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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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 Milwaukeean 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

Free condoms. Find out where: 414ALLmke.org
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.
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._

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**Knowing Your Status is EVERYTHING**

Join the movement!
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**

<table>
<thead>
<tr>
<th>390 individuals tested for HIV</th>
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<tbody>
<tr>
<td>14-20 years old (22%)</td>
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<tr>
<td>21-29 years old (44%)</td>
</tr>
<tr>
<td>30+ years old (34%)</td>
</tr>
</tbody>
</table>

- Female (9%)
- Male (83%)
- Transgender females (7%)
  - Transgender males (<1%)

- African American/Black (83%)
  - Asian (1%)
  - Caucasian (4%)
  - Hispanic (1%)
  - Multiracial (10%)
  - Other (<1%)

11 newly-identified HIV-positive individuals 2.8%

- 18-29 years old (82%)
- 30+ years old (18%)
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.
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.
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 Brisco 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

$100,000+
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
Helmut Hampel
Planned Parenthood of Wisconsin
Edward Seaberg & Patrick Smith
YWCA Southeast Wisconsin

$50,000+
Denise Crumple
Laura & Mustafa Emir
Reenie Fuyeras
Lisa Froemming
GE United Way
Greater Milwaukee Foundation’s Joseph R. Pabst Fund
Dan Hanson
Eric Heinritz
Ruth Irving
& Amy L. Shapiro
Dale Leifker & Peter Schleinz
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 Baish
Mark Behar
Patrick Bellegarde-Smith
Michael Bernklau & Craig Larrabee
Jeanne Bissell
Ann Carter
Steven Christenson
Terri Cusma
Michael Christenson
Terrance Cochrane
Narra Smith Cox
Chris Doerfler & Kate Zbella
John & Samara Fangman
Josh Feyen & Jay Edgar
Kathy Flores
Suzie Franklin

Under $100
Joe Becker
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 Groot & Richard Merkel
BJ Grulien & Rick Clark
Leslie Grutza-O'Leary
Michael Hammer
William Hanel
Elna Hickson
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Michael Johnston
Christopher Kitzke
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Roger Krawiecki
Donna Kummer
Brenda Lewis
La Don Love
John Menzel
Jeremy Mick
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Toby Recht
Dylan Reilly
Jim Rogers
Daniel Ruge
Steve Sanders & Rand Schmidt
Andrew Schaidler
Jessica Scheckneumann
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