



BRINGING OUR FULL SELVES

ANNUAL REPORT GSAFE

MESSAGE FROM THE EXECUTIVE DIRECTOR, KRISTEN BROCK-PETROSHIUS

This past year has been a big movement moment, both nationally and here in Wisconsin. The movements for Black Lives and Trans Lives have emerged. Violence against Black people includes violence against LGBTQ+ Black people. As described by an article written in The Advocate, "The assault on Black lives is an LGBT issue. The average life expectancy of a Black transgender woman is 35 years.

This last year in Wisconsin we have witnessed the tragic killings of unarmed Black youth Tony "Terrell" Robinson in Madison and unarmed 31-year old Dontre Hamilton in Milwaukee. The last few years several Black transgender people in Wisconsin have been murdered, including Evon Young and Chanel Larkin. Additionally, too many young trans people have taken their lives by suicide. It is important to remember that the modern LGBTQ rights movement began with the Stonewall riots, queer and trans people of color-led resistance to police raids and harassment. As described in The Advocate, "It's time for us all to honor the LGBT community's own rich legacy of protest and resistance against police brutality. We need to take a stand against racism and violence in a time when Black lives are systematically targeted by police and incarceration." I'll add that it's also time for us to recognize the ways racism and transphobia play out in our daily lives – whether through the high rates of suspension and expulsion of LGBTQ+ Black and Latino youth in our schools or the ways in which we fail to fully respect and include transgender people in our lives.

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OUR MISSION

GSAFE increases the capacity of LGBTQ+ students, educators, and families to create schools in Wisconsin where all youth thrive.

We do this by:

- Developing the leadership of LGBTQ+ students.
- Supporting Gay-Straight Alliances.
- Training educational staff.
- Advancing educational justice.
- Advocating for public policy.
- Deepening racial, gender, trans, and social justice.



This report covers the period July 1, 2014–June 30, 2015.

DEVELOPING YOUTH LEADERSHIP

GSAFE's Racial Justice Programing includes Foundations of Leadership, a course that pools high school students who are advanced learners in the areas of leadership to attend class on the UW Madison Campus, the LGBTQ+ Youth of Color Leadership Conference, a yearly gathering that allows young folks the opportunity to come together and develop a network of youth leaders; and The New Narrative Project a weekly workshop that provides youth in the Dane County Detention Center with a set of pathways to academic achievement and civic engagement.

"I am enough of a leader to defy the traditional construct of leadership and define my own power."

-Sydney P., Foundations of Leadership Student



Foundations of Leadership Students

207

youth participated in the Racial Justice Program

90%

of the students who participated in Foundations of Leadership course reported that they felt empowered to make their schools more inclusive of LGBTQ+ youth.

DID YOU KNOW?



Youth leadership experiences can have positive effects on behaviors and skills, including self-efficacy, self-determination, communication, and problem-solving. Each of these skills is linked to higher student achievement, graduation rates, and/or better post-school outcomes.

Source: Eccles & Goodman, 2002; Pittman, Irby, Tolman, Yohalem & Feber, 2003; Sagaway, 2003.

SUPPORTING GAY-STRAIGHT ALLIANCES

"I think having a GSA at IDEAS has helped LGBTQ+ students take on more of a leadership role and has allowed them to be advocates and leaders within our school. They have had the opportunity to continue making our school community a better place for LGBTQ+ students. We have a very accepting school in general already, but with GSA leading activities and advocating for issues, they are increasing the awareness of students and staff within the school."

- Beckah and Ryan, GSA Co-Advisors



Photo: Taken by Amber Sowards.

172

GSA's IN WISCONSIN

13

NEW GSA's IN 2014-
2015



DID YOU KNOW?

The presence of GSAs helps to make schools feel safer and more supportive for LGBTQ+ youth. GSAs also play a role in lowering the incidence of LGBTQ+ youth engaging in high-risk behavior such as abuse of drugs and alcohol and unsafe sexual practices.

Source: CDC

TRAINING EDUCATORS



GSAFE launched our first-ever GSA advisor training program, holding well-attended trainings in the Eau Claire, Green Bay, and Milwaukee area. GSAFE continued to partner with the Wisconsin Department of Public Instruction to provide in-depth training and consultation for more than a dozen priority districts, including organizing a three-day professional learning community with teams of educators from four Milwaukee schools in the spring. Additionally, we provided consultations on supporting and including transgender and gender nonconforming students.

"In order to make our school welcoming and safe for all who walk through our doors, we needed a shift in the culture of acceptance within our walls. Starting the GSA at Morse- Marshall was, and is, a necessary component to accomplishing that goal. The training our staff went through made us more aware of how far we still have to go, but also provided us with the resources and connections that will help us facilitate change. I believe our students and staff have the power and capacity to grow this into something far greater than we initially had hoped. And I take pride in being a part of that."

- Joshua Mack, Special Education Teacher at Morse-Marshall School for The Gifted and Talented, (Milwaukee)

DID YOU KNOW?



Staff training and professional development around supporting and including LGBT students is a best practice for improving health outcomes for LGBTQ+ youth.

Source: CDC

ADVOCATING PUBLIC POLICY



GSAFE advocates for policies and practices that create just schools for LGBTQ+ youth, to organize for trans-inclusive policies and practices on a district by district basis. Wisconsin currently lacks clear statewide protections for transgender and gender nonconforming students and educators, and GSAFE is working to build support and momentum for statewide protections.

“Transgender youth are significantly marginalized by principals and teachers. Wisconsin-based research documents principals refusing to honor their identity, preferred name, and personal gender pronouns. Parents report calling principals and athletic directors and not being taken seriously. These callous responses indicate complicity in a system of oppression that transgender and gender nonconforming students face daily. GSAFE provided excellent guidance and support for the School District of La Crosse to adopt a policy which prohibits discrimination based on gender identity, gender expression, and gender non-conformity. GSAFE also provided an excellent in-service for all staff at La Crosse Central High School. We continue to utilize the resources and expertise GSAFE offers to schools.”

- Jeff Fleig, School Principal; La Crosse Central High School



WISCONSIN SCHOOL DISTRICTS THAT MODERNIZED THEIR NON-DISCRIMINATION POLICY DURING THE 2014-2015 FISCAL YEAR TO INCLUDE SPECIFIC PROTECTIONS FOR TRANSGENDER AND GENDER NONCONFORMING STUDENTS WITH GSAFE'S SUPPORT.

DEEPENING RACIAL, GENDER, TRANS*, AND SOCIAL JUSTICE

The New Narrative Project aims to be a bridge between incarcerated young people and self-determination. A series of workshops that take place in the Dane County Juvenile Detention Center have been designed to empower youth people through an orientation of their imaginations, allowing incarcerated youth to access their own endless potential as they cultivate their ability to think analytically about the social justice issues that impact them. As youth engage in workshops, they explore playwriting, improvisation, poetry, hip-hop/music production, and a wide range of perspectives as we uplift each student's identities.

"Captured" is a Photography series taken of youth inside the Dane County Juvenile Detention Center in Madison Wisconsin. The series hopes to expose the general community to what life is like for incarcerated youth in Dane County. While at the same time creating a visual narrative that documents and puts a face to what racial disparity looks like in present day Dane County.



Photo: Taken by Amber Sowards

DID YOU KNOW?



Lesbian, gay, bisexual], transgender, and gender non-conforming youth are significantly over-represented in the juvenile justice system. LGB youth make up 5-7% of the overall youth population, but represent 20% of those in the juvenile justice system, of which 85% are youth of color.

Source: Center for American Progress, Act 4 Juvenile Justice

FINANCIALS

July 2014-June 2015 Balance Sheets

Below is GSAFE's Statement of Financial Activities for the year ended June 30, 2015.

REVENUES

Contributions	\$243,053
Contracts	\$89,369
Special Events	\$110,550
Other income	\$7,785
Total	450,757

EXPENSES

Programs	\$302,071
Administrative	\$37,135
Fundraising	\$132,964
Total	472,170

NET ASSETS

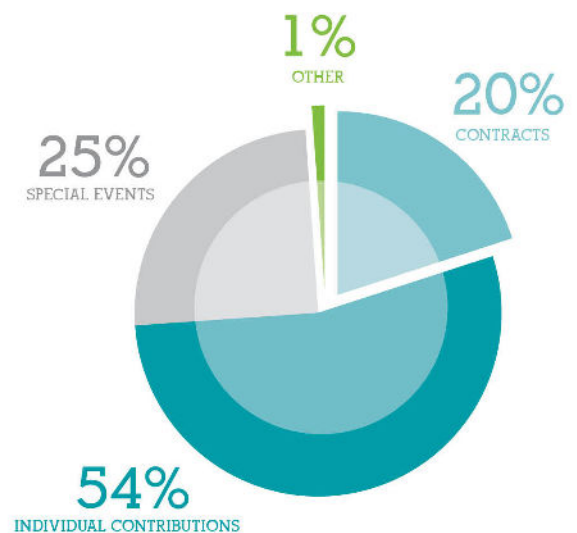
Beginning of Year	\$171,213
End of Year	\$149,800
Change	\$(21,413)



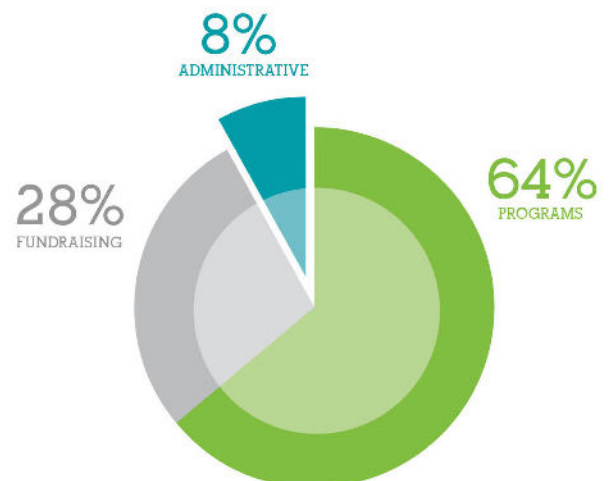
GSAFE: 122 E. Olin Ave., Suite 290, Madison, WI 53713

GSAFE (legally known as Gay Straight Alliance for Safe Schools, Inc.) was audited by Wegner LLP. A complete Independent Auditor's Report may be obtained by writing to us at 122 E. Olin Ave., Suite 290, Madison, WI 53713 or phoning (608) 661-4141.

REVENUE & OTHER SUPPORT



EXPENSES



DONOR RECOGNITION

INSTITUTIONAL & BUSINESS DONORS

Institutional Donors
\$25,000 and up
Community Shares of Wisconsin
Department of Public Instruction
Diverse and Resilient
Madison Community Foundation
The State Equality Fund
UW-Madison School of Medicine and Public Health's Wisconsin Partnership Program

\$10,000-\$24,999
Brico Fund
City of Madison Emerging Opportunities Program
University of Wisconsin - Madison

\$2,500-\$9,999
CUNA Mutual Foundation
Eldon E. Murray Foundation Fund, Greater Milwaukee Foundation
Evjue Foundation
John Knox Presbytery
Madison Rotary Foundation
Mental Health America of Wisconsin
New Harvest Foundation
Philanthrofund Foundation
UW-Madison Gay Straight Veterinary Alliance

Corporate/Business/Group Funders
\$2,500-\$5,000
American Family Insurance
CUNA Mutual Group
Liz Lauer and Associates
UW Health

\$1,000-\$2,499
Alliant Energy Foundation
Associated Bank
Badgerland Softball League
Car Care Clinic
Group Health Cooperative of South Central Wisconsin
Habush, Habush & Rottier
Madison Marathon
Microsoft Foundation
Our Lives Magazine
United Way of Dane County
UW Credit Union

\$500-\$999
5Nines
Cullen Weston Pines & Bach LLP
Journey Mental Health Center
Kraft Foods
Madison College
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Perfect Harmony Men's Chorus
PFLAG Madison

INDIVIDUAL DONORS

Safe Schools Sustainers
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Purple Moon Foundation

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WE APPRECIATE SUCH BROAD COMMUNITY SUPPORT!



Because of our large number of supporters, we were only able to print donors who had given \$500 or more as an institution or \$250 or more as an individual. Thank you to everyone who gave gifts and volunteered their time and talents with GSAFE last year.