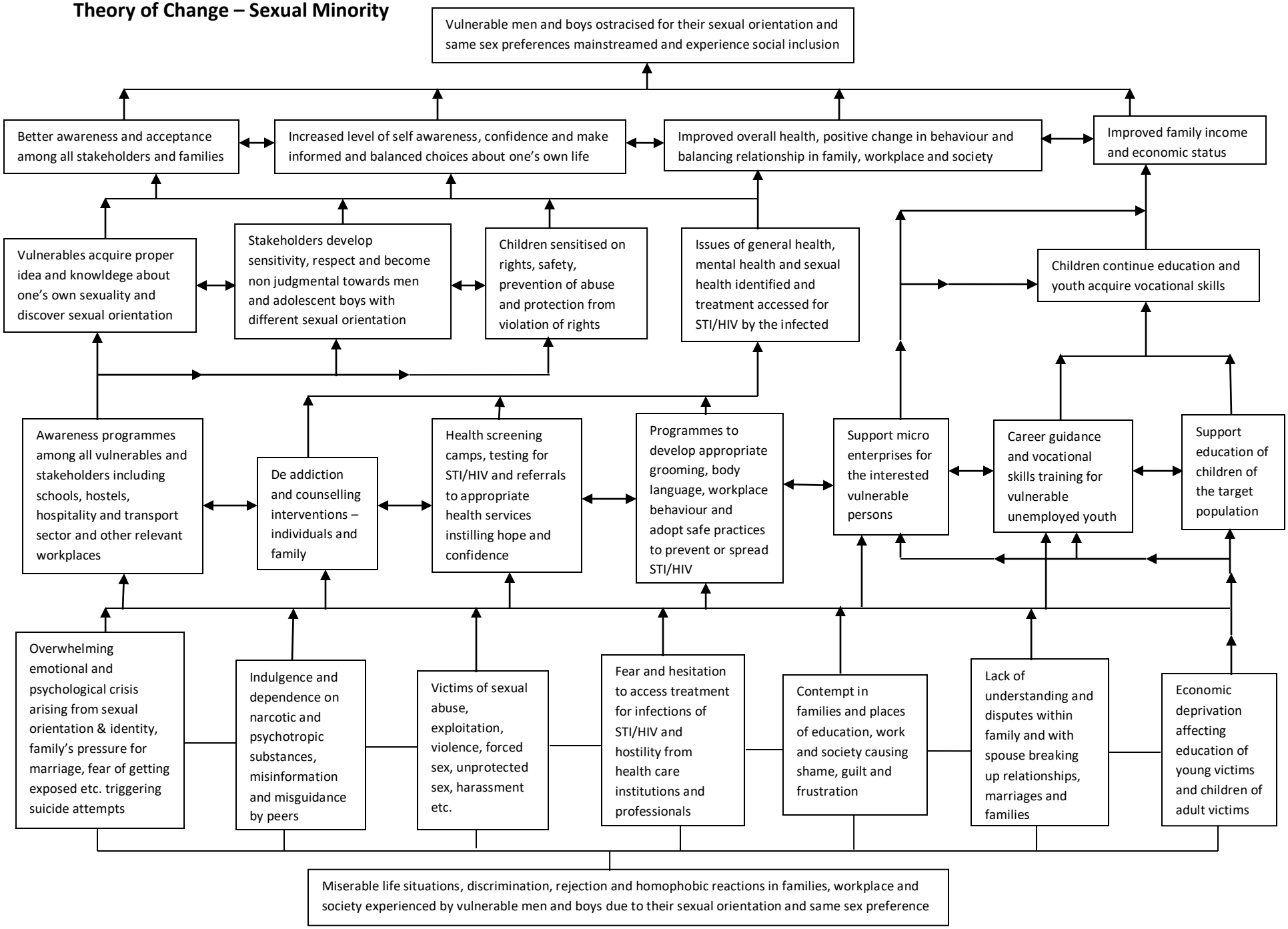Theory of Change – Sexual Minority