



KALEIDOSCOPE
INTERNATIONAL TRUST



**The Commonwealth
Equality Network**

LGBTI+ IN THE COMMONWEALTH IN THE COVID-19 ERA

AN UPDATE





ACKNOWLEDGMENTS

This report was written by Saskia Perriard-Abdoh. Special thanks to Jesse Sperling for his direction and input, and to Phyll Opoku-Gyimah for her guidance. Most importantly, we would like to thank the members of The Commonwealth Equality Network, who shared their experiences with us and whose tireless efforts and care come out clearly through the survey and the testimony found in this report. Design by The Dairy Creative Agency. Photographs by Eivind Hansen.

EXECUTIVE SUMMARY

We are now a year on from the onset of the COVID-19 pandemic. The virus and the accompanying measures governments across the world have implemented in order to control its spread have had an unprecedented impact on our society. In the immediate instance, surges in the number of people falling ill have placed national health systems and frontline staff under great strain, governments were forced to institute curfews and lockdown measures which have had a tremendous impact on their domestic economies, and we are still in the process of trying to anticipate the effects on mental and physical health that have resulted from living in virtual isolation for a year – and may lead to poorer life-long health outcomes.

Early on in the crisis, a predominant discourse argued that COVID-19 would act as a “great leveller” to our society and that “we were all in this together.” While we acknowledge the many wonderful movements and moments where individuals and communities exemplified this, the fact remains that the pandemic has exacerbated pre-existing inequalities and discrimination. We may all have navigated the same storm, but we were on different ships.

As we noted in our 2020 [LGBTI+ in the Commonwealth in the COVID-19 Era report](#), the pandemic has “disrupted on a scale which has left almost no corner of the Commonwealth untouched and no person unaffected in some way”. We have – and continue – to see the disproportionate impact this has had on our marginalised communities and the organisations that support them. Uncertainty in funding and other COVID-19 related factors have disrupted, diminished, and in some cases disbanded critical services at a time when the underlying need that pre-existing stigma and discrimination against the LGBTI+ community cause has not gone away. If anything, it has increased, as the COVID-19 pandemic continues to negatively impact LGBTI+ people, communities and organisations globally.

Building on previous work, this report highlights the perspectives of LGBTI+ organisations from across the Commonwealth in order to further document the challenges and realities that LGBTI+ movements and communities are facing as a result of COVID-19.

This research was conducted through a survey of members of **The Commonwealth Equality Network¹** over the course of February 2021. We have gathered evidence **from 23 member organisations, covering 19 Commonwealth countries** with the aim to look specifically at the primary concerns and economic status of the respondents. Steps were taken to also compare this year’s data with data which was collected in 2020. The data in this report is not exhaustive but does provide further real-time insight into the needs of LGBTI+ organisations across the Commonwealth in the COVID-19 era.

¹ **The Commonwealth Equality Network (TCEN)** is the first civil society network to sustainably advocate on behalf of LGBTI+ people in the Commonwealth. It was accredited to the Commonwealth in 2017.

KEY FINDINGS

- **OVER TWO THIRDS** of organisations surveyed primarily **PROVIDE DIRECT SERVICES TO LGBTI+ COMMUNITIES**
- **87.3%** of respondents were **UNDER THE AGE OF 50**, underlining the relative youth of the LGBTI+ NGO sector
- **OVER 50%** of organisations surveyed had **UNDER 10** members of staff/volunteers
- **INTERNATIONAL AND GOVERNMENT INSTITUTIONS** were the primary funders for **OVER 80%** of the organisations surveyed
- **47.7%** of organisations surveyed received **LESS THAN £50,000** in annual funding
- **60.9%** of survey respondents noted that their organisation had **NO RESERVES**
- **OVER 50%** of respondents concluded that their organisation had **LOST EARNINGS**

TOP THREE ORGANISATIONAL CONCERNS



The wellbeing of our staff and volunteers

(91.3% of respondents)



The safety of our staff and volunteers

(87% of respondents)



Being unable to support service users

(78.3% of respondents)

RECOMMENDATIONS

There continues to be clear and escalating need. Some TCEN member organisations – nearly half of which have no reserves – have reported **decreases in or loss of current or potential income**, as donations have slowed, and many funding opportunities have been put on hold, in certain cases indefinitely. Furthermore, as exemplified by the geographic dispersion of TCEN members, there are very few (and in some cases, only one) LGBTI+ civil society organisations supporting, providing services to and advocating with and for LGBTI+ people in each specific Commonwealth country. Consistent with previous findings, this consultation has determined that **the very survival of many LGBTI+ civil society organisations across the Commonwealth is at stake** due to challenging political landscapes, the impact of the pandemic on the functioning of the organisation itself, and the possibility of facing an approaching cliff-edge in funding.

Despite these challenges, there are actions that decision-makers, policymakers and funders can take to protect, support and respect LGBTI+ people and their rights in response to COVID-19. As we approach the run-up to CHOGM 2021, we call on governments across the Commonwealth, through both commitment and action, to uphold the values of the [Commonwealth Charter](#) by **urgently allocating financial resources for:**

- **Consultations and data gathering with LGBTI+ organisations and communities** about their needs resulting from the immediate and emerging impacts of COVID-19.
- Flexible **emergency response funds for LGBTI+ civil society** to support services they are providing to LGBTI+ communities and to ensure their organisations survive.
- LGBTI+ civil society to **sustain their ongoing, longer-term work** to address entrenched structural drivers of the inequality, discrimination and exclusion LGBTI+ people face, during the pandemic and beyond.
- Funders must also **allow greater flexibility with existing funding**, so organisations under duress are better able to adapt and respond to the ever-changing and difficult circumstances of the pandemic, especially as we move from facing an acute medical crisis to navigating and building the foundations of our post-COVID futures.

Additionally, Commonwealth governments must:

- Uphold the principles outlined in the [Commonwealth Charter](#) in all aspects of response and recovery efforts during the COVID-19 pandemic, in particular, but not limited to, those of **equality**, and respect for the promotion and protection of **human rights for all without discrimination on any grounds**, as articulated in article II, and **access to health, education, food and shelter**, as articulated in article XI.
- Ensure that any **response and recovery efforts are inclusive of LGBTI+ people and their particular needs**, and that these efforts will reach the most marginalised and vulnerable and do not worsen existing inequalities and marginalisation. This includes, but is not limited to, access to healthcare services; employment and paid leave; welfare, benefits and emergency economic support; access to education; food security; access to housing; and access to justice.
- Introduce and implement policies that ensure the **safety and security of all persons, without discrimination**, including support for those who are victims of domestic and intimate partner violence or who are made homeless, and that ensure state agents, including the police and the military, are **accountable** for any decisions or actions they take.
- Ensure that data gathered during the pandemic is **disaggregated by sexual orientation, gender identity and expression, and sex characteristics**, among other grounds and identities, in support of the above.

ABOUT THE COMMONWEALTH EQUALITY NETWORK



The Commonwealth Equality Network (TCEN) is the first civil society network to sustainably advocate on behalf of lesbian, gay, bisexual, trans, intersex, queer and gender-diverse (LGBTI+) people in the Commonwealth.

Founded by a small group of organisations in 2013, The Commonwealth Equality Network uses collective action to catalyse the meaningful change needed to achieve a Commonwealth where all LGBTI+ persons are free from discrimination and violence, including criminalisation on the basis of sexual orientation, gender identity and expression, and sex characteristics.

Through collective advocacy, research, resource mobilisation and capacity strengthening, the network's members seek the removal of legal, political, social, economic and cultural barriers to equality in Commonwealth countries.

TCEN now counts over 60 organisations representing 47 countries from all Commonwealth regions in its membership.

In June 2017, TCEN was accredited to the Commonwealth, the first LGBTI+-focused group to ever receive this official status. Since the 2015 Commonwealth Heads of Government Meeting in Malta, TCEN has actively participated in Commonwealth spaces to raise the profile and normalise the discussion of LGBTI+ people, rights and concerns and to engage with national-level decision-makers and policymakers who are often not otherwise accessible to LGBTI+ civil society.



ABOUT KALEIDOSCOPE TRUST

Kaleidoscope Trust is a UK-based charity focused on fighting for the human rights of LGBT+ people across the Commonwealth. We fund, fight for and empower those upholding the human rights of LGBT+ people by working with governments, change-makers and civil society organisations to effect meaningful and lasting change in the lives of LGBT+ people.

Our mission is to help create a world where LGBT+ people are free, safe and equal everywhere.

We are a proud member of The Commonwealth Equality Network, and host to its Secretariat.

Our work involves supporting LGBT+ activists on the front line in these countries, many of whom put their personal safety and lives at risk to uphold and defend their community's rights.

WE DO THIS BY:



Connecting LGBT+ activists from the Global South with high-level political and diplomatic decision makers across the world to advocate for positive policy change, and strengthening the capacity of LGBT+ activists to partake in international human rights advocacy, through our work with [The Commonwealth Equality Network](#)



Helping to build intersectional civil society movements across regions in the Global South that fight for equality for both women & girls, as well as LGBT+ people, through our work in the Commonwealth Equality Programme and the Equality & Justice Alliance



Advocating with the British government and institutions, to ensure progressive and focused support for LGBT+ equality and rights internationally. This has included persuading former Prime Minister Theresa May to express her deep regret for discriminatory colonial-era laws and their legacy, in 2018.



Co-chairing the Equal Rights Coalition, an inter-governmental body that brings together 42 member states and more 120 civil society organisations in order to advance the human rights of and promote inclusive development for LGBTI+ persons globally



Co-chairing the UK Alliance for Global Equality, a coalition of UK-based civil society organisations working together to promote and support progress in global LGBTI+ rights

Our work also involves speaking to the UK public on the historical role the country has played in bestowing discriminatory, anti-LGBT+ laws upon many of its subjects during the colonial era, as well as shining a light on the struggles of LGBT+ human rights activists across the world and educating the public on how they can help to create positive change.

MAIN REPORT

THIS REPORT PROVIDES AN UPDATE ON THE ACUTE CHALLENGES THAT LGBTI+ ORGANISATIONS ACROSS THE COMMONWEALTH ARE FACING AS A RESULT OF THE COVID-19 PANDEMIC.

The evidence gathered was collected over the course of January and February 2021 through an online survey.

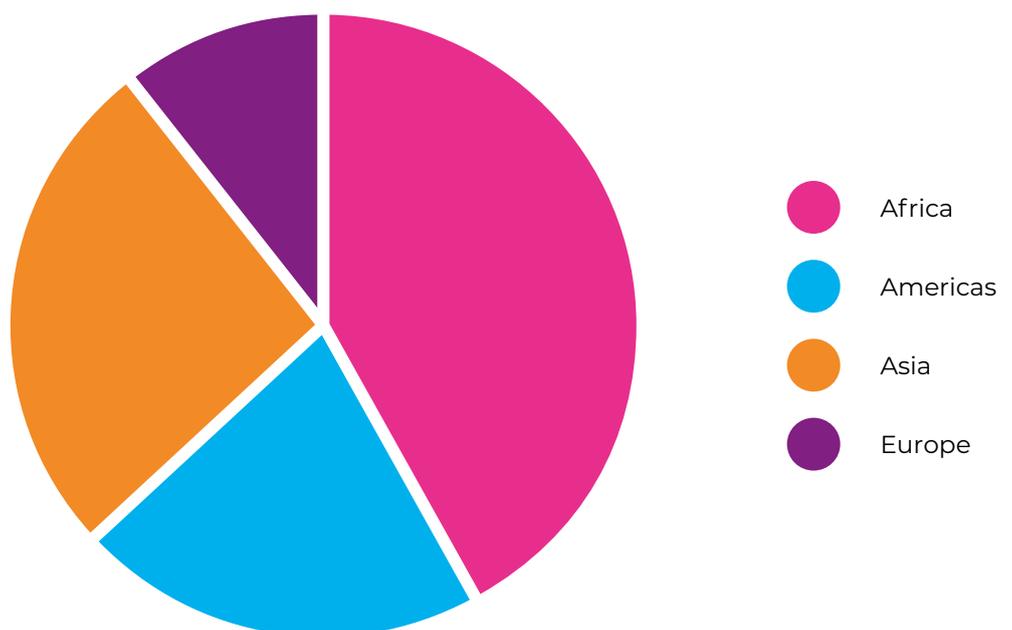
Twenty-three participants responded to the online survey. These respondents represented 23 TCEN member organisations covering 19 Commonwealth countries:

- **AFRICA:**
Botswana, Cameroon, Eswatini, Kenya, Namibia, Nigeria, Seychelles, Zambia
- **AMERICAS:**
Belize, Canada, Jamaica, Trinidad and Tobago
- **ASIA:**
Bangladesh, India, Pakistan, Singapore, Sri Lanka
- **EUROPE:**
Malta, UK (England, Scotland)

As noted above, the report does not aim to provide an exhaustive analysis but instead aims to provide real-time insight into the needs of LGBTI+ people, communities and organisations across the Commonwealth in the COVID-19 era. It is also worth noting that a number of TCEN members' work also extends to non-Commonwealth countries and territories, such as the Cook Islands, the Marshall Islands, Niue, Palau, St Croix and St Martin.

Survey Respondents' Geographical Regions Served

22 responses



SNAPSHOT:

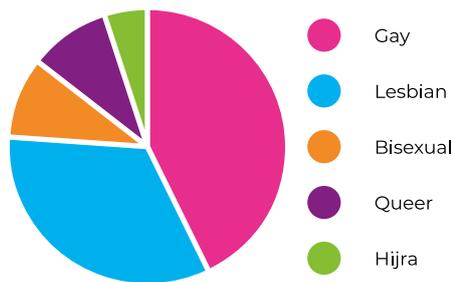
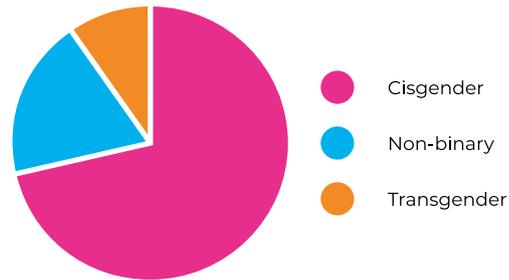
PROFILE OF SURVEY RESPONDENTS

The majority of our TCEN member representatives belong to LGBTI+ communities themselves. We would like to take the opportunity to recognise the ongoing impact this pandemic is having not only on their organisations, but on them as people. We are immensely grateful to them for the tireless work they do for their communities and their contributions to wider society.

THE FOLLOWING CHARTS ARE BASED OFF 21 RESPONSES TO THE SURVEY.

Survey Respondents' Self-defined Gender identity

21 responses

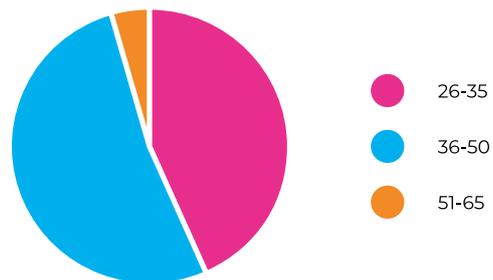


Survey Respondents' Self-defined Sexual Orientation

21 responses

Survey Respondents' Age

23 responses



Twenty-three survey respondents also disclosed their age which provides an interesting insight regarding the demographic trends of individuals who work in or contribute to LGBTI+ organisations. 47.8% of respondents were between the ages of 36 and 50, while an additional 43.5% were between the ages of 26 and 35. This means a combined total of 87.3% of our respondents were under the age of 50, thereby underlining the relative youth of the LGBTI+ NGO sector.

Given that these age groups were already particularly affected by the economic aftermath of the 2008 financial crisis, and the precarious nature of their day-to-day work (notwithstanding the dangers and challenges they face as LGBTI+ individuals) which have had an impact on employment rates, housing security and health outcomes, it is worth noting that these generations of LGBTI+ activists were already facing a very difficult economic landscape prior to the pandemic.

SNAPSHOT:

PROFILE OF SURVEYED ORGANISATIONS

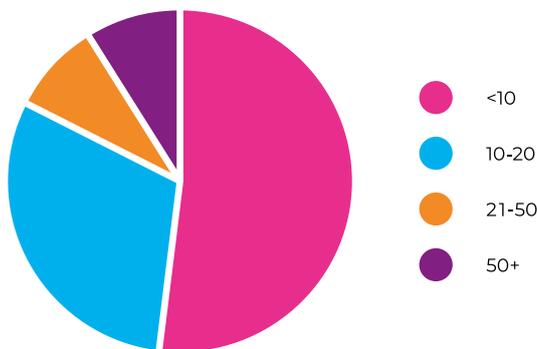
The COVID-19 pandemic continues to negatively impact LGBTI+ communities and the organisations that support, provide services to and advocate with and for them.



“Having completely shut down operations during the first wave of the pandemic, we have lost ground in terms of reach. Now we are playing each up, and there is only so much we can do because meetings are limited. We are not able to mobilise for funds because there has been a decrease, and we are unable to mobilise our communities because there is restricted movement and gatherings. This has happened all while our issues are doubling, the prejudice is doubling, and the injustice is doubling.”

MELUSI SIMELANE

Eswatini Sexual and Gender Minorities
Eswatini



Organisation size (staff & volunteers)

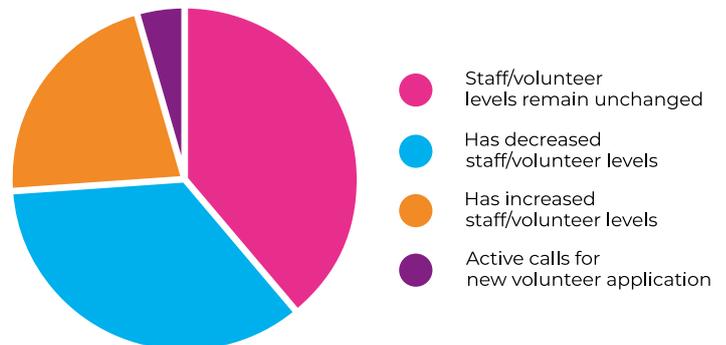
23 responses

LGBTI+ organisations are often small and are therefore incredibly reliant on their limited staff and volunteer numbers. Only 17.4% of organisations surveyed had a combined staff/volunteer base of over 20. As opposed to 82.6% of organisations which had under 20 staff/volunteers on record. It is worth noting that over 50% of organisations surveyed had under 10 members of staff/volunteers.

Changes In Staffing Levels (staff & volunteers)

23 responses

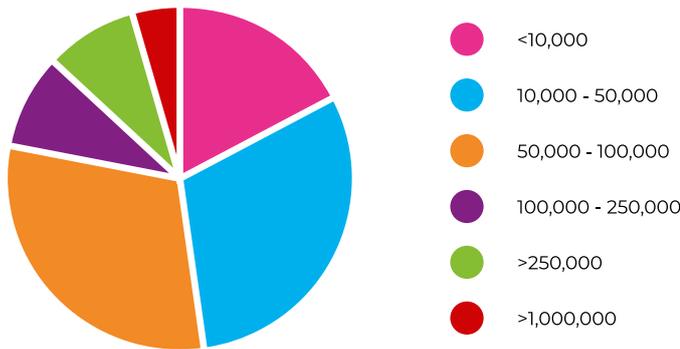
While the range of sizes of organisations surveyed varied, it is worth noting that the majority faced some type of staffing level change over the first year of the pandemic. As seen in the chart above, just over a third of organisations surveyed had their staffing numbers remain unchanged while another third had to decrease their number of staff. On the other hand, a fifth of the respondents noted that despite the pandemic they were able to hire additional members of staff.



Annual Funding

23 responses

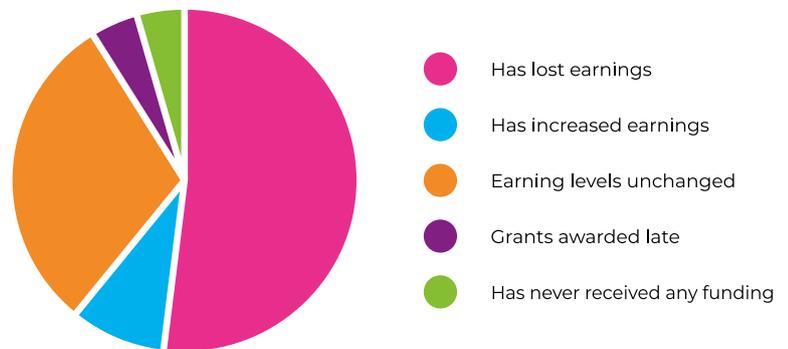
In the same manner the LGBTI+ organisations surveyed had access to limited human resources, they also have had to operate with limited financial resources. Indeed, were we to amalgamate the funding bands outlined above, and 47.7% of organisations surveyed received under £50,000 in funding on an annual basis. In addition, 17.4% of respondents noted that they had lost existing or potential grants over the past year, adding to the organisation's precarious financial situation.



General Funding Status

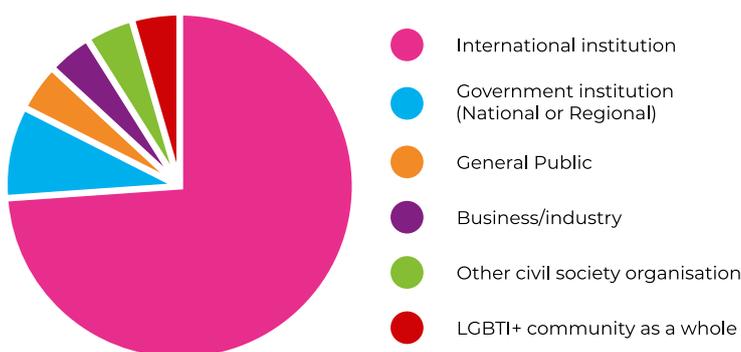
23 responses

In total, over 50% of respondents concluded that their organisation had lost earnings, 30% had their earning levels unchanged and 8.7% had found ways to increase organisational earning. However, it is worth noting that certain respondents raised anecdotally that secured grants were awarded late. The resulting pressure which was placed on these organisations to complete projects under a shorter time span while facing considerable operational constraints due to COVID-19 restrictions did result in placing additional stress on the organisation and its staff/volunteers.



60.9% OF SURVEY RESPONDENTS NOTED THAT THEIR ORGANISATION HAD NO RESERVES.

Given the clear causal link between funding and staff levels, we also asked respondents whether these changes could be attributed to COVID-19. 13% responded that changes to their staffing and funding situation could be fully attributed to COVID-19 while an additional 65% stated that these changes could be mostly attributed to it. Even in the few cases where funding and staffing levels remained unchanged, respondents noted that delays in funding from partners or external grants had a substantial impact on their organisation.



Primary Organisational Funder

23 responses

Given that international and government institutions were the primary funders for over 80% of the organisations surveyed, we would strongly advocate for governments and international institutions to adopt a more holistic approach to funding grants which takes into account the operational difficulties faced by the LGBTI+ NGO sector as a result of the pandemic.

TOP THREE ORGANISATIONAL CONCERNS



The wellbeing of our staff and volunteers
(91.3% of respondents)



The safety of our staff and volunteers
(87% of respondents)



Being unable to support service users
(78.3% of respondents)

Similar to last year's survey, we found that survey respondents had a wide range of organisational concerns, from loss of income on already limited budgets to the safety and wellbeing of their communities, staff and partners. However, of the different concerns which were identified, there consensus among respondents on the most pressing concerns were all related to the health, safety and wellbeing of their staff, volunteers and service users.



“It has been very difficult coordinating with the staff as most have worked from home. Organising activities on our work plan became a challenge.”

QASIM IQBAL
NAZ Pakistan
Pakistan

ORGANISATIONAL CONCERNS

23 responses



The wellbeing of our staff and volunteers

91.3%
(21 responses)



The wellbeing of our service users

87%
(20 responses)



The safety of our staff and volunteers

78.3%
(18 responses)



The safety of our service users

78.3%
(18 responses)



Being unable to support service users

69.6%
(16 responses)



Losing income

73.9%
(17 responses)



Changes to existing or pending grants

69.6%
(16 responses)



Staff redundancies

43.5%
(10 responses)



Having to close the organisation

34.8%
(8 responses)



Discriminatory actions being taken under cover of COVID-19

47.8%
(11 responses)

CONSTITUENCIES SERVED AND AT RISK

Many of our TCEN member organisations **dedicate their day-to-day work to the most vulnerable LGBTI+ people** by providing direct services to people living with HIV, victims of abuse and violence, and homeless LGBTI+ people, among others. We have conducted more in-depth research on this work [HERE](#). **Indeed, 82.6% of organisations surveyed noted that their main constituency served was the wider LGBTI + community.**

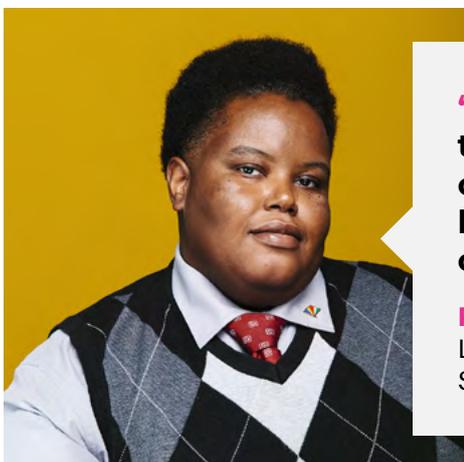
On the other hand, many of our members also support LGBTI+ communities through indirect channels such as **human rights advocacy** with key influencers and policymakers across national, regional and international levels in order to remedy structural drivers of the inequality, discrimination and exclusion that LGBTI+ people face. Out of the organisations surveyed, the **three primary advocacy audiences were:**

- **NATIONAL AND REGIONAL GOVERNMENT INSTITUTIONS (47.8%)**
- **THE LGBTI+ COMMUNITY AS A WHOLE (21.7%)**
- **THE GENERAL PUBLIC (17.4%)**

In the same manner that COVID-19 has disrupted the day-to-day operational realities of LGBTI+ organisations, the pandemic has also increased the divide between these organisations and their constituencies:

“Most of our work is face to face, travelling to rural areas etc., which we have had to curtail exponentially.”

ROSANNA FLAMER-CALDERA
EQUAL GROUND
Sri Lanka



“Less engagements have been possible due to COVID-19 restrictions. [For example,] lack of access to internet and unstable networks has made it difficult to hold Zoom meetings or coordinate the work of the organisation.”

FABIANNA BONNE
LGBTI Sey
Seychelles

TYPES OF SERVICE PROVIDED

AREA OF FOCUS	COUNT
Advocacy	16
Health, covid-19 vaccines and access to health services	10
Legal	9
Education	5
Human rights approaches	4
Training, capacity building, the move to digital and outreach	4
Mental health	3
Entrepreneurship	2
Sex workers	2
Trans populations	1
Equality	1
Safety and security	1
Faith	1

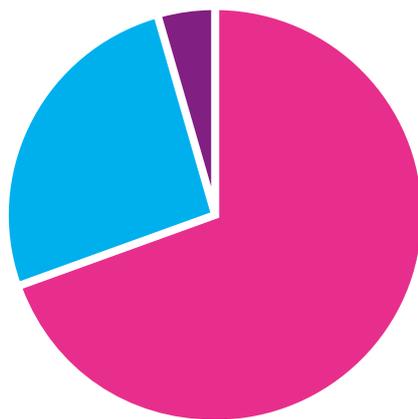
Despite their often-small sizes, it is worth taking the opportunity here to highlight that the organisations surveyed conducted work on a wide range of policy and advocacy areas, often providing a cornerstone of support and resources for a wide range of needs in their local communities.

DIRECT VS INDIRECT

Types of Service Provides

23 responses

- Direct
- Indirect
- No Services Provided

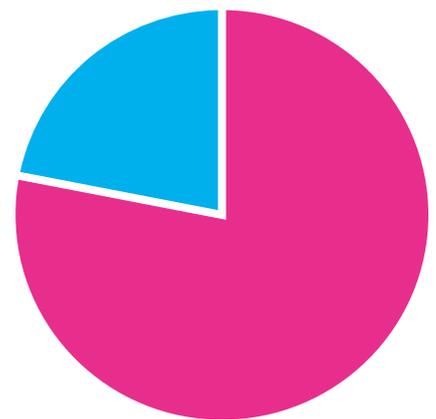


PRIMARY CONSTITUENCIES

Geography

23 responses

- Urban
- Rural



Furthermore, as the two charts above demonstrate, over two thirds of organisations surveyed primarily provide direct services to LGBTI+ communities in urban areas. Anecdotally, we know that delivery and access to these services has been drastically diminished, and in some cases completely disbanded due to material COVID-19 related constraints. However, the underlying need has not gone away and, if anything, has increased.

While certain organisations noted that these challenges were addressed through exploring new ways of working – for example providing digital services or refocusing their outreach priorities – cost and inadequate IT infrastructure has proven to be an insurmountable challenge in certain cases.

CONCLUSION: REVIEWING THE IMPACT OF COVID-19 ON LGBTI+ ORGANISATIONS

We concluded in our inaugural 2020 report that the pandemic had aggravated pre-existing issues relating to inequality, exclusion, discrimination and poverty that LGBTI+ people faced, and that the pandemic had deeply impacted the plans, priorities and ability of organisations that support these communities.

The COVID-19 pandemic continues to negatively impact LGBTI+ communities and the organisations that support them. Indeed, many TCEN member organisations provide direct services to people living with HIV, victims of abuse and violence, and homeless LGBTI+ people, among others. These services have been disrupted, diminished, and in some cases disbanded due to disruptions in funding and COVID-19 related factors. However, the underlying need in the LGBTI+ community has not gone away. If anything, it has increased.

Furthermore, LGBTI+ organisations are often small and fully reliant on their limited staff and volunteer numbers. In addition to having limited human resources, they often have to make do with limited financial resources. Indeed, 47.7% of organisations surveyed received under £50,000 in funding on an annual basis and over 50% of respondents concluded that their organisation had lost earnings. Given that 60.9% of survey respondents noted that their organisation had no reserves, this finding has substantial implications for the international LGBTI+ NGO sector.

It is also worth noting that, as was the case for over 80% of the organisations surveyed, the majority of this funding was granted by international and government institutions. We strongly advocate for governments and international institutions to take into account the operational difficulties faced by the LGBTI+ NGO sector as they allocate future funding. Indeed, even in the few cases where funding and staffing levels remained unchanged, respondents noted that delays in funding from partners or external grants had a substantial negative impact on their organisation.

Lastly, the majority of TCEN organisation representatives belong to LGBTI+ communities themselves. This pandemic is having an ongoing impact not only on their organisations and their constituencies, but on them as people. Furthermore, a combined total of 87.3% of our respondents were under the age of 50, which indicates the relative youth of the LGBTI+ NGO sector. Given that these age groups have already been affected by the economic aftermath of the 2008 financial crisis which is predicted to have lifelong earning ramifications, and the precarious nature of their day-to-day work and the dangers and ongoing challenges they face as LGBTI+ individuals, it is worth noting that the majority of LGBTI+ activists were already facing a very difficult economic landscape, and many will be in need of support themselves.

Concerns in the sector over funding being either disrupted, halted or potentially discontinued are ongoing. Many of our members have reported that State responses have unfortunately not fully taken into consideration these operational realities – or the vulnerable positions that this places many LGBTI+ people in. Similar to last year's survey, respondents had a wide range of organisational concerns, from loss of income to the safety and wellbeing of their communities, staff and partners.

TOP THREE ORGANISATIONAL CONCERNS:



The wellbeing of our staff and volunteers
(91.3% of respondents)



The safety of our staff and volunteers
(87% of respondents)



Being unable to support service users
(78.3% of respondents)

Now more than ever, marginalised communities and the organisations working in their interest need support, to ensure that their voices are heard and that they are not left even further behind.

RECOMMENDATIONS FOR ACTION

We therefore call on governments and funders to urgently allocate financial resources for:

- Consultations and data gathering with LGBTI+ organisations and communities about their needs resulting from the ongoing impacts of COVID-19.
- Flexible emergency response funds for LGBTI+ civil society, for the support and services they are providing to LGBTI+ communities, and to ensure their organisations survive.
- LGBTI+ civil society to sustain their ongoing, longer-term work to address entrenched structural drivers of the inequality, discrimination and exclusion LGBTI+ people face, during the pandemic and beyond.

Funders must also allow greater flexibility with existing funding, so organisations under duress are better able to adapt and respond to the ever-changing and difficult circumstances of the pandemic.

Commonwealth governments must also:

- Uphold the principles outlined in the Commonwealth Charter in all aspects of response and recovery efforts during the COVID-19 pandemic, in particular, but not limited to, those of equality, and respect for the promotion and protection of human rights for all without discrimination on any grounds, as articulated in article II, and access to health, education, food and shelter, as articulated in article XI.
- Ensure that any response and recovery efforts are inclusive of LGBTI+ people and their needs, and that these efforts will reach the most marginalised and vulnerable and not worsen existing inequalities and marginalisation. This includes, but is not limited to, access to healthcare services; employment and paid leave; welfare, benefits and emergency economic support; access to education; food security; and access to housing; and access to justice.
- Introduce and implement policies that ensure the safety and security of all persons, without discrimination, including support for those who are victims of domestic and intimate partner violence or who are made homeless, and that ensure state agents, including the police and the military, are accountable for any decisions or actions they take.
- Ensure that data gathered during the pandemic is disaggregated by sexual orientation, gender identity and expression, and sex characteristics, among other grounds and identities, in support of the above.

To the right, we share an overview of TCEN's Policy Manifesto, to remind the world that LGBTI+ human rights still remain of utmost importance, especially during a crisis, and that COVID-19 must not undo years and decades of progress on human rights.



² Overseas Development Institute [ODI] (2010). The Impacts of the Economic Crisis on Youth Review of Evidence. Available from: https://assets.publishing.service.gov.uk/media/57a08b1740f0b64974000970/60828_Youth-Evidence-Review-Final.pdf