



ANNUAL REPORT

JULY 1, 2020 – JUNE 30, 2021

GSAFE
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Copies of our most recent annual report are available to the public at gsafewi.org.

STAFF

Ali Muldrow, Co-Executive Director
Amy Castro, Administrative Coordinator for Learning and Community
Brian Juchems, Co-Executive Director
Rae Sowards, Communications and Development Manager
Tyrone Creech Jr., Youth Leadership Coordinator

BOARD OF DIRECTORS

Keith Borden
Lane Hanson
Megin McDonell
Nate Metcalf
Jeremy Pagel

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 Gender and Sexuality Alliances,
- Training educational staff,
- Advancing educational justice,
- Advocating for public policy, and
- Deepening racial, gender, trans, and social justice.

VISION STATEMENT

Creating just schools for LGBTQ+ youth.

VALUES STATEMENT

GSAFE values integrity, honesty, openness, and authenticity. We are committed to LGBTQ+ youth leadership, racial, gender, trans, and social justice, and recognize we are all life-long learners and teachers. We hold ourselves accountable to the youth we serve as well as each other, our board, funders, partner organizations, and the broader community by honoring our commitments and continuously reflecting on and improving our work. We dig deep, think creatively, take on big challenges, and pride ourselves on seeing our vision become a reality. We are driven by a vision of a world free of oppression based on gender identity and expression, sexual orientation, race, and other identities and strive to model the world we want to exist through our everyday actions.

CREATING JUST SCHOOLS FOR LGBTQ+ YOUTH

Developing Youth Leadership

Developing powerful and effective youth leaders is our core strategy in creating just schools for LGBTQ+ youth. We do that through our: 1) Foundations of Leadership, our LGBTQ+ youth of color leadership development class taught in partnership with the Madison Metropolitan School District, 2) Leadership Training Institute (LTI), our annual multi-day leadership camp, and 3) the Fall Unity Summit and regional GSA Conferences. Our programming includes student leadership development, community organizing, social justice frameworks, LGBTQ+ competency, and health education.

Supporting Student Clubs

We are networked with over 250 Wisconsin Gender and Sexuality Alliances (GSAs) and similarly-focused student groups. We support the development of emerging GSAs at both the high school and middle school levels and support GSAs when they encounter discrimination and/or resistance from their school community through on-site and remote training and consultation. GSA members regularly participate in our fall and spring GSA conferences. In addition to supporting youth, we also support GSA advisors and other school staff and administrators.

Training Educators

We annually train over 1,500 educators, administrators, school support staff, and after-school program staff across Wisconsin on how to create welcoming and inclusive schools for LGBTQ+ youth. Our training focuses on building the competency and confidence of adult advocates to develop and implement best practices.

Advocating for Public Policy

GSAFE advocates for policies and practices that promote educational justice for LGBTQ+ youth. Since 2005, GSAFE has organized for trans-inclusive policies and practices on a district-by-district basis with the goal of winning statewide protections for all transgender and non-binary students and educators.

Deepening Racial, Gender, Trans, and Social Justice

GSAFE strives to incorporate racial, gender, trans, and social justice throughout all of our programs and organizational infrastructure. Some of the core ways we deepen racial, gender, trans, and social justice in our work includes gender justice policy advocacy in schools, GSAs for Justice training with student clubs, our Racial Justice program's emphasis on building the leadership of Madison school district LGBTQ+ youth of color, and organizational development.

FINANCIALS

Below is GSAFE's Statement of Financial Activities for the year ended June 30, 2021.

Revenue

Government Grants ... \$20,000
Individuals and organizations ... \$239,907
Special Event Sponsorships and Donations ... \$83,503
Paycheck Protection Program ... \$33,500
In-Kind ... \$9335
Presentations and Trainings ... \$10,546
Special Event Tickets and Registration Fees ... \$15,441
Interest Income ... \$7
Total Revenue ... \$412,239

Expenses

Leadership Development ... \$192, 535
Management and general ... \$59,392
Fundraising ... \$78,431
Total Expenses ... \$330,358

Net assets at beginning of year ... \$196,413

Net assets at end of year ... \$278,294

Change ... \$81,881

GSAFE accepts unrestricted gifts of cash or check, payroll deductions, publicly traded securities, and bequests. Other gifts are subject to approval.



GSAFE: 122 E Olin Ave, Suite 100, 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 emailing us at info@gsafewi.org.