

2013
2014

BUILDING BRIDGES

ANNUAL REPORT GSAFE

HERE ARE OUR HIGHLIGHTS FROM 2013-2014:

ADVANCING GENDER AND TRANS* JUSTICE IN SCHOOLS

In order to ensure that trans* youth are respected and have equal opportunity in schools, we worked with several key school districts to add "gender identity and expression" to their student non-discrimination policies. In 2013-2014, the Appleton, Eklhorn, Green Bay, Oregon, Shorewood, and Stoughton school districts approved this policy change.

DEEPENING RACIAL JUSTICE

In January 2014 we officially launched our Racial Justice Program in Madison. This program focuses on building the leadership of LGBTQ+ and ally youth of color, improving school climate for LGBTQ+ youth of color, and advocating for policy solutions that will improve health and educational outcomes for all youth of color, including LGBTQ+ youth of color.

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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 educators on creating safe and supportive school communities,**
- **Advancing educational justice, and**
- **Deepening racial, gender, trans* and social justice.**



This report covers the period July 1, 2013–June 30, 2014.

DEVELOPING YOUTH LEADERSHIP

In 2014 GSAFE officially launched our Racial Justice Program in Madison. This program focuses on building the leadership of LGBTQ+ and ally youth of color and consists of our Foundations of Leadership class, LGBTQ+ Youth of Color Leadership Conference, and Youth Empowering Students (YES) student organizing group.

“At first I wasn’t comfortable with the topic of LGBTQ+ issues, but Foundations of Leadership opened my eyes and changed my mindset.”

- *Kwanique V., Memorial High School (Madison)*

107

youth participated in the Racial Justice Program

87%

of youth reported an increase in their knowledge of LGBTQ+ issues as a result of their participation in the Racial Justice Program



Photo: Taken by Ali Muldrow.

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

GSAFE worked intensively with Racine's Horlick High School on our "GSAs for Justice" initiative, which focuses on helping GSA students learn how to promote racial justice, disability rights, and feminism within their work for LGBTQ+ justice.

"I enjoyed the times GSAFE came in [to do the "GSAs for Justice" curriculum] because they taught us about not only LGBT history but so much else that most of us hadn't known. It was nice to do different activities to make learning the different facts a lot more fun. It had a wonderful impact because it helped us open our eyes and see things we didn't before."

– Becca H., Horlick High School (Racine)



Photo: Taken by Kyle McLeod

159

GSAs IN WISCONSIN

8

NEW GSAs IN
2013-2014

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 gave 10 Green Bay educators a chance to immerse themselves in data, best practices, and action planning as part of a three-day LGBT Professional Learning Community (PLC).

“I loved our Professional Learning Community! I appreciate how the training was described as a journey, which gave me the confidence to explore my thoughts and feelings about the subject. I really liked the discussions about privilege and appreciate how the trainers asked me to look at my preconceived notions and helped me move past them. I firmly believe Green Bay is on on the right track due to the work the PLC is doing. It gave me a world of confidence going forward.”

-Dan Knudson, Washington Middle School Teacher (Green Bay)



**SCHOOL DISTRICTS WERE
TRAINED IN CREATING SAFE
AND SUPPORTIVE SCHOOL
COMMUNITIES FOR
LGBTQ+ YOUTH**

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

ADVANCING EDUCATIONAL JUSTICE

The Wisconsin Educational Justice Coalition works to ensure youth of color, low-income youth, youth with disabilities, and LGBTQ+ youth are empowered to learn while being valued and respected. Coalition members include GSAFE, Urban Underground, Voces de la Frontera/Youth Empowered in the Struggle (YES!), and the Wisconsin Indian Education Association.

“The Waswagoning Youth Council is comprised of mostly Native American high school students. In our community, our students face oppression on a daily basis in the school systems. When our youth group meets with other ‘minority’ groups in the coalition, it strengthens their spirits. The groups can empower each other and find solutions to common problems through brainstorming and talking about what has worked for different communities in the state. Also, each group can learn about the unique qualities of diversity and how this can foster leadership. The Wisconsin Educational Justice Coalition is a great tool for our students to learn to be aware of statewide issues surrounding education and how to network with common groups to make our voices heard.”

*-LeAnn M. White, Lac du Flambeau
Tribal Education Department*



3 CORE GOALS HAVE BEEN IDENTIFIED BY THE WISCONSIN EDUCATIONAL JUSTICE COALITION. THEY ARE:

1. Tuition equity for undocumented students
2. The end of zero tolerance and other exclusionary discipline policies
3. Full respect and inclusion of transgender students

DID YOU KNOW?



In Wisconsin in 2012-2013, 38% of English Language Learners, 35% of Black youth, 31% of youth with disabilities, 26% of Native American youth, and 25% of Latino youth did not graduate from high school within four years (Source: DPI). Nationally, 33% of LGBTQ+ students drop out of high school to escape the violence, harassment, and isolation they face in school.

Source: Lambda Legal

DEEPENING RACIAL, GENDER, TRANS*, AND SOCIAL JUSTICE

“We knew that passing non-discrimination policy and guidelines that protect transgender and gender non-conforming students was the right thing to do, and it aligned with our values. We believe all students have the right to express who they are and to learn in a safe environment. We also wanted to ensure that our transgender and gender non-conforming students would be protected from discrimination, harassment, and bullying, and have access to all necessary accommodations like inclusive locker room space. Already three families have requested support under our new non-discrimination policy and guidelines. Having policies and guidelines like these in place make our school district a safe place for students and families to access the supports they need to be successful. We are proud to be a leader in developing policies that ensure all students grow and thrive.”

*Paru Shah – Shorewood School District
Board of Education*



Photo: Taken by Eric Baillies

6 SCHOOL DISTRICTS

PASSED NON-DISCRIMINATION POLICIES THAT EXPLICITLY PROTECT TRANSGENDER AND GENDER NON-CONFORMING STUDENTS. THEY ARE APPLETON, ELKHORN, GREEN BAY, OREGON, SHOREWOOD, AND STOUGHTON.

DID YOU KNOW?



The U.S. Department of Education issued Title IX guidelines clarifying that transgender students and students who don't conform to stereotypical notions of masculinity and femininity are protected under the law.

FINANCIALS

July 2013-June 2014 Balance Sheets

Below is GSAFE's Statement of Financial Activities for the year ended June 30, 2014.

REVENUES

Individual Contributions	\$93,249
Grants/Contracts	\$271,812
Programs & Special Events	\$126,958
Other income	\$12,871
Total	504,890

EXPENSES

Programs	\$315,554
Administrative	\$34,443
Fundraising	\$93,226
Total	443,223

NET ASSETS

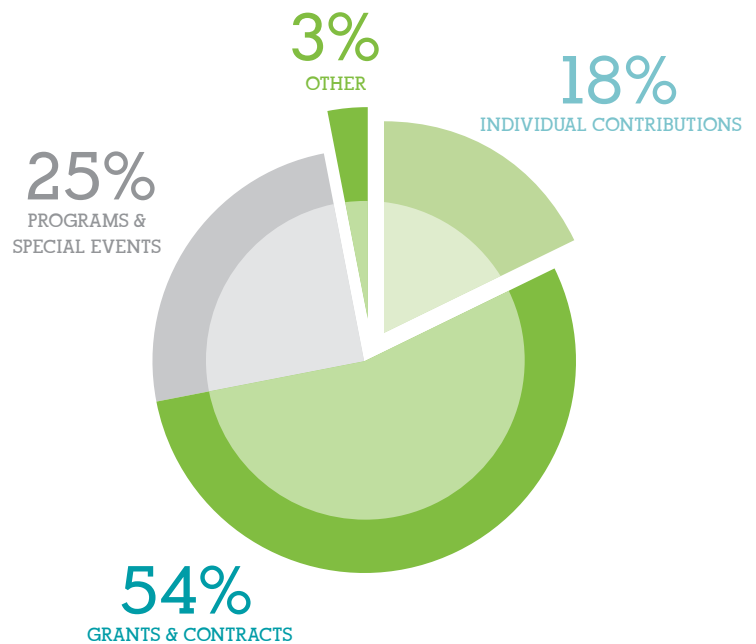
Beginning of Year	\$109,546
End of Year	\$171,213
Change	\$61,667



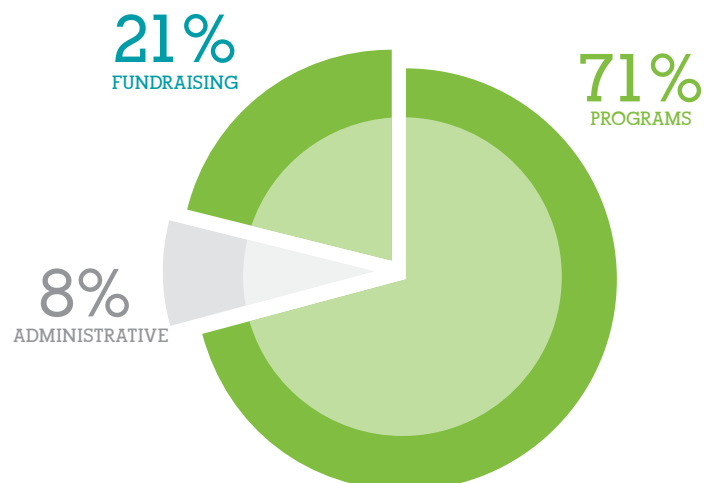
GSAFE: 122 E. Olin Ave., Suite 290, Madison, WI 53713

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.

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EXPENSES



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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.