



ANNUAL REPORT 2016

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



MISSION

Our mission is to achieve health equity and improve the safety and well-being of LGBTQ people and communities in Wisconsin.

VISION

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

NAME

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

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Cover: For Good Photography, Morgan Watt-Percy Portrait

Letter from our leadership

Thank you for your support of Diverse & Resilient. Our vision of a healthy and thriving LGBTQ community continues to inspire and drive us.

In 2016, we had many “firsts,” including:

- Advocated against Assembly Bill 469, the odious “Bathroom Bill,” which would do nothing to protect children.
- Hired an LGBTQ anti-violence statewide coordinator to connect the LGBTQ community throughout Wisconsin to culturally-competent intimate partner violence and other safety services.
- Opened an HIV/STI testing location on Milwaukee’s Northwest Side, making it easier for Milwaukeeans to access our testing and prevention services in a traditionally underserved part of the city.
- Convened with the “new guard” of Milwaukee and Wisconsin LGBT leadership to focus on collective impact by working together to promote systems change, both within the broader LGBT community and by leveraging the growing influence and power of our straight allies.


We see a renewed focus on public policy as a necessary responsibility to promote change benefiting LGBTQ youth and adults.

As we look ahead to ever-increasing challenges, we can proceed with confidence knowing that we have your support to continue our work of ensuring LGBTQ health equity.

Sincerely,



Tanya Atkinson
Chair, Board of Directors



Gerald Coon
President & CEO

Our work...

SEXUAL HEALTH

For LGBTQ 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 LGBTQ community around HIV, teen pregnancy, STIs, sexuality and gender, and healthy relationships.

SUBSTANCE USE

Among teens in Wisconsin, LGBTQ youth report significantly higher usage rates 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 LGBTQ people in Wisconsin.

MENTAL HEALTH

Mental health is woven into the fabric of the work we do at Diverse & Resilient. Acknowledging that a person's mental health is deeply connected to their overall physical health and well-being, we incorporate mental health wellness into all of our programs.

INTIMATE PARTNER VIOLENCE

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

LEADERSHIP

Diverse & Resilient was founded as a program to build and support LGBTQ leaders and communities in Wisconsin. We work hard to develop and support leaders to find their power and exercise it on behalf of LGBTQ 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 LGBTQ communities.

ACCEPTANCE

Social determinants, such as rejection and discrimination, are highly associated with our health and well-being. 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.

DIVERSE & RESILIENT STAFF

Me'Donna Carothers, *Program Coordinator*

Gerald Coon, PhD, *President & CEO*

Kailee Evans, *TUI Social Media Intern*

Kathy Flores, *Statewide LGBTQ Anti-Violence Program Coordinator*

Jessica Ginster, *Development Coordinator*

Ronnie Grace, *Lead Coordinator – HIV & STI Prevention*

Anthony Harris, *Statewide Program Manager*

Lian Markovich, *Program Coordinator*

Mark Neufang, *Operations Manager*

Kristen Ramirez, *Program Coordinator*

Dylan Reilly, *Lead Coordinator – Data & IT*

Dan Ruge, MA, *Director of Programs*

Lorenzo Scott, *HIV & STI Prevention Coordinator*

Kofi Short, *Lead Coordinator – Community & Program Development*

Mark Silva, *Program Coordinator*

Jonathan Williams, *Prevention Clinic Assistant*

Bethamie Wyatt, MLS, *Prevention Program Manager*

BOARD OF DIRECTORS 2016

Tanya Atkinson, *Board Chair*

Planned Parenthood of Wisconsin

Gerald Coon, PhD, *President & CEO*

Diverse & Resilient

Denise Crumble, City of Milwaukee Health Department

Helmut Hampel, *Board Treasurer*

Arcatuar Capital Management

Gerry Howze, PEARLS for Teen Girls

Everett Marshburn, Milwaukee Public Television

Natalie Miller, *Board Vice Chair*

Northwestern Mutual

Velvet Moore, WI Department of Corrections

Lenore Schell, *Board Secretary*

Alliance for Strong Families & Communities

Warren Scherer, UWM Inclusive Excellence Center

Carlton Stansbury, JD, Burbach & Stansbury S.C.

Gerard Washington, Milwaukee Fire Department

Todd Zinkgraf, Northwestern Mutual

Diverse & Resilient's staff.



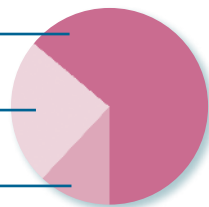
Building a healthier community...

At Diverse & Resilient, we are taking active steps to reduce health disparities and build healthier LGBTQ communities in Wisconsin.

7,456 individuals were reached through outreach and by community health promoters. _____

3,455 youth and adults completed evidence-based interventions to reduce health disparities. _____

1,683 individuals across Wisconsin participated in qualitative and quantitative LGBTQ health-related research studies. _____



29,324 individuals reached with evidence-based, health-related messages on social media. _____

13,970,686 impressions through outdoor media campaigns promoting availability, accessibility, and acceptability of condom use for Milwaukee teens. _____



KEY PROGRAM OUTCOMES:

LGBTQ youth completing our harm reduction alcohol programming reported:

- **Increases** in knowledge about the effects of alcohol on the body
- **Increases** in likelihood to make informed choices about drinking

Rayshawn, Deja,
and Keyon
414ALL Community
Health Promoters

Like us on Facebook
facebook.com/414ALL

Free condoms. Find out where:
414ALL We got you covered **414ALLmke.org**

414ALL logo: A circle with '414' in black and 'ALL' in white on a red background.

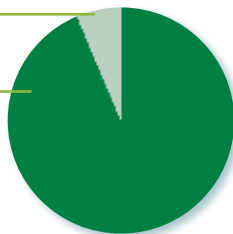
Bus ad for 414ALL condom distribution campaign.

Promoting teen sexual health...

Diverse & Resilient is proud to be a part of larger Greater Milwaukee community efforts to reduce teen pregnancy and teen STI/HIV rates and is now the sole provider of condoms to Milwaukee Public Schools.

12,000 condoms were distributed through Milwaukee Public Schools.

175,000 condoms were distributed to Milwaukee teens and young adults.



KEY PROGRAM OUTCOMES:

For lesbian, bisexual, and queer youth completing our sexual health programming:

- **93%** demonstrated knowledge of the causes of STDs/HIV or STD or HIV prevention,
- **91%** articulated goals for their future, and
- **82%** demonstrated knowledge of the causes of STDs/HIV or STD or HIV prevention.

Visible presence at community events.



Implementing innovative programming...

At Diverse & Resilient, we continue to address health disparities facing the LGBTQ community, develop new partnerships, and seek funding opportunities to address gaps in services.

- In partnership with the Milwaukee Health Department, we began providing **free HIV and STI testing services** at the Northwest Health Center,
- **1,766 Passports to Health**, created by Diverse & Resilient to address the unique needs of LGBTQ people, were disseminated throughout Wisconsin,
- We were awarded a **multi-year** grant from the Department of Children and Families to develop and implement a statewide resource line to provide support to LGBTQ individuals and their loved ones who are experiencing partner or community violence,
- We were awarded a **five-year** grant from the Substance Abuse Mental Health Services Administration to conduct substance abuse prevention programming and HIV and viral hepatitis (VH) prevention programming with young men of color who have sex with men (MSM).

D&R staff and community health promoters encouraging HIV and STI testing.



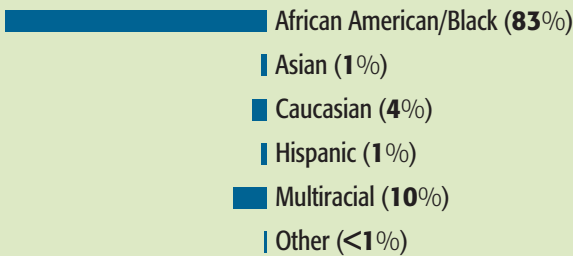
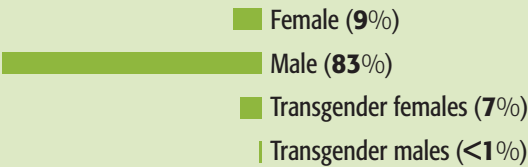
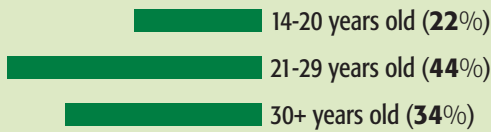
Improving our sexual health...

At Diverse & Resilient, we are committed to reducing the rate of HIV and STI transmission—particularly among gay and bisexual men of color—through comprehensive and holistic HIV and STI counseling, testing, and referral services.

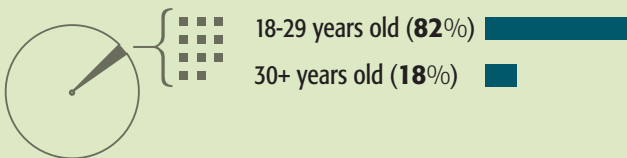
In 2016, Diverse & Resilient provided **547** free HIV tests and **254** free STI tests.

HIV counseling, testing, & referral demographics

390 individuals tested for HIV



11 newly-identified HIV-positive individuals **2.8%**



Creating a visible, engaged community...

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

In 2016, we provided **54** trainings, reaching **582** individuals with tools and resources to be a better ally or more competently serve LGBTQ individuals and families.

Diverse & Resilient partnered with “For Good” Photography to support the **Our Trans Family project** to show the worth and dignity of people in the transgender community.

132 volunteers supported our programs and have donated **587** hours.

Over **400** participants attended the **fifth annual** Wisconsin LGBTQ Leadership Conference, held in partnership with Fair Wisconsin, and the Safe Schools, Safe Communities Conference, held in partnership with GSAFE.



KEY PROGRAM OUTCOMES:

Youth participants at the Safe Schools, Safe Communities Conference reported:

- Increased knowledge of issues related to LGBTQ youth safety in schools and communities, and
- Increased intention to form or strengthen in-school supports for LGBTQ youth and their families.

SHEBA family, For Good Photography by Jeff Pearcy.



Advocating for LGBTQ equity...

Diverse & Resilient continues to lead the discussion on health disparities facing LGBTQ 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 well-being of our community. Some of our partners include: the Statewide Action Planning Group, Adolescent Sexual & Reproductive Health Committee, Teen Pregnancy Prevention Oversight Committee, LGBT Workplace 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 Tobacco Prevention Coalition, Milwaukee County Substance Abuse Prevention Coalition, Prevent Suicide Greater Milwaukee, Milwaukee Commission Against Domestic Violence and Sexual Assault, and the Wisconsin Coalition Against Sexual Assault.

Appleton

Eau Claire

Green Bay

La Crosse

Madison

Milwaukee

Neenah/Menasha

Racine

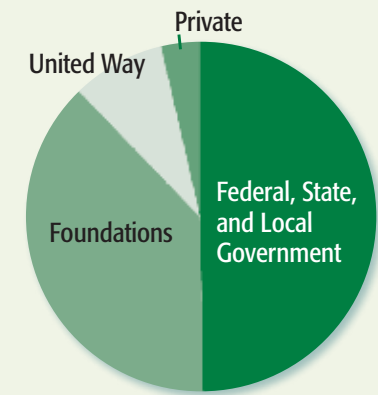


Communities we serve.

2016 Financial Report

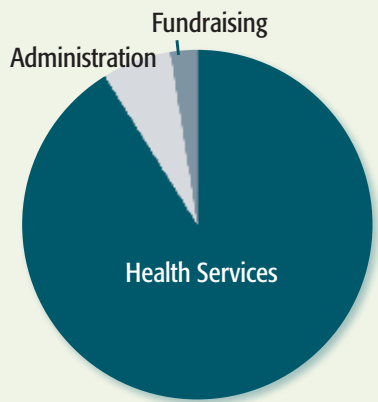
REVENUE

Federal, State, and Local Government	\$729,718	50%
Foundations	\$555,749	38%
United Way	\$123,750	8%
Private	\$52,363	4%
TOTAL	\$1,461,580	100%



EXPENSES

Health Services	\$1,224,882	91%
Administration	\$88,270	7%
Fundraising	\$30,169	2%
TOTAL	\$1,343,321	100%



The financial statements of Diverse & Resilient are audited by the accounting firm RitzHolman, CPAs. The complete, audited financial statement for 2016 is available at Diverse & Resilient, 2439 N Holton St., Milwaukee, WI.

COMMUNITY PARTNERS

AIDS Resource Center of Wisconsin
 All Peoples Church
 American Civil Liberties Union of Wisconsin
 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
 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
 End Abuse Wisconsin
 Fair Wisconsin
 FORGE
 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 Center of Southeastern Wisconsin
 LGBT Partnership
 LGBT Resource Center of the Seven Rivers Region
 McKinley Gardens Apartments

Medical College of Wisconsin
 Milwaukee Health Department
 Milwaukee Health Services
 Milwaukee LGBT Community Center
 Milwaukee Public Schools
 Milwaukee Public Television: Black Nouveau
 MLK Heritage Health Center
 MMK Design
 Monroe, Inc.
 National Coalition of Anti-Violence Programs
 Northwestern Mutual
 Our Lives
 OutReach
 Pathfinders
 PEARLS for Teen Girls
 PFLAG Milwaukee
 PFund
 Planned Parenthood of Wisconsin
 PrideFest
 ProCare Wisconsin
 Rockwell Automation
 Running Rebels
 Sixteenth Street Community Health Center
 Southside Health Center
 The Alliance School
 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 LGBT Resource Center
 UW-Milwaukee Zilber School of Public Health
 Wisconsin AIDS Fund
 Wisconsin Cancer Control
 Wisconsin Coalition Against Sexual Assault
 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
 Wisconsin Trans Health Coalition
 Wraparound Milwaukee
 YMCA Children's Medical Group
 YWCA of Southeastern Wisconsin

CONTRACTS

AIDS Resource Center of Wisconsin
 Centers for Disease Control and Prevention
 Community Advocates
 Healthier Wisconsin Partnership Program
 Milwaukee County Behavioral Health Division: Wraparound Milwaukee
 Milwaukee Health Department
 Milwaukee Public Schools
 Substance Abuse and Mental Health Services Administration
 Teen Pregnancy Prevention Collaborative
 University of Wisconsin-Madison
 Wisconsin AIDS/HIV Program
 Wisconsin Cancer Control
 Wisconsin Department of Children and Families
 Wisconsin Department of Public Instruction
 Wisconsin Partnership Program

2016 DONORS ~ THANK YOU

\$100,000+

Medical College of Wisconsin: Healthier Wisconsin Partnership Program
United Way of Greater Milwaukee & Waukesha County

\$50,000+

UW School of Medicine & Public Health: Wisconsin Partnership Program

\$35,000+

Brico Fund

\$25,000+

Northwestern Mutual Foundation
Wisconsin AIDS Fund

\$10,000+

Cream City Foundation
Leonard Sobczak

\$5,000+

Brewers Community Foundation
Gerald Coon & Stewart Dempsey
Greater Milwaukee Foundation's Mary L. Nohl Fund
Carlton Stansbury
Susan G. Komen Southeast Wisconsin
Todd & Kristine Zinkgraf

\$2,500+

ARCW
Burbach & Stansbury S.C.
Greater Milwaukee Foundation's Eldon E. Murray Foundation Fund
Rockwell Automation

\$1,000+

Tanya Atkinson & Laurie Reisener
Aurora Health Care
Birch Lodge Fund of the Cream City Foundation

James Bors & Leigh Riley
Eastmore Real Estate
Froedtert & The Medical College of Wisconsin
Goodwill Industries of North Central Wisconsin

Greater Milwaukee Foundation's John & Gertrude E. Schroeder Fund

Greater Milwaukee Foundation's Lesbian Fund

Helmut Hampel
Planned Parenthood of Wisconsin

Edward Seaberg & Patrick Smith
YWCA Southeast Wisconsin

\$500+

Craig Bodoh
Josie Cusma & Doug Bower
Nicole Gladney
Kay Hartinger & Sue Wilfert
Paul Jeanneret & Marcus Leibundgut
Scott Leonard
Lesbian Fund of the Women's Fund of Greater Milwaukee
Everett Marshburn

Jim Miersma & Bill Hammer
Milwaukee Health Department
Sandy & Allan Pasch
Dan Riedl & Rick Stabler
RitzHolman CPA's
Sheryl Scott
Barbara Stein
Morgan Tillemann
John Tomlinson & Don Krause

\$250+

Martha Barry
BSB Financial Services Inc.
Clark Graphics

Denise Crumble
Laura & Mustafa Emir
Reenie Fluyeras
Lisa Froemming
GE United Way
Greater Milwaukee Foundation's Joseph R. Pabst Fund

Dan Hanson
Eric Heinritz
Ruth Irvings & Amy L. Shapiro
Dale Leifker & Peter Schlein

Laura Maker & Susie Seidelman
Natalie Miller
Velvet Moore & Tina Owen
Mark Ranum
RSF Accounting, Inc.

Lenore Schell
Jan Singer
Sixteenth Street Community Health Center
Geoffrey Swain
Ron Thelen

\$100+

ACLU of Wisconsin
Arcataur Capital Management LLC
Cathy Arney & Sabley Sabin
Assurant Foundation
Mary Jo & Edward Baisch
Mark Behar
Patrick Bellegarde-Smith
Michael Bernklau & Craig Larrabee
Jeanne Bissell
Ann Carter
Steven Christenson
Terri Coughlin
Narra Smith Cox
Chris Doerfler & Kate Zbella
John & Samara Fangan
Josh Feyen & Jay Edgar
Kathy Flores
Suzie Franklin

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Peter Goldberg
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Peter Holbrook
Andy Holman
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Therese Klein
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Kathleen Murphy
Lizbeth Nelson
Denise & John O'Meara
Pizza Man
Christine Prevetti
Irmine Reitl
James Santelle
Shelly Schnupp
Mary Elizabeth Shaw
James & Tammie Strause
Marcus Taylor
Judith Titera
Melissa & Erik Ugland
Jennifer Ward
Jan Warren
Kay Weisman
Jennifer Wroble
Bohdan Zaczary
State Representative JoCasta Zamarripa
The Thomas K. Zander Trust
Salvatore Zizzo & David Chapdelaine

Under \$100

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Silk Bess
Brian Buchberger
Donald Cramer
Tommy DeCicco
Nikki DeGuire
Jacquelyn Dinusson

Ryan Eder
Lois & Richard Erdmann
Tony Fortun
Mary Froehlich
Tom Gauthier
Sarah Gilbert
Chris Grota & Richard Merkel
BJ Gruling & Rick Clark
Leslie Grutza-O'Leary
Michael Hammer
William Hanel
Elna Hickson
Cassie Jeffery-Miller
Michael Johnston
Christopher Kitzke
Elsa Knysak
Roger Krawiecki
Donna Kummer
Brenda Lewison
La Don Love
John Menzel
Jeremy Mick
Mark Neufang & Jake Mace
Toby Recht
Dylan Reilly
Jim Rogers
Daniel Ruge
Steve Sanders & Rand Schmidt
Andrew Schaidler
Jessica Scheunemann
David Schneider
Jenny Schurk
LG Shanklin-Flowers & David Flowers
Kofi Short
Mark Silva
John Smallwood
Christopher Smith
Greg Stebbins
David Stowe & Gene Webb
Dawn Strobel
Laurie Thein
Micah Theodor
United Way of Coastal Fairfield County
Jeff Welk
Cathy Widen



Community health promoters.



diverseandresilient.org

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