



Empowering Youth Leaders: GSAFE Annual Report 2016-2017*

2016-2017 GSAFE STAFF

Chelsea O'Neil Karcher, *Outgoing Executive Director*

Brian Juchems, *Sr. Director of Education and Policy*

Ali Muldrow, *Racial Justice Youth Organizer*

Sawyer Johnson, *Transgender Justice Program Coordinator*

Amber Sowards, *Outgoing Communications and Development Manager*

Tim Michaels, *Outgoing GSA Outreach Manager*

Shawna Kollath, *Intern*

2016-2017 GSAFE BOARD OF DIRECTORS

Evelyn Gildrie-Voyles	Jasmine Navarro
William Gilles	Amanda Postal
Julia Greenleaf	Chris Walker
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Ellen Hebron	

2016-2017 YOUTH LEADERSHIP BOARD

Emme Goldman	Alan Morales
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Ashli Lyles	Joseph Terranova
Skylar Bull Lyon	Madeline Urso
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Photo credit: Tim Michaels

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.

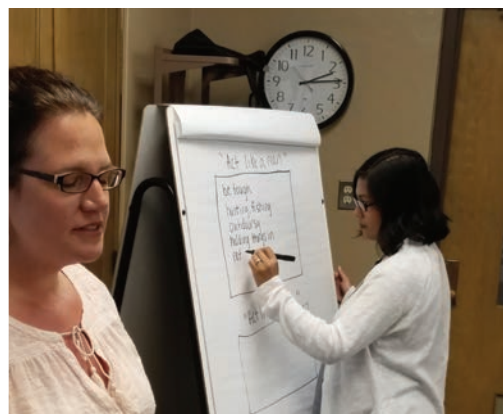
*This annual report covers the fiscal year June 30, 2016 through June 30, 2017.



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

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.

HIGHLIGHTS

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

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.



Adult Mentors - Leadership Training Institute. Photo credit: Sawyer Johnson



Top: Foundations of Leadership. Photo credit: Ali Muldrow
Bottom: Gender Inclusive Schools. Photo credit: Brian Juchems

INNOVATIVE PROGRAMS

Foundations of Leadership

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 Appleton, UW-Marquette, 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



Below is GSAFE's Statement of Financial Activities for the year ended June 30, 2017.

REVENUES

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

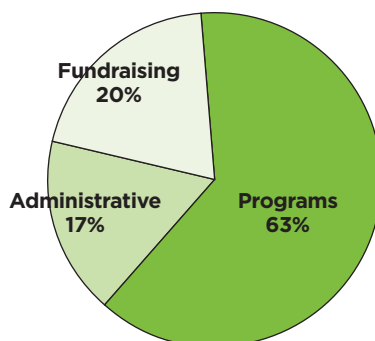
EXPENSES

Programs	\$254,122
Administrative	\$67,319
Fundraising.....	\$79,839
Total	\$401,280

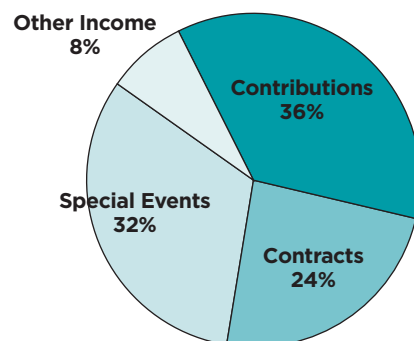
NET ASSETS

Beginning of Year.....	\$50,249
End of Year (deficit).....	(\$8,282)
Change	(\$58,531)

EXPENSES



REVENUE & OTHER SUPPORT



DONOR RECOGNITIONS



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

Car Care Clinic
CUNA Mutual Group
Fidelity Charitable Gift Fund
Healthy Kids Collaborative
Journey Mental Health Center
Mad Rollin Dolls
Madison College
Race Day Events
St. Dunstan's Episcopal Church
United Way of Dane Country

INDIVIDUAL DONORS

\$5,000 and Up

William Wartmann

\$1,000-\$4,999

Anonymous
Steph, Brian, and Luca Berg
Bryan Bingham
Tamara Packard

\$250-\$999

Anonymous
Judi Bartfeld
Carousel Andrea Bayrd

Kenneth and Carol Connor
Patricia G. Devine
Susan Goldwomon
Laura Heisler
George and Carrie Sachse Hofheimer
Anthony Jovenitti
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Patricia Logan
Richard and Carla Love
Kirk Nichols
Kari Rongstad
Tim and Pat Size
Janette Smart
Thomas Smith
Jane and Jon Stevermer
Theresa Stolpa
D John Travis and Linda R. Travis
Tehshik Yoon and Michael Velliquette
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.

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 100, Madison, WI 53713 or phoning (608) 661-4141.

