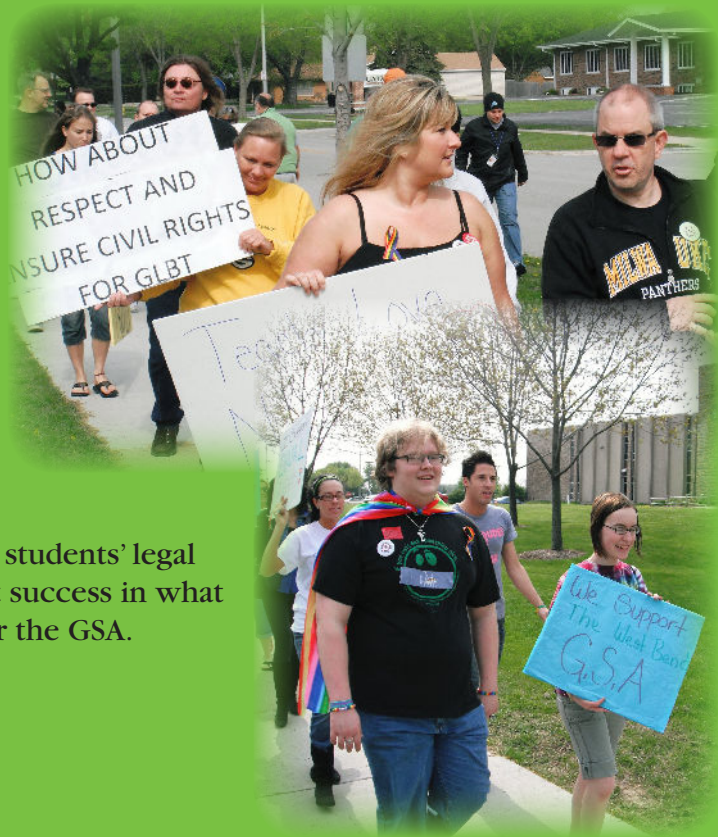




Making it Better

Highlights of 2010-2011:

- Over a dozen schools in Wisconsin organized Words Hurt Campaigns - working to improve school environments by raising awareness of slurs and hurtful language targeting sexual orientation, gender identity, race, class, religion, ability, and ethnicity.
- We worked with middle schools in McFarland, Oregon, and Madison to form new Gay-Straight Alliances. GSAFE continues to be a national leader in supporting the development of GSAs for younger students at the middle school level
- We worked with West Bend High School to ensure students' legal right to a GSA is recognized. This was a significant success in what has been and continues to be an ongoing battle for the GSA.



Students and staff at West Bend High School rally in front of their school to encourage their school board to grant official recognition for their GSA. GSAFE staff regularly work with schools and communities like West Bend to ensure students' legal right to a GSA is recognized.

GSA Development

- Wisconsin gained 17 Gay-Straight Alliances – for a total of 134 GSAs statewide by the end of the 2010-2011 school year.
- Students representing 38 schools in Wisconsin attended our youth leadership and GSA development trainings.
- GSAFE supported the development of three new GSAs in middle schools and hosted our first-ever Middle School GSA Meet-Up.
- We worked in partnership with the National Association of GSA Networks to create the GSA Advisor Handbook.

“Without the knowledge, resources, and extra effort of GSAFE, I have no question that we would not have a Gay-Straight Alliance in our school.”

**– David Witte, Principal,
McFarland Indian Mound
Middle School**

Youth Leadership



- Through our summer Leadership Training Institute (LTI), Fall and Spring GSA conferences, Milwaukee Area GSA Meet-Up, and Dane County Middle School GSA meet up, we trained 233 students on how to more effectively improve their school climate.
- We reached 1,554 primarily middle school-aged youth through our Bystanders into Allies and other youth leadership programming. This involved 25 presentations at schools, after school and community centers, conferences, and other settings.
- We led multi-session B2A trainings for all Jefferson Middle School 6th grade students (Madison). By the end of the year 90% of students indicated that they not only learned ways to be an ally to someone who was the target of bullying but also increased their confidence to do so. This year Jefferson students are trying to form their school's first-ever GSA.

“[Words Hurt Week] helped me discover the importance of intersectionality within all social movements – recognizing that we cannot make progress within the queer community without also examining the systems that impact other oppressions.”

– Maria Peeples, 2011 GSAFE scholarship recipient, Appleton East High School GSA leader, and Leadership Training Institute participant^(1.)

1. Peeples, Maria. (2011, September/October). Strength in Numbers. Our Lives, p. 46.

Did You Know?

Research has shown that strategies to foster positive bystander responses in bullying situations - such as direct intervention, helping the victim, and talking to adults - may be more effective with younger students. Passive responses (where bystanders do nothing) and aggressive responses (where bystanders get back to the bully) increase with age. ⁽²⁾ This makes it even more critical that anti-bullying education begins at younger ages, such as in middle or even elementary school.

2. Swearer S, Espelage D, Vaillancourt, T, Hymel S, et al. (2010). What Can Be Done About Bullying? Linking Research to Educational Practice. Educational Researcher, 39, pp. 38-47.



GSAFE works with our student leaders to address broader issues of social justice, including the racism LGBTQ youth of color encounter on a daily basis. Summer intern Tommy Nouansacksy worked with the current GSAFE student organizers to plan, film, and edit a PSA on how to respond to racist comments. Visit www.youtube.com/gsafeforsafeschools to view this and other GSAFE videos.

Educator Training



GSAFE worked closely with the McFarland School District this past year to help them build support for and create a GSA at their middle school. Indian Mound Middle School principal David Witte received our Educator of the Year award for his leadership in making his school a safe place for LGBTQ youth.

“Some of the boys used the expression ‘No Homo’ when playing a game and I immediately talked to them about what that phrase means and how it is offensive. GSAFE’s training prepared me to intervene in that moment.”

– After school program staff

- We reached 1,276 K-12 educators through DPI-supported district trainings, CESA presentations, professional education conferences, and other settings.
- We reached 212 after-school youth program and community center employees. We taught them skills to prevent and address bullying – including anti-LGBT bullying – as well as to create safe and inclusive spaces for youth and families.
- 99% of participants agreed that we increased their awareness of how to intervene when bullying happens in the classroom and in more informal school spaces. Feedback shows that our safe school training provides educational staff with the tools to intervene when bullying and harassment happen.

Vision Statement

Gay Straight Alliance for Safe Schools (GSAFE) envisions educational systems where all students thrive regardless of sexual orientation or gender identity/expression.

Mission Statement

GSAFE is a public benefit organization committed to safe middle schools and high schools for lesbian, gay, bisexual, and transgender youth and all students.

Necessity of GSAFE’s Work

The harassment and discrimination experienced by LGBT students places them at an increased risk for clinically significant distress as they enter adolescence. Numerous studies, including the Wisconsin Department of Public Instruction’s Youth Behavioral Risk Survey, show that lesbian, gay, bisexual, and transgender adolescents report greater depression, feelings of hopelessness, and past and present suicidal tendencies than do demographically similar heterosexual adolescents.

We at the same time recognize the many healthy LGBT students who model leadership in social activism and civic responsibility. We strive to build up this type of leadership in LGBT students and to build up the capacity of other adults to work with students within school systems.

Did You Know?

Research has shown that in schools with GSAs, lesbian, gay, and bisexual students were less likely to experience threats of violence, miss school because they felt unsafe, or attempt suicide than those in schools without such groups ⁽¹⁾. The Center for Disease Control (CDC) even recommends the formation of Gay-Straight Alliance as a core strategy for addressing HIV among Young Men Who Have Sex With Men (YMSM) in schools ⁽²⁾.

1. GLSEN. The 2009 National School Climate Survey. New York: 2010.

2. Centers for Disease Control. HIV and Young Men Who Have Sex With Men. Hyattsville, Maryland: 2011.

GSAFE Board, Staff, & Interns 2010-2011

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Staff:

Cindy Crane, Executive Director
(through January 2011)
Kyle Richmond, Interim Director
(March-July 2011)
Kristen Petroschius, Director of Administration and
Development (August 2011-Present)
Brian Juchems, Program Director
Timothy Michael, Program Assistant
Monica Adams, Middle School Program Assistant

Interns:

Eve Bertrand, Program Field Student,
UW-Madison School of Social Work
Dena Wessel, Spring 2011 Program Intern
Tommy Nouansacksy, Summer 2011 Program
Intern

Contact Information:

Gay Straight Alliance for Safe Schools
(GSAFE)
301 S. Bedford St., #1
Madison, WI 53703
(608) 661-4141

www.gsaforsafeschools.com

This report covers the period July 1, 2010-June 30, 2011.

We are grateful to the individuals, businesses, foundations, and groups who provided generous support to Gay Straight Alliance for Safe Schools during our 2010-2011 fiscal year. We make every effort to recognize our major financial contributors, but we may have inadvertently left someone off our list. Please let us know if we have left you off our list by calling us at 608-661-4141.

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Wisconsin AIDS Fund of the Greater Milwaukee Foundation
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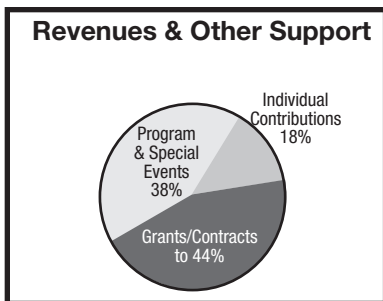
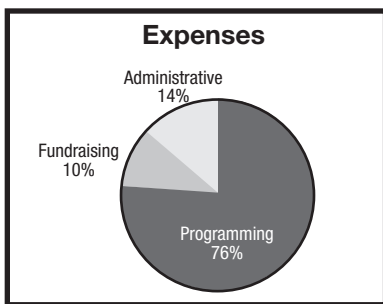
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***Because of formatting constraints, we were only able to list our largest individual donors. Thank you to all those not listed who donated small amounts to GSAFE in 2010-2011. Every little bit counts! *



July 2010 - June 2011 Balance Sheets

Below is the Gay Straight Alliance for Safe Schools' Statement of Financial Activities for the year ended June 30, 2011.

Revenues	
Individual Contributions:	\$40,025
Grants/Contracts:	\$100,400
Programs & Special Events:	\$88,208
Other:	\$416
Total:	\$229,049

Expenses	
Programs:	\$208,467
Administrative:	\$36,472
Fundraising:	\$27,890
Total:	\$272,829

Net Assets	
Beginning of Year:	\$78,794
End of Year:	\$79,422
Change:	\$628