At Diverse & Resilient, we see a future in which lesbian, gay, bisexual, and transgender people in Wisconsin thrive, living healthy, satisfying lives in safe, supportive communities.
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DIVERSE & RESILIENT STAFF
Katie Abbott, Program Coordinator
Cina Chang, MS, Development & Communications Manager
Gerald Coon, PhD, President & CEO
Anthony Evans, HIV/STI Testing Coordinator
Ronnie Grace, HIV/STI Testing Coordinator II
Anthony Harris, Program Manager
Kayla McNeil, Public Ally
Mark Neufang, Operations Manager
Kristen Ramirez, Program Coordinator
Dylan Reilly, Data & IT Coordinator II
Dan Ruge, MA, Director of Programs
Kofi Short, Program Coordinator
Mark Silva, Program Coordinator
Bethamie Wyatt, MLS, Program Manager

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OUR VISION
At Diverse & 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 reminder that LGBT people are everywhere, engage in interesting and meaningful lives, and contribute to the welfare of each other and the broader community.
Dear Friends and Supporters

At Diverse & Resilient, we are committed to our goal of eliminating health disparities between LGBT people in Wisconsin and our heterosexual peers. We know that social determinants of health including poverty, unequal access to health care, anti-LGBT discrimination and stigma are all linked to these disparities.

In response, we provide evidence-based programs and services to address the health and wellbeing of LGBT people, both in Milwaukee and throughout the state. We are proud of the work we do and our role in promoting acceptance and good health outcomes for LGBT people everywhere. We are especially proud of our work with marginalized communities within the broader LGBT community. Equality for all LGBT people is a goal we will always work towards.

In 2015, Gary Hollander, the founder of Diverse & Resilient, left his role as President & CEO after 20 years. A solid succession plan was in place, and work continued uninterrupted based on the great organizational foundation that Gary and the Board created. We will always be grateful for Gary’s vision, leadership, and determination to improve the lives of LGBT people.

As we look forward, our vision of a healthy and thriving LGBT community continues to inspire and drive us. We are privileged to do this work — work we can do because of your continued commitment and support.

Sincerely,

Gerald Coon, President & CEO
Carlton Stansbury, Chair of the Board of Directors
Our work

ACCEPTANCE
Social determinants, such as rejection and discrimination, are highly associated with our health and wellbeing. At Diverse & Resilient, we directly address these determinants by promoting individual and community acceptance through stories of love and acceptance, cultural competency training for organizations, social media outreach, and community presentations.

CULTIVATING LEADERS
Diverse & Resilient was founded as a program to build and support LGBT leaders and communities in Wisconsin. We work hard to develop and support leaders to find their power and exercise it on behalf of LGBT communities. From our program advisory committees and community health promoters, to our staff and board of directors, we work to make big things happen in Wisconsin’s LGBT communities.

MENTAL HEALTH
Mental health is woven into the foundation of the work we do at Diverse & Resilient. Acknowledging that a person’s mental health is deeply connected to their overall physical health and wellbeing, we incorporate mental health wellness into all of our programs.
PARTNER AND COMMUNITY VIOLENCE

Intimate partner violence (IPV) is a hidden and overwhelming problem facing LGBT communities across Wisconsin. Diverse & Resilient is dedicated to increasing community knowledge about the unique challenges LGBT people experience in unhealthy relationships as well as addressing the pressing need for increasing cultural competency of mainstream domestic violence organizations to better serve LGBT individuals.

SEXUAL HEALTH

For LGBT people, there are many different social and environmental factors that can complicate achieving and maintaining sexual health. Through various individual-, group-, and community-level programs, we work to address the health disparities and gaps in sexual health education that exist in the LGBT community around HIV, teen pregnancy, STIs, sexuality and gender, and healthy relationships.

SUBSTANCE USE

Among teens in Wisconsin, LGBT youth report significantly higher rates of use of tobacco, cocaine, inhalants, ecstasy, and heroin, earlier onset of alcohol use, and a greater likelihood of binge drinking. At Diverse & Resilient, we focus on providing clear information, refusal skills, peer supports, and fun alternatives as strategies for eliminating the dangerous health disparities in substance use that limit the length and quality of the lives of LGBT people in Wisconsin.

Participants at the state-wide biennial Youth HIV Prevention Institute.
Building a healthier community…

At Diverse & Resilient, we are taking active steps to build healthier LGBT communities in Wisconsin.

• We expanded implementation of our evidence-based programs to new communities across Wisconsin. In partnerships with LGBT-serving organizations statewide, we initiated programs addressing higher rates of alcohol use and intimate partner violence among LGBT youth in Appleton, Eau Claire, Green Bay, La Crosse, Madison, Neenah/Menasha, and Racine. Since expanding statewide, a total of 120 youth have participated in evidence-based programs.

• Diverse & Resilient continued to support and build the capacity of the Rainbow Alliance for Youth, a statewide network dedicated to enhancing and supporting organizations that serve LGBT youth through capacity building, technical assistance, advocacy, and service coordination.

• In partnership with the Milwaukee Health Department, the Wisconsin Department of Health Services, and other Milwaukee organizations, we coordinated local efforts to respond to a deadly, Invasive Meningococcal Disease (IMD) outbreak that occurred in Chicago. Diverse & Resilient conducted outreach, provided vaccinations, and provided free HIV testing on-site to residents of the greater Milwaukee area. Due to the rapid and coordinated response,
our efforts greatly decreased the probability of an occurrence of IMD, and, in fact, no such infections occurred in Wisconsin.

- Diverse & Resilient empowered and trained LGBT populations to affect social change through advocacy and public health leadership by training and mentoring a total of 126 LGBT youth and adults to conduct outreach, advocacy, and public health messaging among LGBT populations most at risk for health disparities. These 126 Community Health Promoters (CHPs) reached a total of 4,218 individuals through one-on-one contacts during the course of the year. Our adult CHPs were particularly successful in our social networks testing program by connecting us to a number African American gay and bisexual men for whom we were able to provide HIV counseling and testing services. Additionally, a number of these men were HIV-positive, and we were able to link them to medical care.
Addressing health disparities…

At Diverse & Resilient, we focus our efforts and programming on reducing the health disparities affecting LGBT communities across Wisconsin.

• We continued our commitment to reducing health disparities affecting LGBT communities in Wisconsin. In June, we celebrated the successful completion of our first five-year grant from the Centers for Disease Control and Prevention (CDC) to address the increased HIV rate among African American gay and bisexual men in Milwaukee. Over the course of this project, we reached a total of 956 individuals through evidenced-based programming, reached 988 individuals through community outreach, and provided HIV counseling, testing, and referral services for 769 individuals.

• We also continued to be on the forefront of identifying barriers and promoting increased access to culturally-competent services for LGBT people. We collected both qualitative and quantitative data from over 2,989 individuals across the state covering a number of LGBT health disparities including intimate partner violence (both youth and adults), substance use and abuse, healthcare accessibility, condom usage and accessibility, and breast health care and service accessibility. We also conducted risk assessments with our SHEBA (Sisters Helping Each other Battle AIDS) program serving African American transgender women.
• We partnered on an innovative research grant with the University of Wisconsin–Madison to identify barriers to access and utilization of PrEP (Pre-Exposure Prophylaxis) in Milwaukee. Through this study, we have been working at the forefront of Milwaukee’s response to increasing awareness and use of this incredibly effective tool for preventing HIV.

• We also initiated work addressing health disparities facing lesbian and bisexual women and transgender (LBT) individuals in regards to breast health. In partnership with the Susan G. Komen Foundation, we identified key barriers and provided recommendations for healthcare providers to provide culturally-competent breast health care and services to LBT individuals in Milwaukee.

• We continued to educate the broader Milwaukee community about LGBT health disparities and provide LGBT cultural competency training to other local nonprofit organizations, businesses, and community groups.
Impactful and innovative programming…

At Diverse & Resilient, we pride ourselves on the implementation of evidence-based curricula and innovative programming.

• Our 414ALL condom distribution campaign, which distributed over 220,000 free condoms in 2015 to Milwaukee area youth and young adults, was listed by Milwaukee Magazine as one of their “Reasons to Love Milwaukee.” In addition, Diverse & Resilient was featured in an episode of Milwaukee Public Television’s “BLACK NOUVEAU” that won first place at the National Association for Black Journalists’ (NABJ) 2015 Salute To Excellence Awards. The episode profiled two HIV-positive, African American, Diverse & Resilient staff members and described both the realities of living with HIV and current HIV prevention efforts in Milwaukee.

• Diverse & Resilient continues to lead the discussion on health disparities facing LGBT people in Wisconsin. We remain an active voice on many local and statewide committees and conferences educating community partners and members while advocating for improving the health and wellbeing of our community. Some of our partners include: the Statewide Action Planning Group, Contraceptive Access Working Group, Teen Pregnancy Oversight Committee, LGBT Workplace Impactful and innovative programming…

At Diverse & Resilient, we pride ourselves on the implementation of evidence-based curricula and innovative programming.
Alliance, State Council on Alcohol and Other Drug Abuse, Boys and Girls Club & Office of Adolescent Health Teen Pregnancy Prevention Program, End Abuse Wisconsin, Milwaukee Commission Against Domestic Violence and Sexual Assault, and the Wisconsin Coalition Against Sexual Assault.

Free condoms. Find out where: 414ALLmke.org

Recent bus ad for 414ALL.

BUILD (Brothers United In Leadership Development) members reaching out at PrideFest.
Creating a visible, engaged community...

At Diverse & Resilient, we are committed to raising the visibility of LGBT communities in Wisconsin.

• The fourth annual Wisconsin LGBTQ Leadership Conference, in partnership with Fair Wisconsin, engaged over 200 participants and presenters across three days of educational and community-building conversations about current issues facing LGBT communities in Wisconsin.

• Youth participants at our biennial, statewide Youth HIV Prevention Institute engaged in a wide variety of activities related to HIV prevention, worked on their ability to create healthy lives and serve as role models for peers, and connected with other youth leaders from across the state. Youth leaders reported:
  > an increased ability to help LGBT youth imagine more for themselves and their lives
  > greater knowledge of how to help youth take social action to strengthen their communities—especially related to reducing HIV
  > more confidence in their ability to recognize racism, sexism, ageism, and homophobia and the effects they have on LGBT communities.

• In partnership with the Milwaukee Art Museum, Diverse & Resilient highlighted the diversity of the LGBT community in an evening of events attended by over 1,200 individuals at their Inspiring Beauty: 50 Years of Ebony Fashion Fair Exhibit. Diverse & Resilient staff, participants, and community members hosted a fashion show, served as deputy docents, and led gallery tours highlighting the vast contributions and impact of the LGBT community on the art and fashion worlds.

• Diverse & Resilient continued to co-sponsor PrideFest’s Health and Wellness Area, where over 10,000 attendees learned of resources and services available from Diverse & Resilient and other community organizations.
Financial Report

REVENUE

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<tr>
<th>Source</th>
<th>Amount</th>
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<td>Federal, State, and Local Government</td>
<td>$759,920</td>
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<td>UW-Madison and Medical College of WI</td>
<td>$204,497</td>
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<td>United Way</td>
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<td>Private Donors</td>
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<td>Individual Gifts</td>
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EXPENSES

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<td>Administration</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$1,399,462</strong></td>
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The financial statements of Diverse & Resilient are audited by the accounting firm RitzHolman, CPAs. The complete, audited financial statement for 2015 is available at Diverse & Resilient, 2439 N Holton St., Milwaukee, WI.
Community Partners

AIDS Resource Center of Wisconsin
All Peoples Church
ASHA Family Health Center
Benedict Center
Best Practices ERG
BESTD Clinic
Black Health Coalition of Wisconsin
BMO Harris Bank
Boys and Girls Club
Brewers Community Foundation
Burbach & Stansbury S.C.
Center for AIDS Intervention Research
Centers for Disease Control and Prevention
Department of Health & Human Services
Clear Channel
COA Youth & Family Centers
Community Advocates
Corner House, Lutheran Campus Ministry
Cream City Boxing
Cream City Foundation
Cross Lutheran Church
Department of Health & Human Services Chicago
Eastmore Real Estate
Fair Wisconsin
FORGE
GLBT Partnership
Goldin Center
Goodwill Industries of North Central Wisconsin
Grace United Church of Christ
Greater Milwaukee Center
Greater Milwaukee Foundation
GSafe
Healthier Wisconsin Partnership Program
Holton Street Clinic
House of Dimera
Independence First
IOU Sports
Justice 2000
La Causa, Inc.
Lesbian Fund of the Women’s Fund of Greater Milwaukee
LGBT Resource Center of the Seven Rivers Region

McKinley Gardens Apartments
Medical College of Wisconsin
Milwaukee County Behavioral Health Division
Milwaukee Health Department
Milwaukee LGBT Community Center
Milwaukee Pride
Milwaukee Public Schools
Milwaukee Public Television: Black Nouveau
MLK Heritage Health Center
MMK Design
Monroe, Inc.
Northwestern Mutual
Our Lives Magazine
OutReach
Pathfinders
PEARLS for Teen Girls
PFLAG Milwaukee
PFund
Planned Parenthood of Wisconsin
ProCare Wisconsin
Rockwell Automation
Running Rebels
Sixteenth Street Community Health Center
Southside Health Center
The Brico Fund
The Healing Center
TRUE Skool, Inc.
UMOS
United Way of Greater Milwaukee and Waukesha County
UW–La Crosse Pride Center
UW–Madison School of Journalism and Mass Communication
UW–Madison School of Medicine & Public Health
UW–Milwaukee Film Festival
UW–Milwaukee Zilber School of Public Health
Wisconsin AIDS Fund
Wisconsin Cancer Control
Wisconsin Department of Children and Families
Wisconsin Department of Health Services
Wisconsin Department of Public Instruction
Wisconsin Gazette
Wisconsin LGBT Chamber of Commerce
Wisconsin Partnership Program
YMCA Children’s Medical Group
YWCA of Southeastern Wisconsin

Contracts and Grants

AIDS Resource Center of Wisconsin
Brico Fund
Centers for Disease Control and Prevention
Community Advocates
Cream City Foundation
Greater Milwaukee Foundation
Healthier Wisconsin Partnership Program
Mary L. Nohl Fund
Milwaukee Health Department
Milwaukee Public Schools
Miracle on Canal Street
Northwestern Mutual Foundation
Susan G. Komen Foundation
Teen Pregnancy Prevention Collaborative
United Way of Greater Milwaukee and Waukesha County
University of Wisconsin–Madison
Wisconsin AIDS Fund
Wisconsin Department of Health Services
Wisconsin Cancer Control
Wisconsin Department of Children and Families
Wisconsin Department of Public Instruction
Wisconsin Partnership Program
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Annie Carrell
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Amy Geyser
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Chris Grota & Richard Merkel
BJ Gruling & Rick Clark
Jeffrey Guenther
Michael Hallquist
Bill Hanel
Anthony Harris
Kimberly Harris
Elna Hickson
Tom Huwiler
Icon Enterprises
Monique Jahnke
Michael Johnston
Keith Knox
Marilyn Levin
Brenda Lewison
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Linda McCabe
Megin McDonell
Shane & Colette McNally
John Menzel
Natalie Miller
Jill Mocarski
Marjorie Nixon
Janelle Phalen
Barbara Pwowski
Israel Ramon & David Marstellar
Shelly Schnupp
Jose Salazar
Charles Smart
Spectrum Nonprofit Services
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David Stowe & Gene Webb
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Je’Vonte Veasy
Elisabeth Wageman
Jennifer Ward
Donna Welter
Mark Werner
Cathy Widen
Gregg Willis
JoCasta Zamarripa
Sarah & Steve Zimmerman

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Joe Becker
Blanche Berenzweig
Craig Bodoh
Stanley Bowles
Narra Smith Cox
Josh Feyen & Jay Edgar
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Suzie Franklin
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Kimberly & Ryan Garman
Darrell Hoeter
Peter Holbrook
Andy Holman
Mary Houseman
Chad Johnson
Mike Murphy
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Kay Hartinger & Sue Wilert
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Scott Leonard
Jim Miersma & Bill Hammer
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David Paris Dentistry
Sandy & Allan Pasch
Paul Jeanneret & Marcus Leibundgut
Ritz Holman CPA
Sheryl Scott
Jan Singer
Morgan Tilleman

$1000+
Burbach & Stansbury S.C.
Chris Doerfler & Kate Zbella
Rockwell Automation
Brewers Community Foundation
Gerry Coon & Stewart Dempsey
Cream City Foundation
Gary Hollander & Paul Mandracchia
Barbara Stein
Todd & Kristine Zinkgraf

$2,500+
BMO Harris Bank
Carltom Stansbury

$5,000+
AIDS Resource Center of Wisconsin
Leonard Sobczak

$15,000+
Northwestern Mutual Foundation

$20,000+
Northwestern Mutual Foundation

$25,000+
Northwestern Mutual Foundation