



## ANNUAL REPORT 2015

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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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.

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*

BOARD OF DIRECTORS 2015

Tanya Atkinson, *Board Vice Chair*,  
Planned Parenthood of Wisconsin

Ann Carter, *Board Secretary*, Milwaukee Public Schools (retired)

Gerald Coon, PhD, *President & CEO*,  
Diverse & Resilient

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Rebecca Luzadder, BMO Harris Bank

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Diane Pollard, UW-Milwaukee School of Education (retired)

Lenore Schell, Alliance for Strong Families & Communities

Leonard Sobczak, Eastmore Real Estate

Carlton Stansbury, JD, *Board Chair*,  
Burbach & Stansbury S.C.

Gerard Washington, Milwaukee Fire Department

Todd Zinkgraf, Northwestern Mutual



Cover photo: Members of Diverse & Resilient’s Youth Advisory Board.

## Dear Friends and Supporters

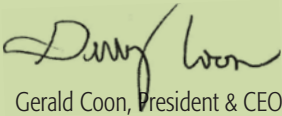
At Diverse & Resilient, we are committed to our goal of eliminating health disparities between LGBT people in Wisconsin and our heterosexual peers. We know that social determinants of health including poverty, unequal access to health care, anti-LGBT discrimination and stigma are all linked to these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

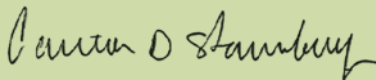
In 2015, Gary Hollander, the founder of Diverse & Resilient, left his role as President & CEO after 20 years. A solid succession plan was in place, and work continued uninterrupted based on the great organizational foundation that Gary and the Board created. We will always be grateful for Gary's vision,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

Appleton

Eau Claire

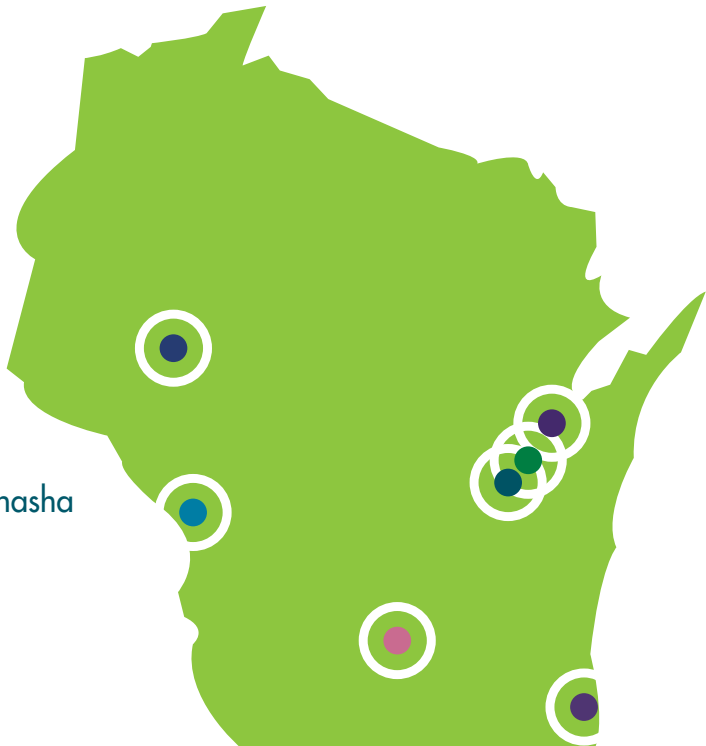
Green Bay

La Crosse

Madison

Neenah/Menasha

Racine



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.

*Diverse & Resilient Community Health Promoters conducting outreach at PrideFest.*



## 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.

*SHEBA at Milwaukee's PrideFest.*





- 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.

*Diverse & Resilient’s Prevention Team (Bethamie, Ronnie, Kofi, and Anthony).*



## 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

*414ALL Community Health Promoters with award from “Milwaukee Magazine.”*



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.



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.



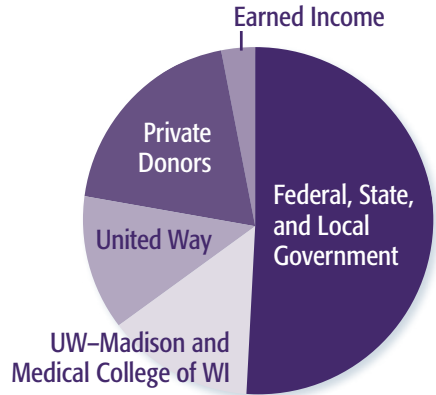
*Striking a pose at the MAM  
After Dark Fashion Show.*



# Financial Report

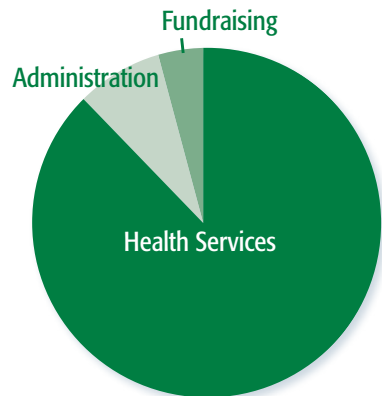
## REVENUE

Federal, State, and Local Government	\$759,920	51%
UW-Madison and Medical College of WI	\$204,497	14%
United Way	\$189,451	13%
Private Donors		
Individual Gifts	\$89,863	6%
Foundations	\$155,911	10%
Corporations	\$51,250	3%
Earned Income	\$50,976	3%
<b>TOTAL</b>	<b>\$1,501,868</b>	



## EXPENSES

Health Services	\$1,231,527	88%
Administration	\$111,957	8%
Fundraising	\$55,978	4%
<b>TOTAL</b>	<b>\$1,399,462</b>	



## 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

# 2015 Donors ~ Thank You

## Under \$100

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Donna Welter  
Mark Werner  
Cathy Widen  
Gregg Willis  
JoCasta Zamarripa  
Sarah & Steve Zimmerman

## \$100+

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James Fox  
Suzie Franklin  
Steven Franzen  
Lisa Froemming  
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Darrell Hoerter  
Peter Holbrook  
Andy Holman  
Mary Houseman  
Chad Johnson  
Mike Murphy  
Therese Klein  
Jerry & Kathy Krings  
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Maureen M. Kane  
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John Terhardt  
Joyce Thompson  
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## \$250+

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John D'Emilio  
Dale Leifker  
Denise & John O'Meara  
Mark O'Neil & Todd O'Leary  
Dan Riedl & Rick Stabler  
Reenie Fluyeras  
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Rick Stachowiak  
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Thomas Zander  
Ron Thelen  
John Tomlinson & Don Krause  
Anne Tonks  
Melissa & Erik Ugland  
Tim Weber

## \$500+

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Martha Barry  
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Ruth Irvings & Amy Shapiro  
Scott Leonard  
Jim Miersma & Bill Hammer  
Velvet Moore & Tina Owen  
David Paris Dentistry  
Sandy & Allan Pasch  
Paul Jeanneret & Marcus Leibundgut  
Ritz Holman CPA  
Sheryl Scott  
Jan Singer  
Morgan Tilleman

## \$1000+

Bartolotta Catering and Events at Pier Wisconsin  
James Bors & Leigh Riley  
Ann Carter  
Tom Cooper & Marcy Nightingale  
Ray Crossman  
Eastmore Real Estate  
Goodwill Industries NCW  
Helmut Hampel  
Milwaukee LGBT Community Center

Planned Parenthood of Wisconsin  
Will Radler  
Max Samson  
Lenore Schell  
Edward Seaberg & Patrick Smith  
Deborah Sobczak & Douglas Brodzik  
YWCA Southeast Wisconsin

## \$2,500+

Burbach & Stansbury S.C.  
Chris Doerfler & Kate Zbella  
Rockwell Automation

## \$5,000+

Brewers Community Foundation  
Gerry Coon & Stewart Dempsey  
Cream City Foundation  
Gary Hollander & Paul Mandracchia  
Barbara Stein  
Todd & Kristine Zinkgraf

## \$15,000+

BMO Harris Bank  
Carlton Stansbury

## \$20,000+

AIDS Resource Center of Wisconsin  
Leonard Sobczak

## \$25,000+

Northwestern Mutual Foundation



[diverseandresilient.org](http://diverseandresilient.org)

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**414.390.0444**