

Diverse & Resilient

LGBTQ ■ HEALTH EQUITY ■ SAFETY

Annual Report 2024

A Year of Impact



Diverse and Resilient

2439 N Holton Street
Milwaukee, WI 53212

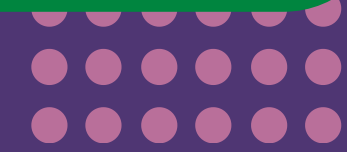


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Message From Our Leadership



Chris Allen, MBA
President & CEO



At Diverse & Resilient, we believe that health is not just the absence of illness—it's the presence of love, dignity, and belonging.

This past year, we stood alongside survivors of violence, connected hundreds of individuals to life-saving HIV care, and created safe spaces where LGBTQ youth could be seen, affirmed, and celebrated. These are not small wins—they are powerful reminders of what's possible when we lead with compassion and refuse to leave anyone behind.

We are deeply grateful to our sponsors, funders, and community members whose steadfast support makes this work possible. Your partnership fuels our programs, sustains our mission, and reminds us that we are never alone in this fight.

Equity is not a buzzword—it's a promise. Visibility is not just about being seen—it's about being protected, invested in, and loved. Together, we are building a future where LGBTQ people of color are not only surviving, but thriving.

Sincerely,

Chris Allen, MBA



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.



Mission

To achieve health equity and improve the safety and well-being of LGBTQ people and communities in Wisconsin.

100% Diverse

We Took a Survey and We're Proud of What We Represent!

The Diverse & Resilient team filled out a survey to show off the beautiful mix of identities, experiences, and perspectives that make us who we are.



transmasculine depends on the day around the way

non-binary

male

cisgender man

cis-male prince princess cisgender a dude femme queer af unicorn complex female fluid man he him his

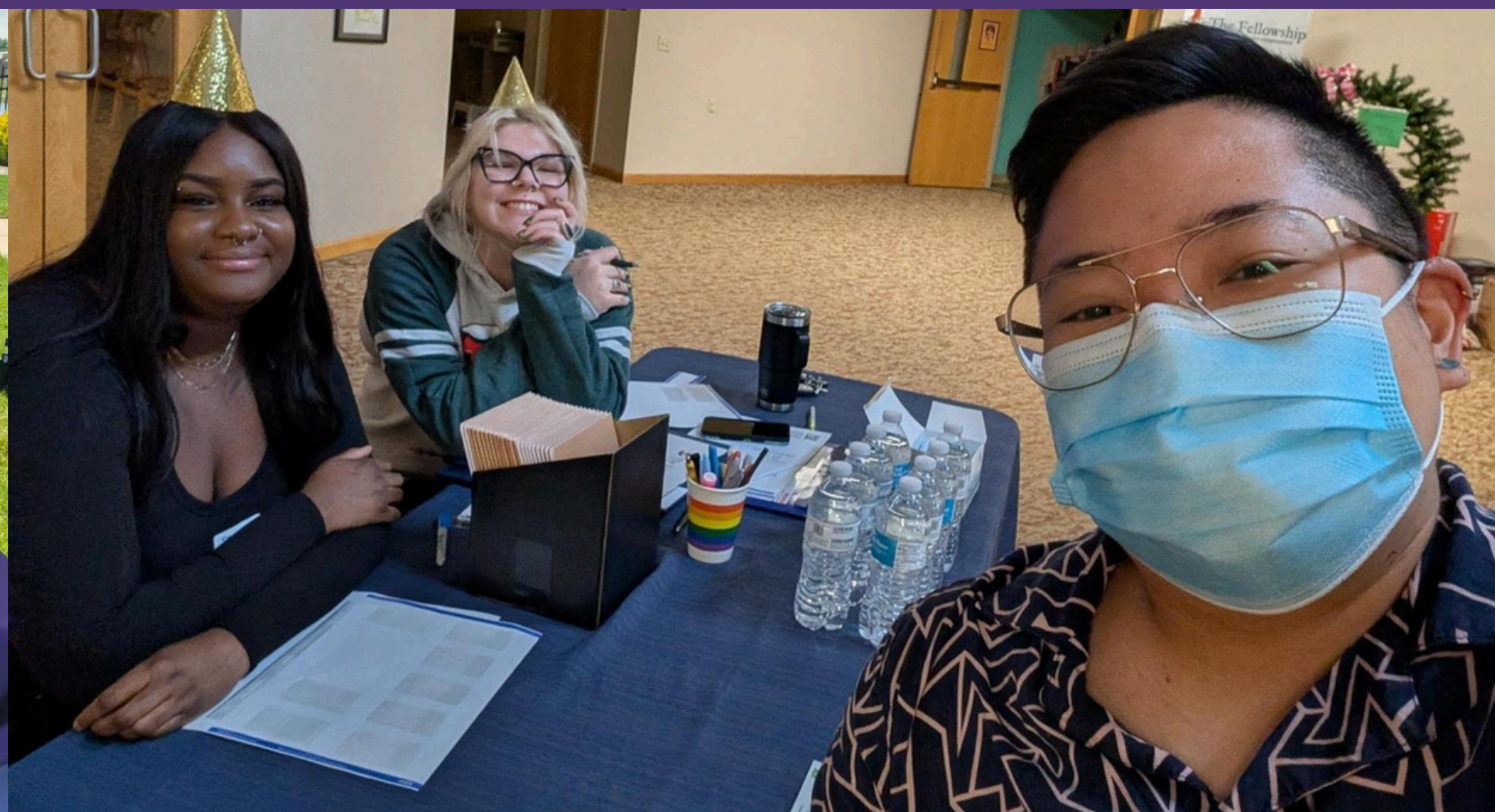
Creating an Impact

Anti-Violence Program

Diverse and Resilient serves survivors of violence, including intimate partner violence, sexual violence, harassment, and bullying, through advocacy, training, a statewide warmline, and offices in Milwaukee and Appleton.

Community Programs

We offer community services including LGBTQ youth initiatives, sexual health curriculum, trans-led support groups, and resource navigation.



Creating an Impact

Our peer-led program helps people living with HIV in Milwaukee connect—or reconnect—to care, while providing support to overcome barriers to staying engaged.



Counseling, Testing, & Referral

We focus on HIV/STI prevention and stigma reduction by offering free rapid HIV/syphilis testing, additional comprehensive screenings, treatment options, condoms, and PEP/PrEP referrals.

Peer Navigation Program



Capacity Building & Training

Our capacity-building trainings equip providers and community members with the tools to deliver respectful and inclusive, gender-affirming care.

Anti-Violence Program

Statewide Anti-Violence Warmline: Our warmline provides confidential support, safety planning, and referrals to inclusive shelters and local resources across Wisconsin.

(414) 856 - LGBT(5428)

245 Participants served by Anti-Violence Program Advocates

600 Hotel nights provided for survivors of violence

560+ Individuals received training or education from the Anti-Violence Program

94% Of clients reported increased knowledge in safety planning



ANTI-VIOLENCE PROGRAM

Anti-Violence Program Client Surveys

100%

of clients reported feeling emotionally supported by their Advocate in the Anti-Violence Program

Community Programs



Healthy Youth Curriculum

Over 200 students completed our Healthy Youth curriculum, including topics such as consent, healthy relationships, and making proud choices.



Harm Reduction

Over 100 Thinking Under the Influence harm reduction materials, including drink covers and standard drink infographic.



GSA Conference

D&R supported the GSA Conference Celebration with over 100 youth



Counseling, Testing, & Referral

The CTR Program kept the momentum going, offering free rapid HIV and syphilis screenings to the community, with a focus on queer, bisexual, and trans folks. We also kept the doors open after hours with our monthly Late Night Clinic—because taking care of your health should fit your schedule, not the other way around!

> 456 HIV & STI tests conducted in 2024

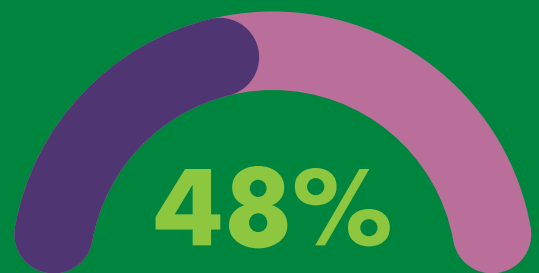
> 88% of tested participants were BIPOC

> 100% 100% of newly reactive HIV and STIs were treated



Sexual Health

1 HIV/STI Testing Returning Clients



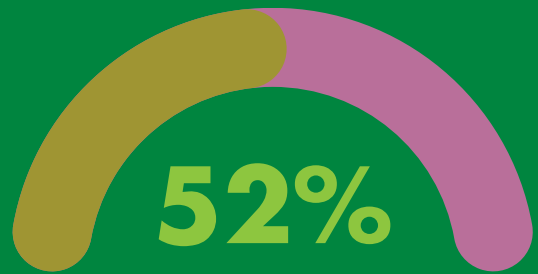
In 2024, we received 232 returning clients

3 Increased Testing among African American/Black Clients

In 2024, we increased African American / Black testers by 12%. Hispanic testers decreased by 3% and Multiracial testers decreased by roughly 8%.



2 HIV/STI Testing New Clients



In 2024, we received 253 new clients.

4 Men who have sex with men (MSM)

74% of all clients tested identified as men who have sex with men (MSM)

"I used to stress about getting tested 'cause I didn't know what to expect. But coming here? It was chill, no judgment, just real support. They made it easy to take care of myself, and now I feel way more in control of my health."
-A.R 21 Years Old

Peer Navigation Program

The Peer Navigation Program is a non-medical support program led by people with shared life experiences (Peers). It helps people living with HIV (PLWH) who may have stopped receiving care or who face challenges in staying connected to care.

Services Provided

887 Engagements with a Peer Navigator

440 Transportation trips for clients living with HIV to medical appointments

27 Financial support for clients living with HIV for rent, utilities, and food

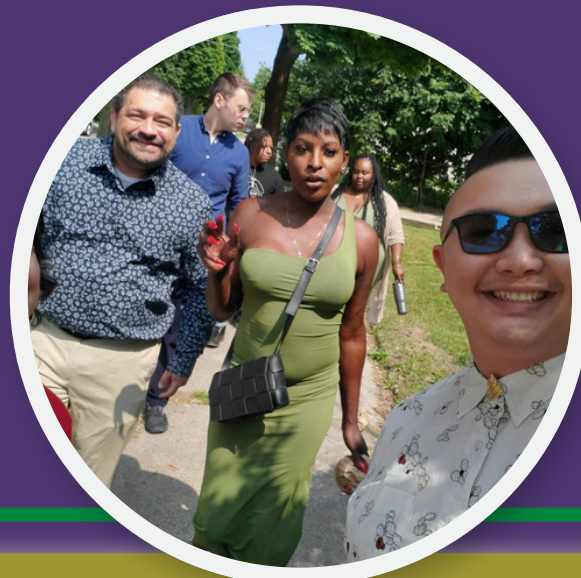
233 Social Support Group Sessions

In 2024, over half of all services was engaging with a peer navigator for Early Intervention Services.



2024 Event Spotlight

Celebrating community, culture, and connection all year long!



Bridging Health and Culture in the LGBTQ+ Ballroom Community

D&R provided resources and rapid HIV & syphilis testing at the Black History Month event put on by Health Connections Inc.



A Multidimensional Discussion on PrEP for Black Cisgender Women

In partnership with UW-Madison and The WI Department of Health Services, our very own staff, Beethamie Wyatt, served as a panelist to elaborate on the use of PrEP among Black Cisgender Women in Wisconsin.



Summer of Healing Anti-Violence Family Night

In partnership with The City of Milwaukee Office of Community Wellness and Safety, we hosted the Summer of Healing Internship Anti-Violence Family Night.

2024 Event Spotlight

Celebrating community, culture, and connection all year long!



Pride Fest 2024

Diverse and Resilient returns as one of the major sponsors of Milwaukee's Pride Fest, with a booth in both the Health and Wellness and Youth Area.



Transgender Day of Remembrance

Our staff member, Monei, served as a panelist at the Trans Day of Remembrance Exhibit, Panel, and Vigil. In partnership with House of History, America's Black Holocaust Museum, and other local Milwaukee partners.



World AIDS Day

Our staff member, Anthony, joins D.I.X for celebrating and honoring World AIDS Day 2024.

Capacity Trainings

At Diverse and Resilient, we believe that the end of anti-gay and anti-trans discrimination is key to improving the health and well-being of lesbian, gay, bisexual, transgender, and queer (LGBTQ) people in our community.

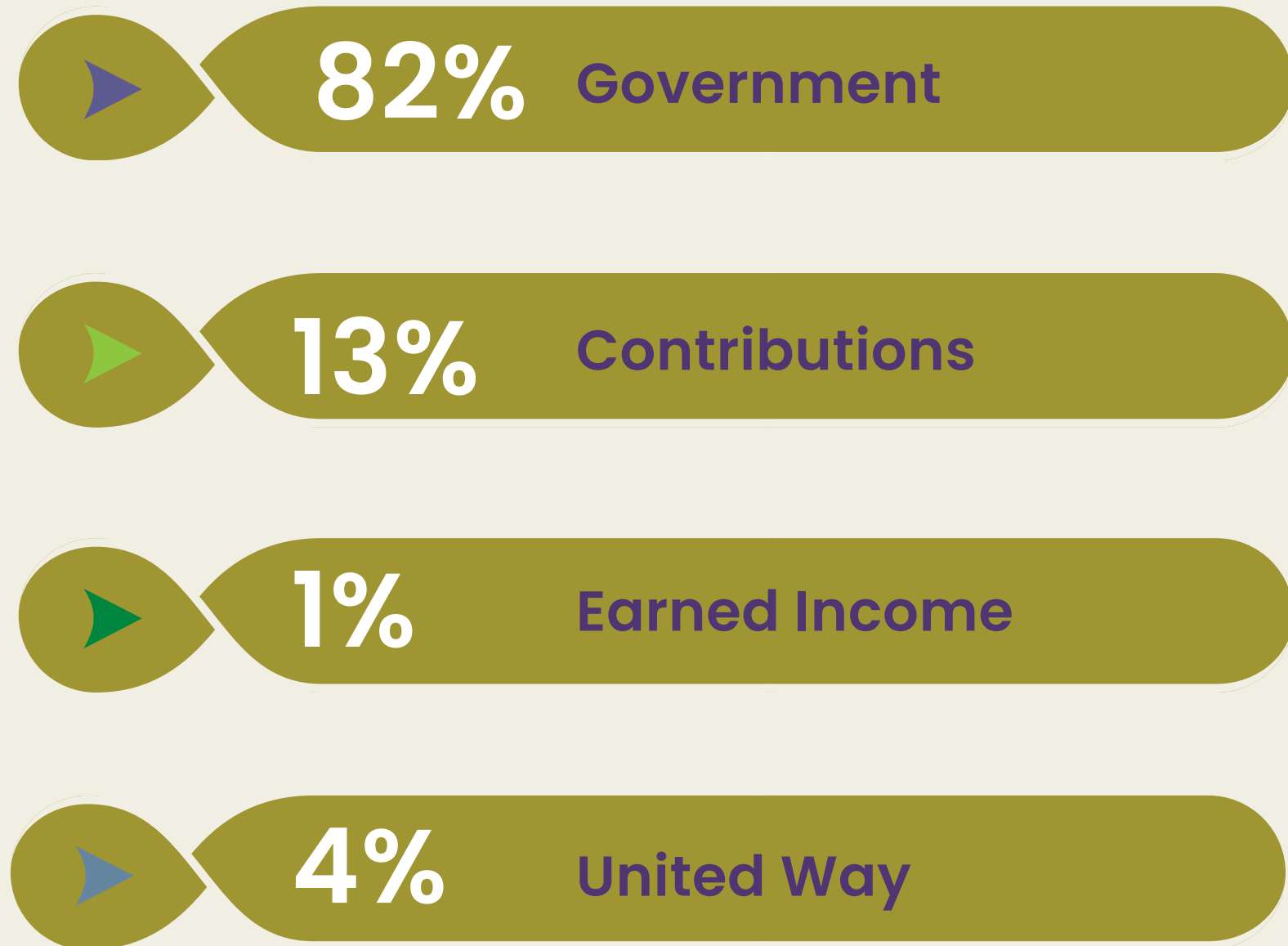
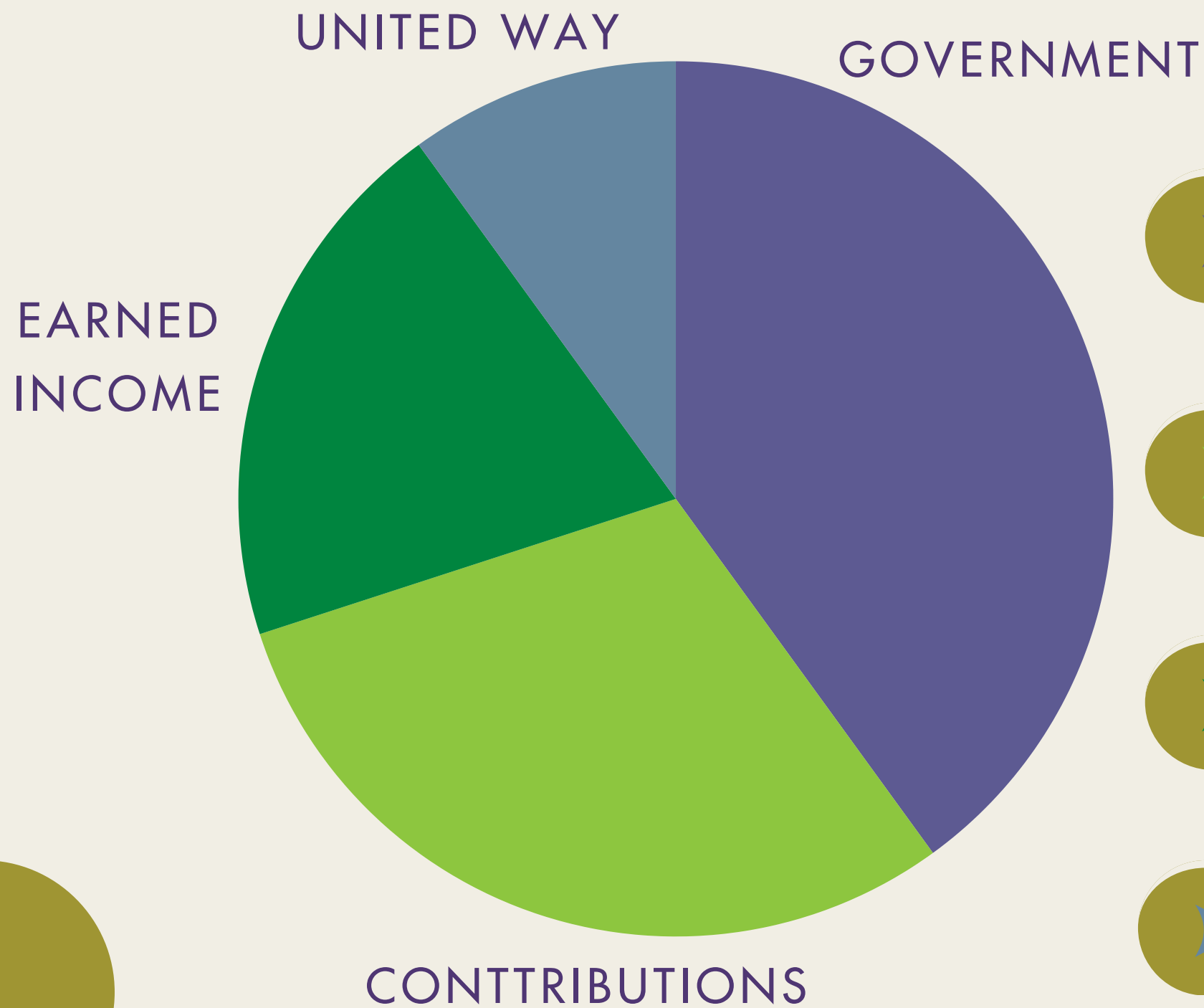
We work with community members, businesses, social service agencies, medical providers, and other groups to promote acceptance, inclusion, and leadership development.

We recognize and value the diversity of our partner agencies. All workshops and presentations are tailored specifically to meet the individual needs of the agencies we serve.



2024 Financial Report

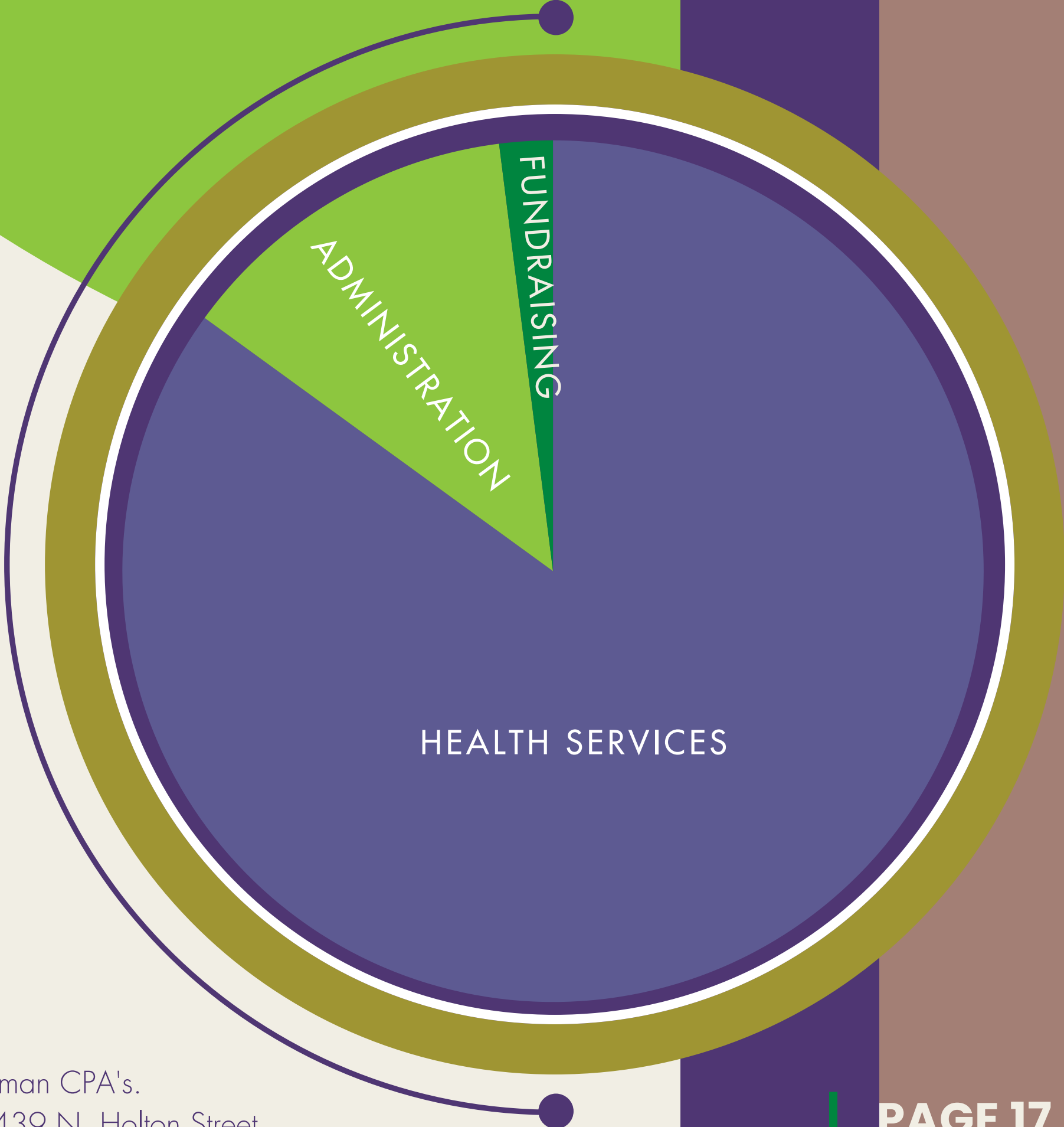
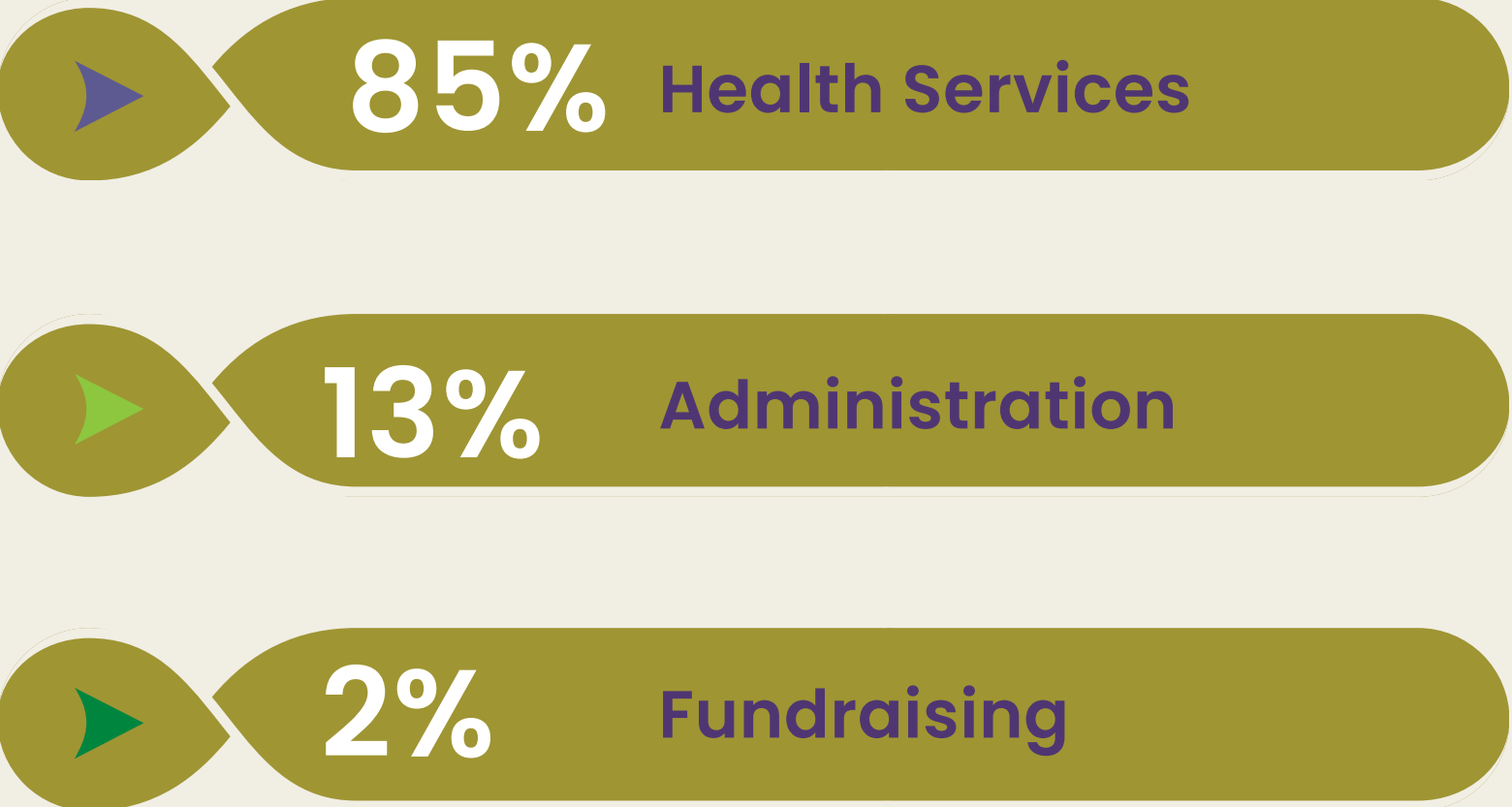
Revenue 2024



The financial statements of Diverse & Resilient are audited by the accounting firm RtizHolman CPA's. The complete audited financial statement for 2024 is available at Diverse & Resilient, 2439 N. Holton Street, Milwaukee, WI.

2024 Financial Report

Expenses 2024



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Diverse and Resilient 2024 Board of Directors

I serve on the board of Diverse and Resilient because our differences give us strength. Our unique individual experiences will unite us if only we have the courage to let them.



Brenda Coley
Board President
Milwaukee Water Commons



Brendan Fleming
Treasurer
Scribner, Cohen, and Company



Elle Halo
Secretary
TRANCE Consulting



Angela Lang
Board Member
Black Leaders Organizing Communities

I'm proud to serve on the board for Diverse and Resilient because I see the lasting impact Diverse and Resilient has on the LGBTQ community here in Milwaukee. I'm glad I can play a small role in that impact.

I have always stood with D&R to honor the legacy of SHEBA Sister's Helping Each other Battle Adversity, which nurtured me and led me into activism capacity building and transformative justice. It is more important that we remain dedicated to our mission of anti racism, and to do everything within our power to take action to protect the trans/gnc community at this time.



Corey Highshaw
Board Member
U.S Bank



Denise Crumble
Board Member
Retired



Kristen Kelly
Board Member
People of Progression

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Thank You, Donors!

Donor generosity makes everything we do possible. Because of you, LGBTQ people across Wisconsin find safety, support, and hope—whether through HIV prevention and care, survivor advocacy, youth leadership development, or community programs. Your support reaches those who need it most, amplifies our voice for equity, and builds spaces where our community can thrive.

Possible Through Donor Magic!

Through your donor magic in 2024, every gift, big or small, helped to create ripples of change within QBIPOC communities throughout WI. You're not just donating—you're building a future where all LGBTQ people can live healthy, satisfying lives in safe, supportive communities.

Support Us



4 ways to participate and engage in giving!

- 01** Donate
- 02** Share the Message
- 03** Host a Fundraiser
- 04** Volunteer Your Time



Diverse & Resilient

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