



## **Vision Statement, Friends of Trevor United**

We, the workers of The Trevor Project, are dedicated to creating a world where all LGBTQ+ young people see a bright future for themselves.

We are a diverse coalition who bring unique experiences to our work. We are an extension of the community we serve, including people of color, disabled people, and trans and non-binary people. We are public servants who are committed to supporting our LGBTQ+ community.

The Trevor Project has strayed away from its values and vision. Over the past months and years, our staff members have called into question the leadership and priorities of the organization. BIPOC, trans, and disabled staff spoke up against racism and discrimination; our Crisis Services staff spoke up against harassment and unsafe working conditions; staff spoke up in solidarity with their colleagues' concerns. After months of giving leadership space to listen, we are still begging to be heard.

For these reasons we are announcing our intention to organize with the Communications Workers of America.

We, Friends of Trevor United, are unionizing for:

- An influential role in decision-making about our workplace
- The dignity, respect, and safety of our Black, AAPI, Latinx, MENA/SWANA, and Indigenous staff through zero-tolerance racism and discrimination policies, training, and hiring practices
- A focus on the quality of the services we provide to LGBTQ+ young people and the development of anti-carceral policies and procedures
- Access to best-in-class healthcare including gender-affirming services with no preconditions
- Realistic and trauma-informed metrics, expectations, and working conditions for crisis service staff
- Comprehensive and responsive accommodation processes for disabled and neurodivergent employees
- Transparent, fair, and equitable pay bands and compensation

- Transparency and safeguards around layoffs, department restructures, and severance benefits
- Clear and direct accountability from C-Suite, Executive team, and Leadership

Trevor's vision is at the heart of our unionization, and we believe only union representation will ensure our voices are heard and demands achieved. A union contract would set clear, safe, and equitable conditions of staff employment, protect staff members from retaliation, and ensure equitable treatment for all. We stand in solidarity to build a better future for The Trevor Project and the LGBTQ+ young people we serve.

We are calling upon The Trevor Project to recognize and respect our legal right to organize.

Signed,

Ada D., Crisis Services

Adali H., Development

Adrian S., Crisis Services

Aidan M., Development

Aiza O., Development

Alec W., Crisis Services

Alexander M., Internal Training

Alistair M., Crisis Services

Alyssa L., Internal Training

Amanda H., Crisis Services

Amanda K., Crisis Services

Andy M., Operations and Strategy

Angela G., Internal Training

Anna R., Internal Training

Atlas T., Crisis Services

Aubrie H., Crisis Services

Audrey R., Operations and Strategy

Avery K., Marketing, Comms, Content

Azlei B., Crisis Services

Bella R., Internal Training

Ben H., Operations and Strategy

Beth C., Internal Training

Bethea S., Crisis Services

Billy L., Crisis Services

Brad S., Internal Training

Brandon W., Crisis Services

Bre J., Internal Training

Bria F., Crisis Services

Briana T., Internal Training

Bridget W., Crisis Services

Brooke J., Community

Bryce W., Crisis Services

Cait S., Community  
Caitlin M., Internal Training  
Caitlin S., Internal Training  
Caito F., Crisis Services  
Cam W., Internal Training  
Cami B., Internal Training  
Caroline W., Crisis Services  
Casey G., Crisis Services  
Castro B., Operations and Strategy  
Catherine M., Crisis Services  
Cedar D., Community  
Chelsea C., Development  
Christi M., Crisis Services  
Christina J., Community  
Claire M., Operations and Strategy  
Cordy B., Crisis Services  
Corinne A., Crisis Services  
Cris P., Crisis Services  
Cristian L., Crisis Services  
Dae H., Crisis Services  
Dan B., Crisis Services  
Danielle W., Crisis Services  
Dao M., Internal Training  
David B., Operations and Strategy  
David S., Crisis Services  
Dax T., Crisis Services  
Dee S., Crisis Services  
Dennis B., Community  
Devan R., Internal Training  
Devlin D., Crisis Services  
Diedre G., Crisis Services  
Disa T., Internal Training  
Donna R., Internal Training  
Drew C., Crisis Services  
Eduardo C., Operations and Strategy  
Eduardo L., Community  
Elijah G., Crisis Services  
Elisabet V., Crisis Services  
Elliott S., Operations and Strategy  
Em B., Operations and Strategy  
Emilee T., Crisis Services  
Emily F., Internal Training  
Emily P., Development  
Emma T., Internal Training  
Erica D., Crisis Services

Erica H., Crisis Services  
Eridan M., Crisis Services  
Erin H., Crisis Services  
Evan S., Crisis Services  
Evi J., Development  
Evie R., Crisis Services  
Faith L., Crisis Services  
Felix M., Crisis Services  
Fiona H., Marketing, Comms, Content  
Florian S., Crisis Services  
Gabriella F., Internal Training  
Gabrielle R., Development  
Galen S., Crisis Services  
Genna W., Community  
Gloria D., Crisis Services  
Gray M., Internal Training  
H W., Crisis Services  
Hannah R., Community  
Hel K., Crisis Services  
Helen Z., Internal Training  
Holden S., Crisis Services  
Isel E., Crisis Services  
Jack H., Crisis Services  
Jacob B., Internal Training  
Jada V., Crisis Services  
Jaide H., Internal Training  
Jailene H., Internal Training  
James R., Crisis Services  
Jamie S., Crisis Services  
Jaslyn R., Crisis Services  
Jazmine M., Crisis Services  
Jemma B., Crisis Services  
Jerry S., Operations and Strategy  
Jess L., Crisis Services  
Jesse M., Internal Training  
Jessica C., Crisis Services  
Jessica G., Internal Training  
Jessy Y., Marketing, Comms, Content  
Jesus C., Crisis Services  
Joe B., Crisis Services  
John H., Operations and Strategy  
Jonah D., Community  
Jonathan Q., Internal Training  
Jordan F., Crisis Services  
Jordan Z., Operations and Strategy

Jordie O., Crisis Services  
Joseph M., Development  
Julian R., Crisis Services  
Juliana O., Operations and Strategy  
Julien S., Crisis Services  
Julien W., Operations and Strategy  
Juno P., Crisis Services  
Kae M., Crisis Services  
Kara C., Operations and Strategy  
Kara K., Crisis Services  
Karen F., Internal Training  
Kari S., Crisis Services  
Kasy V., Marketing, Comms, Content  
Kat Y., Crisis Services  
Katelyn T., Operations and Strategy  
Katie N., Crisis Services  
Kayla C., Internal Training  
Kelly K., Internal Training  
Kelsie B., Crisis Services  
Kevin B., Operations and Strategy  
Keygan M., Community  
Kim C., Internal Training  
Kiyomi N., Crisis Services  
Kris N., Crisis Services  
Kristin N., Crisis Services  
Kyleigh J., Internal Training  
Kylie W., Operations and Strategy  
Laura E., Marketing, Comms, Content  
Laura Z., Crisis Services  
Lauren F., Internal Training  
Lauren K., Development  
Lee F., Operations and Strategy  
Lee H., Internal Training  
Lena D., Operations and Strategy  
Lily K., Community  
Lindsey P., Operations and Strategy  
Lisa S., Crisis Services  
Liza K., Crisis Services  
Lizbeth M., Crisis Services  
LJ G., Development  
Logan B., Crisis Services  
Logan M., Internal Training  
Lori C., Internal Training  
Louis P., Internal Training  
Maddie S., Crisis Services

Maddy J., Crisis Services  
Madison D., Crisis Services  
Maggie C., Crisis Services  
Magnolia C., Internal Training  
Malcum C., Crisis Services  
Malik E., Internal Training  
Mar M., Crisis Services  
Mara C., Crisis Services  
Marcus S., Internal Training  
Marina P., Crisis Services  
Mark D., Internal Training  
Mark P., Crisis Services  
Mathew B., Crisis Services  
Matt L., Operations and Strategy  
Matt P., Operations and Strategy  
Meg B., Operations and Strategy  
Mi S., Crisis Services  
Michael M., Crisis Services  
Michael M., Crisis Services  
Milo P., Crisis Services  
Miriam J., Crisis Services  
Moe W., Crisis Services  
Monika M., Internal Training  
Morgan R., Operations and Strategy  
Morgan S., Internal Training  
My A., Crisis Services  
Nat N., Crisis Services  
Natasha M., Crisis Services  
Nathalie H., Internal Training  
Nathan H., Crisis Services  
Nattie R., Internal Training  
Neal G., Internal Training  
Nic R., Development  
Nty D., Crisis Services  
Oliver D., Crisis Services  
Olivia B., Crisis Services  
Ollie G., Crisis Services  
Priscilla F., Crisis Services  
Rachel A., Crisis Services  
Raven J., Operations and Strategy  
Reema W., Community  
Ren W., Internal Training  
Ren Brady P., Crisis Services  
Rev B., Operations and Strategy  
Richard V., Operations and Strategy

Riss C., Crisis Services  
River H., Crisis Services  
Rowan C., Crisis Services  
Roz E., Crisis Services  
Ruby Z., Crisis Services  
Ruby Joy G., Crisis Services  
Ryan E., Development  
Ryan W., Internal Training  
Sadaaf M., Crisis Services  
Saetia B., Crisis Services  
Sam J., Crisis Services  
Sam K., Crisis Services  
Sam M., Crisis Services  
Samantha B., Development  
Samir D., Operations and Strategy  
Sandy H., Crisis Services  
Santiago M., Crisis Services  
Sarah H., Crisis Services  
Shane T., Internal Training  
Shaun A., Crisis Services  
Shona D., Internal Training  
Steph O., Crisis Services  
Stephanie R., Crisis Services  
Steven H., Community  
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Takuya Y., Operations and Strategy  
Tanner M., Community  
Terra P., Crisis Services  
Tessie O., Crisis Services  
Thania G., Crisis Services  
Tony M., Community  
Tori M., Crisis Services  
Tori P., Community  
Traci T., Crisis Services  
Trey M., Crisis Services  
Tru W., Crisis Services  
Twon M., Crisis Services  
V W., Community  
Vance G., Operations and Strategy  
Vanessa O., Crisis Services  
Victoria P., Crisis Services  
VT T., Operations and Strategy  
Will H., Internal Training  
Yaritza P., Internal Training  
Zion L., Crisis Services

Zoë B., Internal Training  
Zulikha R., Development