & Training		
Train organizations and staff members on the ACYF screening tool				√	√					Montrose Center/ Ed & Training		
Use standardized assessment tool in CoC coordinated access system. Implement EBIs (trauma-informed care, housing first, CTI), and monitor the LGBTQ youth cohort for performance outcomes of maintaining housing stability						√				Research and Data		
Begin using the selected ACYF screening tool within appropriate organizations and connect youth with interventions to decrease factors putting them at-risk for homelessness and increase protective factors					√	√	√	√	√	Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 3: Provide consistent training to Department of Family and Protective Services (DFPS) staff, foster parents, kinship, and residential providers, child advocates, contractors, judiciary and other stakeholders and providers connected to the child welfare system to ensure that LGBTQ youth in care are safe, supported and affirmed.

Measure: Training materials developed and approved; training schedule developed and implemented

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify and review curricula from Denver, Boston, Cenpatico, AFCI, Lambda Legal, National Center for Child Welfare Excellence and other sources to compile and update annually for use locally		√	√			√	√			Child Welfare		
Identify and list all service providers and stakeholder groups (including funders) within the child welfare system that will benefit from the training		√								Child Welfare		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Develop the curriculum and materials specific to the child welfare system with the most current recommended policies and practices for serving LGBTQ youth (e.g., with modules tailored to stakeholder groups) based on the needs and target audience; include information on assessing the unique foster care service needs of youth self-identifying as LGBTQ		√	√							Child Welfare		
Keep training updated with current recommended/best practices and youth-friendly language			√	√						Child Welfare		
Identify key individuals within each stakeholder group to engage to champion the LGBTQ youth cultural competency training		√								Child Welfare		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify events within each stakeholder group where training can be included (e.g., foster care or relative kinship provider regional or state meetings, conferences, etc.)					√	√	√	√	√	Child Welfare		
Work with DFPS Regional Directors for Regions 6A and 6B to mandate training for staff, contractors, foster parents and other stakeholders with which DFPS may have a contractual relationship		√	√	√	√					Child Welfare		
Pilot training with one or more stakeholder groups					√					Child Welfare		
Revise training based on pilot results					√	√				Child Welfare		
Develop training schedule to implement with stakeholder groups that intersect with child welfare (e.g., child advocates, juvenile justice) throughout Harris County					√	√	√	√	√	Child Welfare		
Recruit and train additional trainers as necessary				√	√	√	√	√	√	Child Welfare		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Launch training based on schedule, working with in-kind federal technical assistance supports to assist with training rollout							√	√	√	Child Welfare		
Collect continuous quality improvement (CQI) feedback after each training and use this CQI data to inform future trainings and periodic curriculum updates to ensure it is responsive to the needs of its audiences					√	√	√	√	√	Child Welfare		
Explore options of placing training curriculum on-line for greater access and sustainability							√	√	√	Child Welfare		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 4: Ensure LGBTQ youth experiencing or at-risk of homelessness can find support in community organizations beyond service providers.

Measure: Stated groups collaborate with NEST and adopt non-discrimination policies

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Establish innovative community partnerships (e.g., faith-based groups, libraries, schools, LGBTQ groups, scouts, youth mentoring groups, etc.)				√						Montrose Center/ Ed & Training		
Include innovative community partners in education and training efforts				√	√	√	√	√	√	Montrose Center/ Ed & Training		
Ensure youth have awareness of and access to the partnerships				√	√	√	√	√	√	Montrose Center/ Ed & Training		
Engage Texas Education Agency (TEA) and Texas Association of School Boards (TASB) in NEST goals					√	√	√			Schools		
Invite TEA and TASB to participate in NEST			√	√						Schools		
Develop policy for nondiscrimination based on sexual orientation and gender identity/expression when accessing services		√	√							Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Partners adopt policy			√	√	√	√	√	√	√	Montrose Center/ Ed & Training		

Objective 5: Increase awareness and understanding throughout the community regarding LGBTQ youth homelessness.

Measure: Awareness campaign developed and implemented

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Conduct community forums on NEST activities and issues related to LGBTQ youth homelessness		√								Montrose Center/ Ed & Training		
Establish a social media campaign (e.g., Facebook, Twitter) to build awareness about NEST and issues related to LGBTQ youth homelessness			√	√	√	√	√	√	√	Montrose Center/ Ed & Training		
Air True Colors Fund's Forty to None Project or other similar public service announcements (PSA)				√	√	√	√	√	√	Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Place a series of op-eds in local media outlets			√				√			Montrose Center/ Ed & Training		
Identify existing opportunities for awareness building within the community (i.e., regularly scheduled coalition of behavioral health meetings, PFLAG meetings, interfaith ministry gatherings, other professional meetings and conferences)			√							Montrose Center/ Ed & Training		

Objective 6: Design/adapt continuous skills development curricula for youth-serving providers to include LGBTQ cultural competence.

Measure: Staff hired and training module developed

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Hire dedicated trainer/curriculum development personnel who can coordinate community-wide training efforts and compensation of NEST participating trainers			√							Montrose Center		
Review best practices on LGBTQ cultural competence training and adult learning principles			√	√						Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify and cultivate experts in agencies and programs that are LGBTQ affirming and knowledgeable			√	√						Montrose Center/ Ed & Training		
Develop/adapt curriculum				√	√					Montrose Center/ Ed & Training		
Define and incorporate health care interventions that have proven to be effective in serving LGBTQ youth including strength-based/wellness models, trauma-informed care and recovery-oriented service delivery				√	√					Montrose Center/ Ed & Training		
Include topic areas on transgender youth and gender identity and expression				√	√					Montrose Center/ Ed & Training		
Engage and include youth in all levels of continuous skills curriculum development/adaptation			√	√	√	√	√	√	√	Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Conduct Harris County-wide inventory and assessment of service delivery to identify gaps in knowledge				√				√		Montrose Center/ Ed & Training		
Define training plan and steps needed to implement training plan					√	√				Montrose Center/ Ed & Training		

Objective 7: Develop list of agencies and youth-serving organizations as audiences for LGBTQ homeless youth prevention training sessions.

Measure: Inventory of opportunities and gaps and compensation scale developed

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify existing opportunities to increase cultural competency/ homelessness awareness about LGBTQ homeless youth (i.e., alternative schools, criminal justice system and other Community-Based Organizations)					√	√				Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Research existing organizational gaps and need for training and use this information to design the frequency and scope of training sessions				√				√		Montrose Center/ Ed & Training		
Develop compensation or accreditation scale for participating organization to ensure provider effectiveness				√	√					Montrose Center/ Ed & Training		

Objective 8: Plan and deliver LGBTQ homeless youth prevention training to youth-serving providers and incorporate most current recommended policies/practices and research.

Measure: Training developed and delivered

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Engage community groups in partnership to conduct these activities listed below			√	√	√	√	√	√	√	Montrose Center/ Ed & Training		
Identify available curricula and explore possibilities of implementing curricula			√	√						Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Enhance cultural competency of existing trainings (e.g., review current content and make recommendations to become more LGBTQ-affirming)				√	√					Montrose Center/ Ed & Training		
Develop modules tailored to particular settings (e.g., schools, faith-based programs, juvenile justice)				√	√	√	√	√	√	Montrose Center/ Ed & Training		
Incorporate impact of family acceptance vs. rejection and national resources				√	√					Montrose Center/ Ed & Training		
Incorporate best practices into curricula with suggestions on implementing them				√	√					Montrose Center/ Ed & Training		
Develop and share discussion guides that can facilitate informal conversations about LGBTQ youth identity, experiences, and homelessness prevention (e.g., faith-based communities, schools, other youth organizations)					√	√				Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Develop and share written resources that can enhance LGBTQ culturally competent policies and practices in a range of organizations throughout the community (e.g., resource guides, website lists)					√	√				Montrose Center/ Ed & Training		
Develop training schedules					√	√				Montrose Center/ Ed & Training		
Deliver trainings to providers on an ongoing basis					√	√	√	√	√	Montrose Center/ Ed & Training		
Where feasible, engage youth as co-trainers					√	√	√	√	√	Montrose Center/ Ed & Training		
Train trainers as needed										Montrose Center/ Ed & Training		
Create an evaluation matrix to track and record training delivery and effectiveness					√	√	√	√	√	Montrose Center/ Ed & Training		
Create and implement tools to monitor effectiveness of training sessions					√	√	√	√	√	Montrose Center/ Ed & Training		

NEST Collaboration and Quality Improvement



Legend	Complete				In-Process				Late			
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Connect the technical assistance team and other federal resources to trainers and community stakeholders to implement standards of practice and use a strategic planning tool to improve policy and practice	√	√	√	√	√	√	√	√	√	Montrose Center/ Ed & Training		

Objective 9: Expand the support structure for the training of juvenile justice providers working with LGBTQ youth experiencing homelessness.

Measure: Juvenile justice providers receive targeted training for working with LGBTQ youth

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Ensure appropriate levels of supervision and/or mentoring are in place to increase the number of available trainers	√	√	√							Criminal Justice		
Periodically review and update core competencies			√				√			Criminal Justice		
Tailor training materials to reflect different levels of knowledge, certification and expertise			√	√						Criminal Justice		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Work with local law enforcement to provide more LGBTQ-affirming services to the LGBTQ community										Criminal Justice		
Support implementation of federal/state mandated training courses on nondiscrimination and LGBTQ-affirming practices										Criminal Justice		
Increase LGBTQ competency, acceptance and awareness education trainings for all youth and staff										Criminal Justice		

Objective 10: Identify and distribute LGBTQ inclusive resource lists and community contacts for LGBTQ youth and their families.

Measure: Resource list developed and distributed

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Identify existing resource guides (e.g., United Way 211, Blue Book) that are LGBTQ competent and affirming	√									Criminal Justice		

NEST Collaboration and Quality Improvement



Legend	Complete										In-Process	Late
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Ensure inclusion of resources most needed (e.g., housing, social services, mental health, substance abuse treatment, CPS, employment, post-secondary school scholarships, food pantries, etc.)	√	√								Criminal Justice		
Identify community events where parents of LGBTQ youth are comfortable going for information (e.g., Houston Livestock Show and Rodeo, International Festival, activities at Discovery Green, Children’s Festival, Children’s Museum, etc.)	√									Criminal Justice		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 11: Provide information and training to increase cultural competency in LGBTQ youth issues among law enforcement and juvenile/criminal justice professionals.

Measure: Training planned and delivered

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Work with local law enforcement to provide more LGBTQ-affirming services to the LGBTQ community	√	√	√	√	√	√	√	√	√	Criminal Justice		
Support implementation of federal/state mandated training courses on nondiscrimination and LGBTQ-affirming practices	√	√	√	√	√	√	√	√	√	Criminal Justice		
Increase LGBTQ competency, acceptance and awareness education trainings for all youth and staff	√	√	√	√	√	√	√	√	√	Criminal Justice		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 12: Establish an LGBTQ Designated Liaison at each juvenile/criminal justice agency.

Measure: System that allows for and supports liaisons established and implemented

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Research and develop best practices for an LGBTQ Liaison in juvenile justice. Look at agencies that have this position in place (e.g. Houston Police Department, Harris County Sheriffs' Office, etc.)				√						Criminal Justice		
Create a safe mechanism for the Liaison or other employees to report violations of nondiscrimination policies and practices				√						Criminal Justice		
Research and develop model policies and job descriptions for new position/duties for criminal justice agencies and recruit staff interested in providing the required services; implement policy upon approval				√						Criminal Justice		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective #: Expand community awareness about the current LGBTQ-affirming policies in place at the Harris County Sheriff and Constable offices.

Measure: HCJPD has disseminated current policy regarding LGBTQ youth and have integrated this policy into initial and continuing training of HCJPD staff; HCJPD has begun to engage in discussions with Harris County Protective Services for Children and Adults and other community stakeholders to ensure that youth who do not have a home where he/she can be discharged do not become homeless.

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Design and produce lapel pins identifying officers as allies										Criminal Justice		
Meet with both offices to review current LGBTQ affirming policies and work to expand to other law enforcement agencies										Criminal Justice		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

CROSS-CUTTING OUTCOMES: The Montrose Center

Objective 1: Increase the capacity of LGBTQ youth, and organizations and individuals that serve them, to advocate for better policy and practice.

Measure: Equality Texas and One Voice Texas have provided group and individual advocacy trainings for organizations that are part of NEST; advocacy one-pagers disseminated through coalition partners

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Collaborate with and support state-level advocacy efforts to improve policy and practice for LGBTQ youth at risk for or experiencing homelessness. Review training curriculum to ensure it is youth and LGBTQ focused and up-to-date with the current state of affairs in the Legislature	√									Montrose Center		
Provide advocacy training for organizations that are part of NEST, as well as the LGBTQ youth that they serve, to increase awareness about advocacy for LGBTQ youth who are at-risk of becoming or are homeless	√				√					Montrose Center		

NEST Collaboration and Quality Improvement



Legend	Complete					In-Process				Late		
Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Through the training, provide strategies for providers and youth to advocate for improved policy/practice	√	√			√	√			√	Montrose Center		

Objective 2: Expand community awareness about the current LGBTQ-affirming policies in place at the Harris County Sheriff and Constable.

Measure: HCJPD has disseminated current policy regarding LGBTQ youth and have integrated this policy into initial and continuing training of HCJPD staff; HCJPD has begun to engage in discussions with Harris County Protective Services for Children and Adults and other community stakeholders to ensure that youth who do not have a home where he/she can be discharged do not become homeless.

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

CROSS-CUTTING OUTCOMES: Policies

Objective 1: Alignment of policies and practices in Harris County juvenile detention facilities with best/recommended practice for those LGBTQ youth in their care and those who upon release cannot return home.

Measure: Harris County Juvenile Detention facilities have compared policies and practices to recommended practices and make changes to align with those recommended practices

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes	
Research best practices recommendations to strengthen and train staff of juvenile probation/detention departments on supporting LGBTQ youth; examine current HCJPD policy and identify areas that need to be strengthened										Criminal Justice			
Research best practice recommendations to strengthen policies and training of staff of juvenile probation/detention departments on working with youth who will not have a stable housing situation once they are released and work with HCJPD to implement best practice recommendations.										Criminal Justice			

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 2: Determine LGBTQ policies on LGBTQ youth in the Texas Education Agency (TEA) and the Texas Association of School Boards (TASB)

Measure: Policies catalogued

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Catalog current policies and practices to identify the need for policy changes or additions										Schools		
Work with advocacy groups to address policy gaps										Schools		
Share model LGBTQ-affirming policies for shelters, group homes and residential treatment facilities										Montrose Center		
Examine the policies of housing and service providers and work to develop flexible policies for youth who have difficulty obtaining necessary documentation										Montrose Center		
Develop a policy guide (or template) that can guide the work of agencies as they create and implement LGBTQ inclusive policies for employees, volunteers and caregivers										Montrose Center		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 3: Implement equitable policies and procedures - best practices, discipline policies

Measure:

Major Activities	14 Q4	15 Q1	15 Q2	15 Q3	15 Q4	16 Q1	16 Q2	16 Q3	16 Q4	Subcommittee	Task Assigned to	Notes
Review TASB policies and revised as needed to be LGBTQ affirming										Montrose Center		
Encourage each lead to review/revise LEA policies address discipline										Montrose Center		
Review Harris Health System and private Federally Qualified Health Centers' (FQHC) current policies and practices related to serving LGBTQ youth										Health		
Review Center for Medicaid and Medicare Services (CMS) nondiscrimination polices that require facilities receiving Medicare/Medicaid dollars to abide by the policies and support education/awareness efforts that would assist medical facilities in following these policies										Health		

NEST Collaboration and Quality Improvement



Legend

Complete

In-Process

Late

Objective 4: Ensure that policies and practices for youth and families served by the Harris County Protective Services for Children and Adults (e.g., caseworkers in the Justice of the Peace Courts and the Youth Services Center) are aligned with best/recommended practices for servicing LGBTQ youth.

Measure:

Examine what policies currently in place ensure staff have the training and support necessary to competently serve LGBTQ youth and their families when in crisis as well as when youth are unable to live at home											Child Welfare		
Develop and disseminate sample LGBTQ-affirming policies to HCPS programs											Child Welfare		
Compile a speakers/ bureau list of available NEST trainers											Education & Training		