Empowering Youth Leaders: GSAFE Annual Report 2016-2017*

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MISSION STATEMENT
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, and
• Deepening racial, gender, trans, and social justice.

*This annual report covers the fiscal year June 30, 2016 through June 30, 2017.
This past year was one of challenges and changes in our country that reverberated in our communities and schools. The summer of 2016 brought hope and optimism, but by January there was increasing concern about the future of LGBTQ+ rights and the safety of transgender youth and queer youth of color. In this climate, GSAFE’s programs provide crucial support to youth, communities, and schools.

GSAFE’s youth programming fosters activism and grows the ability of youth to articulate their needs. GSAFE believes LGBTQ+ youth need not wait for their lives to improve or for adults to save them. They can improve their lives and the lives of their peers through their own advocacy.

Our educator training focuses on helping teachers craft a classroom that is inclusive of LGBTQ+ youth. Educators, administrators, and school staff who are trained by GSAFE see youth as partners and leaders. Together, we create schools and communities where LGBTQ+ youth of all racial and cultural backgrounds not only survive, but thrive.

1,625 students from across Wisconsin participated in workshops, trainings, and conferences on public health education and HIV prevention, student leadership development, LGBTQ+ competency, and anti-bullying/anti-violence education.

350 students attended GSAFE’s annual Youth Unity Summit in Milwaukee, a day-long conference featuring workshops on running inclusive, intersectional GSAs, decoding oppressive language, advocating for inclusive health care, consent culture, how to advocate for trans-inclusive school district policy, and more. Teen leaders designed and facilitated 80% of the Youth Unity Summit workshops.

There were 23 school district-hosted and 36 individual-hosted educator trainings on best practices for creating safe and supportive school environments for LGBTQ+ youth, including creating and supporting GSAs, identifying and addressing anti-LGBTQ+ language and behaviors, and passing and implementing comprehensive protections and procedures for welcoming transgender and non-binary students.

By the end of the 2017 school year, 205 school districts across Wisconsin had adopted non-discrimination policies that were inclusive of trans and gender non-conforming students, including 25 new schools in the 2017 school year.

HIGHLIGHTS

GSAFE was honored to be awarded OutReach LGBT Community Center’s Organization of the Year for 2016.

Leadership Training Institute. Photo credit: Sawyer Johnson

Foundations of Leadership. Photo credit: Ali Muldrow

Gender Inclusive Schools. Photo credit: Brian Juchems

A Year of Change
Foundations of Leadership is the only Advanced Learners Course offered through the Madison Metropolitan School District that focuses on the leadership of LGBTQ+ youth of color. Students receive academic credit, mentoring, and curriculum while developing and applying their leadership skills. After completing Foundations of Leadership, 90% of students were confident in their ability to recognize putdowns, 79% reported that they would definitely address anti-LGBTQ+ language, and the remaining 21% reported that they were likely to address such language. There were 53 students enrolled in the Foundation of Leadership class held at the Red Gym on the UW-Madison campus for the 16/17 school year. Foundations of Leadership is now offered as a daily class at East High School in Madison.

Leadership Training Institute

Leadership Training Institute is GSAFE’s hallmark student event, a four-day summer camp that coaches students to take their activism to the next level. Thirty campers spent four days in July at the University of Milwaukee connecting with a cohort of other LGBTQ+ teen leaders and developing a stronger analysis of social justice issues so that they can work toward making their schools safer and more just for all people.

Day of Learning

GSAFE created a do-it-yourself tool called Day of Learning for school and community-based groups to help organize educational events designed to deepen understanding of what it means to be a transgender or gender non-conforming young person, and how to be better allies and advocates. Several Day of Learning events were held across Wisconsin, including events at in Appleton, UW-Marinette, and an event at Middleton Cross Plains High School that drew over 1,000 attendees.

Gender Inclusive School Project

Throughout 2016-2017, with the support of the Wisconsin Partnership Program and Gender Spectrum, GSAFE developed and piloted the Gender Inclusive Schools Project, a multi-level approach that helps school districts create systemic change toward supporting the health and well-being of transgender and non-binary students. Ten school districts, including Appleton, Milwaukee, and Green Bay, committed to multiple workshops for administrators, teachers, and school staff, as well as consultations on best practices and policy changes throughout the school year.
**FINANCIALS**


**REVENUES**
- Contributions .................................. $130,366
- Contracts ....................................... $84,729
- Special Events ................................. $115,987
- Other income ................................. $27,785
  **Total ...........................................** $358,867

**EXPENSES**
- Programs ....................................... $254,122
- Administrative ............................... $67,319
- Fundraising ................................. $79,839
  **Total ...........................................** $401,280

**NET ASSETS**
- Beginning of Year ........................... $50,249
- End of Year (deficit) ....................... $(8,282)
- Change ......................................... $(58,531)

**INSTITUTIONAL DONORS**
- **$25,000 and Up**
  - Brighter Futures Initiative
  - Community Shares Wisconsin
  - Department of Public Instruction
- **$10,000 to $24,999**
  - UW-Madison School of Medicine and Public Health Wisconsin Partnership Programs
- **$5,000-$9,999**
  - New Harvest Foundation

**BUSINESS AND GROUP DONORS**
- **$2,500-$4,999**
  - Dane County Credit Union
  - Liz Lauer Realty Group
  - UW Health
- **$500-$2,499**
  - Alliant Energy
  - American Family Insurance
  - Atlas Counseling
  - Badgerland Softball League
  - Berkley Running Company

**INDIVIDUAL DONORS**
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- D John Travis and Linda R. Travis
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- Jessica Wheeler
- Dave Witte

We enjoy 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 and $250 or more as an individual. Thank you to everyone who gave gifts and volunteered their time and talent to GSAFE.