



Diverse & Resilient

Report to the Community

2013 – 2014



Diverse & Resilient, Inc. 2439 N. Holton Street, Milwaukee, WI 53212
414.390.0444 | www.diverseandresilient.org

Program Updates

BUILD, Brothers United in Leadership Development

Members of BUILD, our leadership development program for African American men, attended the Same Gender Loving Men's Leadership Retreat in December 2013 and facilitated a workshop at the 2014 Wisconsin LGBT Leadership Conference in February. BUILD also led a focus group for men of color who have sex with men to inform Diverse and Resilient's HIV prevention programs.

It's About Us

Fifteen peer advocates were recruited to distribute condoms and role model stories, which teach about HIV risks. Peer advocates reached 300 people with one-on-one conversations about sexual health and risk reduction.



Be YOU

In the summer of 2013, we opened our Be YOU youth space for LGBT young people and their allies. 227 youth have attended events and programs planned by the Be YOU youth leaders.

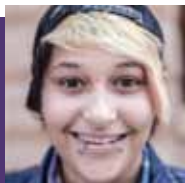
Acceptance Journeys and Imagine More

Social marketing campaigns promoting acceptance, love, and well-being of LGBT people reached over 165,000 people through billboards, television, radio, newspapers, and online media. An additional 3,000 people were directly reached through presentations or one-on-one conversations.



414ALL

The 414ALL community condom campaign launched in February 2014 at Milwaukee City Hall. 19 condom distribution sites have joined as partners of the program and 29 youth have been trained to distribute condoms and teach about sexual health. Over 75,000 condoms have been distributed.



Healthy Girls

Our Healthy Girls program created an adaptation of the Making Proud Choices! curriculum to meet the needs of lesbian, bisexual, and queer young women. The program entered its second year of funding in July 2014.

Safe Dates

In 2014 we completed an adaptation of the Safe Dates curriculum to be relevant to LGBT young people. The curriculum teaches about relationship health and safety. Strong partnerships with statewide community organizations and universities have been instrumental in development of evaluation tools and program fidelity.

Counseling, Testing, and Referral

We achieved 329% of our HIV testing goal from the Centers for Disease Control, with 100% of all newly and previously identified HIV positive people linked to care. In 2013 we began a partnership with the City of Milwaukee Health Department to offer STI tests for gonorrhea, chlamydia, and syphilis.

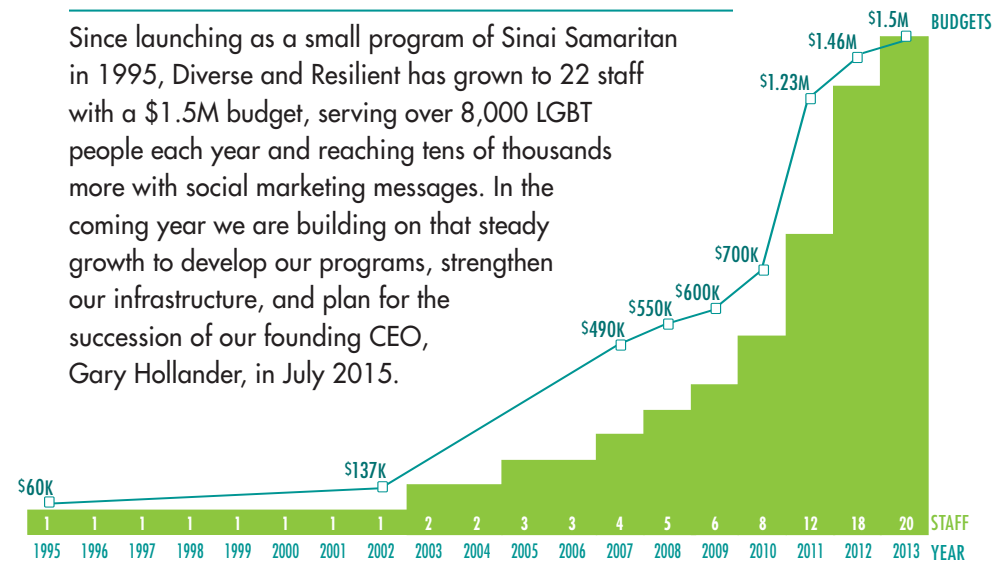
SHEBA, Sisters Helping Each Other Battle AIDS

SHEBA participants collaborated with the Milwaukee Police Department to create policies for interactions with trans-identified people. SHEBA also led activities at PrideFest and participated in Diverse and Resilient's artist in residence program.



Change against a backdrop of Growth

Since launching as a small program of Sinai Samaritan in 1995, Diverse and Resilient has grown to 22 staff with a \$1.5M budget, serving over 8,000 LGBT people each year and reaching tens of thousands more with social marketing messages. In the coming year we are building on that steady growth to develop our programs, strengthen our infrastructure, and plan for the succession of our founding CEO, Gary Hollander, in July 2015.



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Follow us:



Our Vision

At Diverse and Resilient, we see a future in which lesbian, gay, bisexual, and transgender people in Wisconsin thrive, living healthy, satisfying lives in safe, supportive communities.

Our Mission

Our mission is the healthy development of LGBT people in Wisconsin by creating and sustaining programs, groups and communities to take action.

Our Name

Our name serves as a reminder that LGBT people are everywhere, engage in interesting and meaningful lives, and contribute to the welfare of each other and the broader community.

LETTER FROM GARY

Over the past year, Diverse and Resilient has continued a trajectory of solid growth while preparing for big changes ahead. As many know, I will retire in July of 2015, after 20 years of serving as D&R's leader. In the past year we've prepared for that transition in a number of ways:

- Strengthening our partnerships to better serve LGBT people throughout the state
- Restructuring our management team, creating and filling new director level positions
- Adding new board members and updating committee structures
- Updating our business operations and improving our facilities to serve more participants

In addition to these structural changes, we've also been busy on the program front. In October 2013 we partnered with the LGBT film festival for a screening, panel discussion, and flash mob dance.

In February of 2014 we organized the third LGBT Leadership Conference with Fair Wisconsin. In March we welcomed 300 guests to our Reviving the Dream Celebration honoring LGBT leaders. In April we held the Safe Schools Safe Communities Conference in partnership with GSAFE and UW Parkside. And in the summer months we attended pride celebrations around the state.

Our work continues to be exciting, engaging, and urgently needed by LGBT communities throughout Wisconsin. In this time of change we remain steadfast in our vision of a healthy, thriving, LGBT community.

Sincerely,

Gary Hollander, PhD
President & CEO

2013 DONORS

Diverse Donors

Gifts over \$10,000

BMO Harris Bank
Gary Hollander &
Paul Mandracchia
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Carlton D. Stansbury, JD

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\$2,500 to \$9,999

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*And thanks to our many other
contributors who help make
Diverse and Resilient's vision
a reality.*

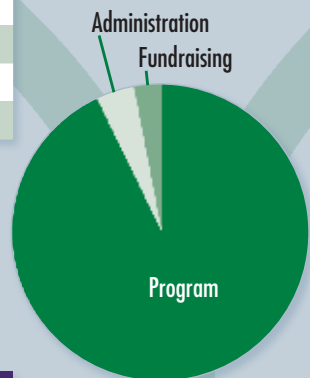
2013 GRANTS

The Brico Fund
Cream City Foundation
Greater Milwaukee
Foundation
Herb Kohl Charities
Lesbian Fund
MAC AIDS Fund
United Way of Greater
Milwaukee
Wisconsin AIDS Fund

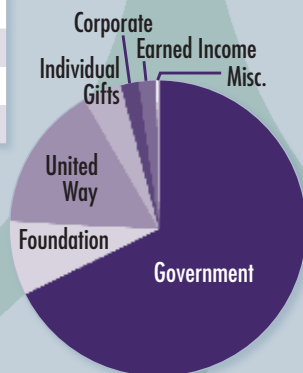
2013 CONTRACTS

Centers for Disease Control
and Prevention
Jewish Family Services
Medical College of Wisconsin
Milwaukee Health Department
Milwaukee Public Schools
National Alliance of State
and Territorial AIDS Directors
UW School of Medicine
and Public Health
Wisconsin Department
of Child and Family Services
Wisconsin Department
of Health Services
Wisconsin Department
of Public Instruction

Expenses		
Program	\$1,412,832	93%
Administration	\$53,365	4%
Fundraising	\$48,086	3%
TOTAL	\$1,514,283	



Income		
Government	\$1,116,196	68%
Foundation	\$137,005	8%
United Way	\$256,922	16%
Individual Gifts	\$68,125	4%
Corporate	\$28,500	2%
Earned Income	\$34,266	2%
Miscellaneous	\$5,434	0%
TOTAL	\$1,646,448	



Diverse and Resilient Staff

Katie Abbott *Program Coordinator*
Chris Allen *Program Manager*
Cina Chang, MA *Executive Assistant*
Kristen Donat *Program Coordinator*
Anthony Doubek *Program Specialist*
Jacob Dougherty *Data & Compliance Manager*
Mallory Edgar, MPH *WI Population Health Service Fellow*
James "Jazzy" Ford *Program Specialist*
Nicole Fumo, MPH *Program Manager*
Ronnie Grace *Program Coordinator*
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Dylan Reilly *Data/IT Coordinator*
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Dennis Wojciechowski *Program Specialist*
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