



OUT BOULDER COUNTY
ANNUAL REPORT 2020



LETTER FROM THE BOARD PRESIDENT



The events of 2020 profoundly changed our lives in a myriad ways, both personal and universal. The year offered extraordinary challenges and hardships with the COVID-19 pandemic taking center stage and casting an ominous shadow over everything we do, say, and think. The loss of life was unfathomable. Sadly, our nation demonstrated just how deeply divided we are on political and social issues. The fallout of the pandemic brought the deep-rooted bigotry endemic in our society into sharp relief. Never before has the monumental challenge of working within all of our communities been so crystal clear.

Positively, though, 2020 offered opportunity, by challenging us to find new ways to connect and work. We ultimately found hope as we discovered effective vaccines and ushered in a new administration. Looking back, we may decide that this was a tremendous inflection point in our history, calling us to step forward, make a difference, and to value and treat each other with kindness and respect, no matter our differences. I am committed to hoping that this is the case.

Throughout all of it, Out Boulder County rose to the challenge and found new ways to support, connect, reach out, and serve our LGBTQ community. Our staff delivered programs and services virtually, continued to operate, and grow. Our already excellent youth program participation increased significantly, new partnerships were developed with other organizations and non-profits to extend our offerings and impact within the community increased as well, touching countless lives.

As we always have before and will continue to do, we strive to improve, serve more, and to never give up until we achieve for all what only the few have now. Building on our strong foundation, Out Boulder continues to grow and evolve with the changing needs of our community, and our commitment remains unwavering to be ever present, serving our community for many years to come.

To close, I offer a heartfelt thank you to our Community, Allies, Donors, Partners and Supporters. You have made a difference in such profound ways for so many! We look forward to working together and we hope you will join us in building a better future.

Lori Dumler

LETTER FROM THE BOARD TREASURER



In a disorienting year where a pandemic radically shifted how we connect to and serve our LGBTQ communities, OBC adapted programming, controlled costs and grew our revenue by 33% over 2019 to meet the many challenges of 2020. We also created new initiatives amidst the turbulence of COVID-19. For example, to address urgent economic hardships during the pandemic, OBC developed a Direct Aid program, giving over \$75,000 in grants to LGBTQ individuals in Boulder County. In December 2020, OBC also designed and launched the first survey of LGBTQ COVID-19 vaccine perceptions in the country. We listened, learned and increased our impact in 2020.

OBC's 2020 financials were audited by Middlemist Crouch & Co. It was a clean audit with no significant findings. There is a link to the 2020 990 on our website and audited financials are available upon request.

Kaylin Grey

LETTER FROM THE EXECUTIVE DIRECTOR



As with every year, I started it with hope for the future and a plan to not add any new programs or projects to our 2020 agenda. Our small and dedicated staff needed time to strengthen systems of already established programs and move into our newly renovated Pridehouse.

That plan was quickly disrupted as COVID-19 gripped our county and the world.

By mid-March we were each hunkered down in our individual homes looking at what we needed to do next. Working from home had its own challenges but that's a story for another day. Within 2 weeks of the stay-at-home orders all groups except the figure drawing group had switched to the virtual environment. Staff learned the Zoom app and began training others on how to use it. In moving to a virtual environment we began gaining members from throughout the state and country. Even though we didn't reach as many total people as in 2019, the connections we made were life-saving. The one program that grew in attendance was our youth program.

The additions and changes continued. The reality is that when the economy shut down, our local LGBTQ community was hit hard. We knew before the pandemic that our unemployment rates were higher, our lack of a culturally-competent doctor created concern, our trust in government systems was never strong and our poverty rates are higher than most populations and when sexual orientation and gender identity intersect with race or ethnicity those numbers are worse. Michal quickly designed and disseminated developed surveys and we found that what we knew was true. We knew we had to become a grant making organization in the short term. With the approval of the board of directors we secured funds from a variety of sources and began granting money to individuals within the LGBTQ community. With the direction of a committee, OBC granted over \$75,000 in 2020. We added a contract position to assist people connecting with basic-needs serving organizations and government agencies.

We were fortunate to have your support throughout it all. Our revenue from a variety of sources including events remained strong in 2020. We secured the SBA PPP loan which was converted to grant revenue because we were able to keep all staff employed throughout 2020.

Many of you have probably heard me say, "I have the best job in the County." After 2020, I now say, "I have the best board and staff in all of Boulder County." When the chips were down we all rallied individually and collectively to become a stronger and more agile organization.

With Gratitude,

Mardi Moore



OUT BOULDER COUNTY
ANNUAL REPORT 2020



20 • 20
(YOU WERE HERE)
▲ ■ ◆ ◇ ● ● ● ● ● ● ● ●

DIVERSITY, EQUITY, AND INCLUSION (DEI)

During 2020, Out Boulder County (OBC) leveraged an equity lens to examine how it supports its mission of serving diverse LGBTQ+ communities. In January, 2020, OBC received a generous grant from the Colorado Health Foundation for internal DEI work, including an assessment of those served by OBC, the Staff and Board of Directors, operational processes, and documentation systems.

Actions and accountability are OBC's core DEI values. In year I of our new DEI journey, we established baselines for our diversity data and in year II OBC will set DEI goals with a focus on measuring and reporting our progress toward accomplishing those goals. Below we present our actions to date, and plans for the future to increase our diversity, equity and inclusion.

The Diverse Communities We Serve

For the third year in a row, OBC delivered direct services to a larger number of diverse community members. In 2020, 25% of the individuals we reached through our programs identified as a race other than white; 46% identified as transgender; 80% identified as lesbian, gay, bisexual, and/or an orientation other than heterosexual.

Our Staff Reflects Our Diverse Community

Key to OBC's achievement of our mission is a staff that reflects our diverse community. OBC's growing staff of 11 is a diverse mix of people; all are LGBTQ and 5 are people of color. OBC is proud to be an Equal Opportunity Employer. Policies that support our inclusion goals include our Mission Statement and our Non-Discrimination Statement.

Accountability Rests with Our Board of Directors

The OBC Board of Directors is responsible for strategic direction and the financial health of the organization. In 2020, the Board focused on internal DEI activities utilizing the Denver Foundation grant. In May, the Board distributed a Request for Proposals to perform several activities for the organization through an equity lens: a document and process review, bias prevention tools and techniques, an equity framework to be adopted throughout the organization, and an assessment of training needs.

After a nationwide search and selection process, OBC selected Point b(e), a firm known locally for their work with other non-profit organizations. Point b(e) deeply engaged with the organization through Board meetings, interviews, and committee meetings. Their recommendations reflected a professional assessment of the organization's documents, communication processes and approaches, Board structure and committees, and general operating procedures. They shared tools, terms, and concepts that have brought greater inclusion skills and accountability to each member of the organization.

In September, Point b(e) skillfully delivered a powerful anti-bias training to the Board. The day-long session included important equity-building communication techniques such as bystander/upstander training, “stepping up vs stepping back,” “calling in vs calling out,” how to respond to a DEI-related incident as a leader, among others. Point b(e) then built similar skill capacity among staff in two subsequent training sessions. These skills have created an observable shift toward greater inclusion.

To ensure accountability, the Board then created a “DEI Implementation Coordinator” role to ensure the recommendations from Point b(e) would be woven into its operating procedures. Every committee of the Board has taken specific, measurable actions to ensure equity and inclusion. Below are listed some key activities. We share these in the hopes others will be inspired to bring these approaches to their own organization.

1. Based on Board priorities for 2020-2021, the OBC Board application was revised to reflect critical skills the Board needs. The Skills Matrix will assist us to build a diverse pipeline of prospective Board members. This guards against common biases that arise in the recruiting process, and the harmful and exclusionary practices that result if bias is not mitigated.

2. OBC has shifted to “community-based fundraising.” This approach enables Board members to participate in group-oriented fundraising events to achieve targets, regardless of their personal ability to give. Community-based fundraising is also more inclusive of the size and type of community donations. For example, in-kind donations are valued equally with financial donations.

3. Many Boards have a diversity committee and hold an annual diversity training. However, these efforts are often siloed and occasional, and thus less effective. OBC prefers an approach to DEI where 1) each member of the organization is held accountable, and 2) learning on DEI topics happens at every opportunity. For example, during its monthly meeting, the Board holds an “Inclusion Minute.” During this segment, a Board member is expected to present an article they read and its relevance to Board operations. These discussions will build over the months, making our annual fall training event in 2021 even more effective in advancing the organization’s DEI work.

These changes have been codified in onboarding and operating documents so that those joining the organization will understand OBC’s values of DEI actions and accountability. Currently, our 11-member Board spans the range of sexual orientations, including heterosexual allies. Two members are trans and three are people of color. Board member ages range from the 30s to the 60s. Members reside throughout Boulder County and are employed in both the public and private sectors. Learn more about our Board on the website. And, please contact OBC if you are interested in joining the Board.

We appreciate the ongoing support as we continue this culture change process. Moving forward, we commit to providing updates on our efforts and progress to achieve our DEI goals.

“FOR ALL OF US, IT STARTS WITH AWARENESS. IT MAY FEEL UNCOMFORTABLE AND SCARY TO INTERRUPT RACISM, IN OURSELVES AND IN OTHERS, BUT WE MUST DO IT IN ORDER TO ACHIEVE OUR VISION OF AN EQUITABLE SOCIETY WHERE ALL OF OUR DIVERSITY IS CELEBRATED. WE ARE CONTINUALLY LEARNING HOW TO BE BETTER ADVOCATES SO THAT WE CAN TOGETHER BUILD A MORE VIBRANT, JUST WORLD.” -

OUT BOULDER COUNTY IN SOLIDARITY WITH BLACK LIVES STATEMENT, JUNE 9, 2020.





OUR VOLUNTEER PROGRAM

In recent years, Out Boulder County has seen tremendous growth in our programs, events, initiatives, and so much more. Our small team could not have managed this without our dedicated group of volunteers that always show up and demonstrate their support for the organization and for our local LGBTQ communities.

Out Boulder County's Volunteer Program has always been integral to our success. While our traditionally volunteer-run program for the organization has operated largely without full-time support, the challenges of 2020 revealed to us that it needed such support in order to flourish and grow. For this reason, we hired our very first paid Volunteer Coordinator in order to help us fulfill the vision that we had moving forward in February of 2020. Of course, all of those plans changed as March rolled around and we quickly lost most of our volunteer opportunities and ability to grow the program in the way that we had envisioned.

We are grateful for our Volunteer Coordinator, Ky Martens (they/them), who was able to adapt to the sudden changes we all went through while still engaging with new and existing volunteers through our limited capacity. With so much chaos and uncertainty in our world, we're proud to say that Ky and our volunteers were still able to support the community in the following ways:

- Virtual social and support group facilitation**
- Physically distant event volunteering**
- Serving as delivery people for important projects**
- Helping us maintain the external appearance of our Boulder office**
- Remote assistance for our programs**
- Our volunteer phone-call program to check in on our isolated community members**
- Teaching folks at home how to use new technology for outreach from their homes**

Through it all, four volunteers went above and beyond throughout the year and supported us in major ways. Yvonne Krumrey, Donnie Herrington, Justin Jones, and Greg Ginocchio were all awarded for volunteer excellence at our end of the year holiday party in honor of their amazing service. We are thankful to each and every one of you that helped us in whatever capacity you could. We look forward to what the future of this program holds.

20 | 20

(YOU WERE HERE)







TRANS PROGRAM

2020 marked a significant shift for our trans programming. Our teams were able to adapt quickly to shifting circumstances throughout the year to not only provide crucial resources to our trans communities, but to also provide exciting spaces and opportunities for folks to virtually celebrate their trans pride in great company. We learned alternative ways to create these spaces and continue the growth of our programs.

After years of discussion, the Trans Steering & Events Committee decided to move our **Trans Awareness Week** from November to March in order to center on the Trans Day of Celebration (internationally recognized as Trans Day of Visibility). Despite planning a wonderful week of programming, it was disrupted by the pandemic hitting the area earlier in the month. Even though we had to cancel several of the events (including Trans Stories: Policy Impacts on Our Lives, our trans potluck, and a film screening), we were able to quickly redirect and adjust our Trans Trivia event for virtual participation and create a video gallery of powerful statements and poetry for The Trans Day of Celebration. This collection of videos can still be viewed here: <https://vimeo.com/showcase/obctransdaycelebration>

Unfortunately, our annual summer **BBQueer** was not possible due to new public health guidelines, so our trans and QTPOC (Queer and Trans People of Color) leaders created a **virtual Summer Social Spectacular** event in order to bring folks together for some light-hearted (and much-needed) fun. The event featured virtual group games and small group conversations. Attendees shared their appreciation for the casual, playful time to connect.

November also looked much different this year. Instead of Trans Awareness Week, the Trans Steering & Events Committee (TSEC) had planned to focus on **TransGiving and Trans Day of Remembrance**. TransGiving is a special, catered gathering for trans folks to share a meal during the winter holiday season. Since so many trans folks are estranged from or have tense relationships with their families of origin, TransGiving can be an especially meaningful time to focus on chosen family and community connections. This gathering also helps us fill our cups before we face the challenges of family and holidays. Since gathering for a shared meal was still not possible, the TSEC created a program to gift community members with a holiday mug in trans colors with the message "Happy Holigays". The gift also included an excerpt from local poet Andrea Gibson and some holiday yummys. The TSEC really wanted to share a tangible gift to warm the heart and soul.

Trans Day of Remembrance (TDOR) falls on Nov 20 and again this year, we gathered (virtually) to recognize and mourn the lives lost to anti-trans violence over the past year. The Trans Steering & Events Committee (TSEC) put a lot of thought, intention, and care in how to bring together a meaningful observance of Trans Day of Remembrance to encourage people to feel connected and supported in community, rather than further isolated during a time of physical distancing and mental health challenges. Our desire to honor the present realities of our attendees and to stay true to the purpose and intention of TDOR led to a beautiful, poignant, and impactful event. We featured diverse speakers, a beautiful original piano composition, the names of the lives lost, and small group conversations.

In addition to the events, trans communities are emphasized in all of our other programming, from Prides to our LGBTQ Direct Aid Program. We added a second staff liaison to our **Trans Steering & Events Committee** this year to facilitate our programming, Charlie Prohaska (they), Online Content and Special Events Coordinator. They will now serve as the staff liaison to coordinate the logistics of TSEC programs. Our TSEC members are engaged across the organization, including Gender Support group facilitation and Direct Aid Subcommittee involvement. Their input and contributions bring overwhelming value to our organization and trans programming.

Our 2020 Trans Steering and Events Committee members include: Elliot Rothenberg, Meredith Kee, Saoirse Maloney, Bryn Long, Niko Bowinski, Carrie Lynn, Kelli Hintch, Matt Ponder, Ravyn Wayne, Meagan Gibbons, and Kaiba Linthicum .

Despite the surprises 2020 brought, we are so proud of how our trans programming shifted and grew. We brought in trans folks from all over, adjusted events to make sure we could still provide virtual spaces for our community members, and set informed goals for how we want to move forward in the years to come.

ADDITIONAL PROGRAMS

In the face of challenges, we worked to adapt and create programming that resonates. We continued to find ways to allow folks to gather and maintain a sense of community amidst the waves of change.

Once the pandemic was in full swing, we offered our **LGBTQ Trainings** virtually, but we did experience a drop in the number of offered trainings for the first time. Understandably, most of the organizations and businesses had to redirect their focus, energy, and funding to responding to ongoing COVID-19 crisis. Despite this, we reached 683 individuals (down 43% from 1,190 in 2019) with 29 trainings (down 26% from 39 in 2019). Not bad, considering the circumstances.

Speaking Out was put on hold as schools scrambled to address existing and emerging needs for their students. We recorded a few stories to create a video panel and offered live, virtual panels that were utilized by some remote learning classes. Though the program was reduced in 2020, we look forward to reinvigorating and expanding it as we eventually return to in-person programming.

Our **social and support Groups** also experienced some changes. While some were able to move to a virtual platform pretty quickly, the virtual medium simply did not work for some of our groups, including the nude figure drawing group, Nudes with Tudes. We hope to see those groups start up again as in-person gatherings become a safe possibility. The groups that were able to transition to virtual meetings include: Book Club, Supporting Trans & Gender Expansive Friends & Family (our SOFFA group for significant others, friends, and family of trans folks), Gender Support, and Queer & Trans Parent Support. Many of these groups experienced a drop in attendance due to Zoom and pandemic fatigue, but they continued to be an important source of strength for many community

members. The virtual platform also increased accessibility across geography - we welcomed attendees from adjacent counties and from different states. Some people who were connected to Boulder County Gender Support previously but had moved out of state were able to reconnect with their former home community during this difficult time.

Our Gender Support facilitators lead two weekly groups and donate considerable energy into creating a supportive space for attendees to share and connect. With the increased stress of the pandemic, we wanted to show extra care for our facilitators and sent them two rounds of care packages including a little plant, bath items, and some handmade goods created by crafty OBC volunteers including hats, slippers, lavender eye pillows, cross stitch, and cards. One of the lessons of the pandemic was the importance of really taking time to appreciate one another, and it was generative and fruitful to feed this appreciation.

2020 marked the first year we did a **Bi-visibility Campaign**, thanks to our dedicated volunteer Neesha Schnepf. Over the course of a week, we shared proud pictures and compelling information about our bisexual and pansexual community members. As these communities are frequently left behind in LGBTQ discussions, we were thrilled to find new ways to highlight bi and pan folks and their respective identities as part and parcel of our broad and diverse community.

Our variety of programs offered allowed people from many different backgrounds and locations to celebrate community together, and to create and maintain connections to others. Circumstances pushed us to think outside the box in reshaping our programs and groups, which led to interacting with folks we hadn't before.



20 • 20

(YOU WERE HERE)



YOUTH PROGRAMS

Youth Program Overview

Out Boulder County's Youth Program continues to flourish and grow despite the very sudden and difficult impact the pandemic has changed how programming and services were provided for our community. Our youth programming adapted swiftly to the quarantine beginning in March of 2020 by moving all youth groups to a secure, online platform. We met at the same day and time as our in-person groups throughout the year. Not only did we adjust to the new challenges and demands of the online world, we also added new programming! We directly served over 175 unique youth through our weekly youth groups, community events, and outreach efforts.

In addition to providing the community events for our youth listed below, we also continued our ongoing youth groups, which included our LGBTQ Middle School youth group, our LGBTQ High School youth group, our Longmont Queer and Trans ("QTs") youth group (we co-facilitate the Longmont QT's group with OASOS), and our Queer Creative young adult group. We also continued our longest running program: Speaking Out.

Speaking Out brought panels of LGBTQ adult volunteers into middle and high schools in Boulder County to share their stories and answer LGBTQ related questions. We adapted our Speaking Out program for the virtual world by collecting pre-recorded videos from our panelists to share with teachers and counselors for their online classrooms.

Annual Paid Youth Internship

We kicked off the year with our Annual Paid Youth Internship Program. Our internship program requires interested youth in Boulder County to go through a two-step application and interview process. Among the many applicants, we selected six young people between the ages 13-18 for our 2020 Paid Youth Internship Team. Three youth were grouped together to work on our annual Night of Noise Youth Summit and the other three youth worked together on our annual LGBTQ Youth Dance. We met weekly in a formal business-style meeting to plan from the ground up our two largest LGBTQ community youth events. Due to the COVID-19 crisis, our interns had to quickly shift their plans to create a virtual Night of Noise, with the help of the OASOS YAC team. Our virtual Night of Noise event was still well-attended and impactful. Unfortunately, we were unable to host the LGBTQ Youth

Dance. Instead, our youth interns grouped together to plan an entirely new and different event- a virtual National Coming Out Day celebration. Our youth interns hosted this virtual event on National Coming Out day (October 11th each year). Many thanks to everyone who attended these virtual events!

Annual LGBTQ Youth Summer Camp

Our 2nd annual LGBTQ Youth Summer Camp was adjusted from its original format. Last year, we brought LGBTQ youth between the ages of 13-17 to Eleven Mile State Park for a 4-day camping trip in the backcountry. We slept in tents, cooked our meals on the fire, swam, fished, canoed, learned how to cross-stitch. We explored connections within ourselves, our group, our communities, and the natural environment around us. Due to the safety limitations around COVID-19, we reprogrammed our camp into day activities in the Boulder County area. Two days of camp were spent doing long hikes, one day was spent doing archery and yoga, and our last day of camp was composed of an online panel of LGBTQ adults who work in the outdoor or conservation industry and a group movie.

We did not want any barriers for youth to attend, so we made our camp completely free for all who attended. Thank you to everyone who donated their time, energy and resources to make this camp happen, despite the added challenges of the pandemic!

Annual Youth Giving Tree

In December, Out Boulder County put on its 4th annual Giving Tree holiday program. We had a record number of young people ask for various gifts that they could not afford or did not feel comfortable asking for from their friends and family. Many of these gifts consisted of gender-affirming items such as chest binders, packers, clothing, fillers, etc. The community rallied to make sure that every youth that asked for something through the giving tree received a gift! In addition, King Soopers sponsored youth gift-bags filled with art supplies, toiletries, blankets, and other fun additions. Thank you to all that gave and made the holiday season a little brighter for our youth.

QTPOC Youth Programming

At the onset of 2020, OBC decided to shift our Queer and Trans People of Color (QTPOC) weekly youth group to new programming that was strengths-based and focused on resiliency and

advocacy. Beginning in March 2020, we hired three QTPOC youth interns to help us create two community focus groups that comprised of 8-10 QTPOC youth each. In these focus groups, participants told us about their experiences growing up QTPOC in Boulder County. They also shared with us what they wanted out of a QTPOC Youth Leadership Retreat. After our focus groups, our QTPOC youth interns took the ideas from the focus groups and helped design and facilitate OBC's first QTPOC Youth Leadership Retreat. We did a three-day, hybrid in-person/online format. Our retreat included a poetry workshop, a film screening, identity-based workshops, a know your rights presentation, and pottery. Thank you to everyone who helped make our first QTPOC Youth Leadership Retreat a smashing success!

New Programming- Lavender Graduation

In 2020, we added OBC's Lavender Graduation, which was created to address the unfortunate circumstances the pandemic created for our high school graduates. Many of our graduates were not able to have ceremonies or typical celebrations due to quarantine and ongoing crisis. Our Lavender Graduation celebration was held at the end of May and included graduation packages and car parades at the graduates' houses. We celebrated 14 graduates with many volunteers who decorated and drove their cars to each house to gift the graduate with their celebration package (including rainbow tassels) and drive by honking and waving at the graduate and their families!

Sara Thompson Magical Mermaid Scholarship

OBC created a new scholarship for LGBTQ folx throughout Colorado for all ages in 2020. The Magical Mermaid Scholarship was created in memory of one of our longtime volunteers, Sara Thompson, who passed away at the end of 2019. The scholarship committee, composed of Sara's close friends and family, OBC staff, and other community partners, began meeting shortly after her passing and opened the scholarship for applications in the Spring of 2020. The committee awarded five applicants scholarships to assist them in their higher education and community goals. Thank you to everyone who donated to the scholarship fund! We are excited to award even more applicants in 2021.





COVID-19 WORK

2020 was a monumental and transformative year, not the least due to the impacts of the COVID-19 pandemic. We quickly rallied as a team to shift our programs, groups, events, and more into virtual opportunities to continue facilitating community and resources as seamlessly as possible.

As an organization, we responded to the crisis immediately by bringing our programming to a virtual setting within one week, including youth and adult social & support groups. Like many organizations, we purchased a Zoom account for the first time and have put it to extensive use since, even as things switch to hybrid and in-person models. Staff began working remotely and brainstorming about how to fulfill our community building mission while honoring and promoting public health guidelines. To understand the impacts on our community and to help inform our priorities in response to the pandemic, we conducted a COVID-19 impact survey mid-March and again a month later. In the beginning, we had no idea that we would still be responding to the pandemic a year later. We learned how many people were being negatively impacted financially by losing hours, jobs, and/or clients, as well as the obvious health concerns. In addition, respondents were even more concerned about social isolation and mental health impacts. You can read the full Survey Reports [here](#).

Beyond taking our preexisting programming virtual, we also tried various virtual community engagement events such as live streamed concerts, yoga classes, trivia night, virtual tech skills 101, and social meet-ups. These were met with varying degrees of participation and a lot of appreciation across the board. Together, and sometimes painfully, we learned about "Zoom fatigue." Still, we also learned how crucial it is for us to offer virtual connections, even if attendance fluctuated. Those moments of shared experiences, whether listening to musical performers or playing a game, were cherished - a glimmer of light in a truly dark time. We worked to buoy morale while also providing as much information as possible to our community.

We created a resource webpage and kept our community abreast of new and important developments. We continued our advocacy work on more systemic levels. We prioritized bringing resources directly to our community and created our first ever program to grant financial aid directly to our community members who were impacted by COVID-19 with our LGBTQ Direct Aid Program. We completed two rounds of Direct Aid in May and October 2020, totaling \$75,000 to 96 individuals. Recipients were eligible for up to \$1,000 and to use this funding for basic needs. Knowing this funding could not solve all the issues, we wanted to keep people stable and in their homes for at least another month, if possible. This aid not only offered financial support but also signaled community support and a significant emotional relief. Thanks to COVID-19 response funding, we were also able to hire a part-time case manager to help support the Direct Aid recipients and other community members in need of resources. You can read about the 2020 LGBTQ Direct Aid program in our Round 1 Report and Round 2 Report.

Our core operations were also impacted by the pandemic. Staff have worked primarily from home since March 2020. So, when our Longmont office lease came up for renewal, we decided to close the Longmont office since it wasn't being adequately used. As with many other organizations, Out Boulder County has had to redirect, reprioritize, and reimagine our organization, its operations, and our goals for the immediate future. We are glad to have such a strong and resilient team and an engaged community that have enabled us to weather the storm and support each other in the process.

The COVID-19 crisis has taught us, and reminded us, of so many lessons. One of those is compassion and gratitude. We strive to cultivate compassion for our shared humanity and to nurture deep gratitude for one another. Thank you for being a part of our journey and a part of Out Boulder County's growth,

20 • 20

(YOU WERE HERE)



HEALTH INITIATIVES

At the beginning of 2020, Out Boulder County was a recipient of The Johnson Family Foundation Mental Health Initiative. With OBC being one of the only places in Boulder County where an LGBTQ person needing support can turn, there was a pressing need to understand and address the potential mental health stresses of the staff, volunteers, and community. Through the grant, OBC began its launch into the mental health initiatives that continue today. By understanding the secondary trauma that can come with providing support to a historically marginalized and oppressed group, we are better able to continue this work while respecting the limits that we may encounter.

Though this position was intended to address specific needs throughout 2020, a majority of the work shifted quickly as the world descended into the COVID-19 pandemic. Appropriately timed, this role was able to support some of the initiatives originally intended as well as addressing new concerns that arose. Our Transgender Support Group Facilitators were prioritized to get training on how to spot and how to support group members that may have been showing signs of suicide. Suicide prevention was the main focus as social isolation began to set in and all of our support groups moved to a virtual setting.

Although connections with the local health community were strained owing to the large increase in patients they were caring for, we were able to build relationships with other local non-profit resources. Through the LGBTQ Health Connections our staff was able to build personal relationships with members of local organizations that we could utilize to further the support for our communities. Resourcing staff during this time was paramount while remaining aware of our own mental health. To address the rise in employees needed to provide emotional support to the community, we had three virtual training sessions detailing a stress relieving exercise called TRE. Trauma Releasing Exercises are designed to help the user relax and allow the pent-up trauma to be released from the body.

Understanding the new health concerns the community faces, we bolstered our current resource to connect the transgender community with affirming health care providers. Through this work, the expansion of this project began to include the entire LGBTQ community and all the unique needs therein. This role has continued to lead this project and the updated version of the resource is expected to be released in the fall of 2021. The LGBTQ community is at a much higher risk of being discriminated against while seeking care, and this often creates a gap in the care they receive or prevents them from ever returning. To better support the accessibility of obtaining inclusive and able care, we have implemented a vetting system that was created in collaboration with seven community focus groups. By creating a resource that is designed for and by the community, we believe that accessibility to LGBTQ inclusive care will improve the lives of those within our community.

20 | 20

(YOU WERE HERE)



IT IS NOT OUR DIFFERENCES THAT DIVIDE US. IT IS OUR INABILITY TO RECOGNIZE, ACCEPT, AND CELEBRATE THOSE DIFFERENCES. **AUDRE LORDE** YOU NEVER COMPLETELY HAVE YOUR RIGHTS, ONE PERSON, UNTIL YOU ALL HAVE YOUR RIGHTS. **MARSHA P. JOHNSON** I'M NOT MISSING A MINUTE OF THIS. IT'S THE REVOLUTION! **SYLVIA RIVERA** THE GREATEST BLUES SINGER IN THE WORLD WILL NEVER STOP SINGING. **BESSIE SMITH** PLEASE TRY TO REMEMBER THAT WHAT THEY BELIEVE, AS WELL AS WHAT THEY DO AND CAUSE YOU TO ENDURE DOES NOT TESTIFY TO YOUR INFERIORITY BUT TO THEIR INHUMANITY. **JAMES BALDWIN** I FEEL DON'T TAKE SERIOUSLY THE WAYS IN WHICH RACISM IS FRACTURES OF INSTITUTIONS, IF WE ASSUME THAT THERE IS NO SUCH THING AS A RACIST WHO IS THE PERPETRATOR, THEN WE ARE SETTING OURSELVES UP FOR ERADICATING RACISM. **ANGELA DAVIS** I AM DIVINE, JUST LIKE A PEACH IS, JUST LIKE A FISH IS. **ALICE WALKER** WHAT PEOPLE WANT IS SIMPLE. AS GOOD AS ITS PROMISE. **REP. BARBARA JORDAN** WHITE PEOPLE COME OUT, BUT THEY DON'T KNOW HOW IT GOT THERE. **GERTRUDE PRIDGETT** "MA" **RAINEY** AS AN ADVOCATE, I FEEL COMPELLED TO MAKE SURE EVERY TIME I GO INTO A ROOM THAT I LET PEOPLE KNOW THAT I AM A TRANSGENDER WOMAN. WE MAKE TOO MANY ASSUMPTIONS, AND THAT COSTS MY COMMUNITY A LOT. **CECILIA CHUNG** THE ONLY RULE IMPOSED ON BOYS WAS THAT THEY TUCK IN THEIR SHIRTS, BUT GIRLS HAD TO WEAR DRESSES. WHEN MY YOUNGER BROTHER AND I WERE NOT IN SCHOOL, PEOPLE THOUGHT WE WERE BROTHERS. THIS ALWAYS MADE ME SMILE. **REP. SUSAN ALLEN** YOU MAKE ME FEEL MIGHTY REAL. **SYLVESTER** I'VE HEARD PARENTS SAY ALL THEY WANT IS THE BEST FOR THEIR CHILDREN, BUT THE BEST IS SUBJECTIVE AND ANCHORED IN THEY KNOW AND LEARNED THE WORLD. **JANET MOCK**



PRIDE WEEK

At Out Boulder County, Pride is more than your average annual party. To us it means celebrating the different pockets within the LGBTQ acronym that may be underrepresented, intergenerational connection, building and strengthening relationships, and visibility among the larger community. Pride is about togetherness, justice, and comradery.

As 2020 continued, we were met with some major challenges to our definition of Pride. We needed to overcome the new realities in a short period of time. With our community isolated at home and all of our usual gathering places inaccessible, how were we going to fulfill these vital components of our community?

We took the time to sit down as a staff and explore our options. Consulting with other Pride organizations around the country, and by experimenting with the new technology that was becoming available, we were able to evolve what we had originally planned for Longmont Pride. We used our new Longmont to plan our Boulder Pridefest in September.

In keeping with our original goals, we were able to make compromises in some areas and expand in others to create our very first set of hybrid Pride celebrations. While we had many events between Longmont and Boulder Pride Week, we'd like to offer some highlights:

Virtual 50+ LGBTQ Mixer

- Fostered connection among some of the most vulnerable members of our community throughout the pandemic.
- Allowed us to connect with folks who were otherwise not able to attend an in-person event due to other underlying health issues.

Carpool Cinema and Pride Motorcades

- Permitted our community to gather in a physically distant manner
- Highlighted LGBTQ visibility to the greater community in Boulder County

Drag and Rainbow Story-times

- Allowed us still reach LGBTQ and allied youth in their homes
- Provided overwhelmed parents with a bit of respite as youth enjoyed our virtual story-times

Virtual Joteria

- Provided intersectional connections and recreation for our BIPoC (Black and Indigenous People of Color), white, and intergenerational communities

Even though 2020 didn't allow for our usual gatherings and celebrations, we were overjoyed to still be able to meet people where they were and provide them with a sense of community and connection during a time of profound isolation. We are thankful for the hard work of our staff, board, volunteers, community partners, and everyone else for their help in making sure that we did not, and will not, go unnoticed.

▲ ■ ◆ **BOULDER PRIDEFEST**

◆ ● ◆ September 8th - 13th

● ● ● Out Boulder County

SEAGATE
PRIDE!

CapitalOne
café

20 | 20

(YOU WERE HERE)



For everything you could ever possibly need and want to know to be part of this event:

www.outboulder.org/boulder-pridefest-2020 or [#boulderpridefest2020](https://twitter.com/boulderpridefest2020)



OTHER MAJOR EVENTS

Though Out Boulder County has always been known for its Pride celebrations, the rest of the year holds several significant events that serve to fundraise, increase LGBTQ awareness and visibility. These events provide our community with places to exist as they are, and to celebrate who they are without feeling like they need to hide any part of themselves.

Each year brings its own surprises that could result in the removal of certain events or in the creation of new ones to meet the changing needs of our community faces.

Obviously, 2020 was no different, and brought many changes to what we had planned throughout the year. Through it all, we are grateful for the fantastic team of individuals that worked to help us adapt and thrive in our new environment.

Glam OUT

While our team was quick in getting to know the new technologies and methods necessary to execute our events, we wanted to have an opportunity to test everything out before our first official event of the year. With the re-scheduling of our GAYLA to the fall we wanted to put together an intimate fundraiser in order to make up for the revenue adjustment in the spring, and to benefit our youth program which has been growing steadily. Glam OUT provided us with this opportunity and allowed our events team to get their feet firmly on the ground moving forward.

The Garden Party

Every June, we host our largest summer fundraiser at the home of ardent supporters, Dave Ensign and Mike Mills. We invite around 150-200 members of the community to join us for an evening filled with celebration, connection, and awards. This event would have taken place a little over two months after we had gone on lockdown, and we needed to change the format fairly quickly. Luckily, our events team was able to take the time to study new technologies and see what our options were as we looked to host our first major event virtually. Despite the odd hiccup, the event went swimmingly. Our guests were able to tune in remotely, enjoy our inaugural lip-sync competition, and still support Out Boulder County during such a turbulent and emotional time. We're grateful for all those that were able to attend and help us make it wonderful.



20 | 20

(YOU WERE HERE)





The GAYLA

Our annual GAYLA was originally set to take place near the end of April, but as things began to change, we realized that our best course of action would be to reschedule it to the fall. As the pandemic grew beyond what any of us had predicted, we knew that we would have to make some permanent changes to the event this year. It is just too important of a fundraiser to cancel outright. With that in mind, we launched a successful Halloween virtual GAYLA packed with catered meals delivered directly to people’s homes, fabulous entertainment by Melissa Etheridge, and hosting from Mrs. Eda Bagel. We enjoyed the musical stylings from local musicians, an interactive reception, and more. A large team was required to pull this off, and we are grateful to each and every one who took part in our Halloween gathering.

Holiday Party

Every year, we wrap up with a celebration of community, volunteers, and everyone else who helped us reach our goals during the prior 11 months. This year we held a small Zoom gathering with staff and board with an open invitation to the community. The focus of our celebration was to acknowledge getting through what was quite possibly the most hectic year in recent memory. We recognized those who were harshly affected by the pandemic, and we looked toward the future of Out Boulder County and our community as a whole which has been forever changed.

Canceled Events

While many of our other events were able to be adapted to new formats, some unfortunately did have to be cancelled outright. Rainbows Over Boulder, our initiative in partnership with the City of Boulder (among others) to deliver rainbow flags to businesses for Pride Month, was put on hold. We made this decision out of respect to all of the businesses that fell during the pandemic and those still struggling to hold on.

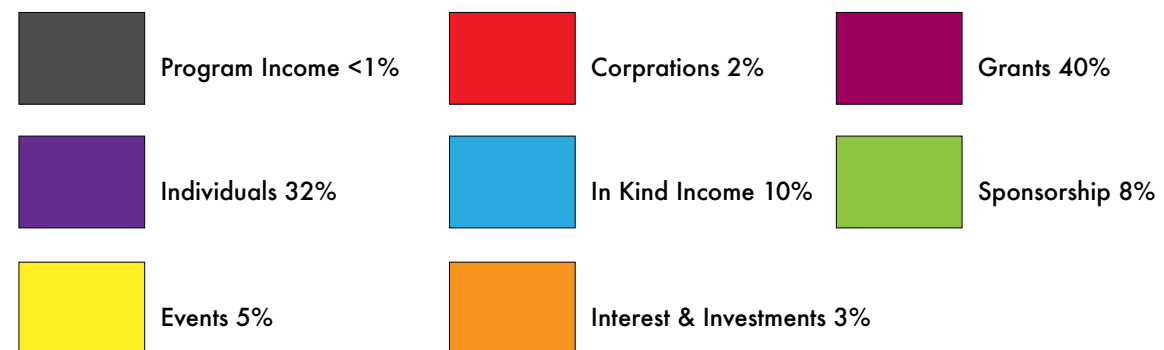
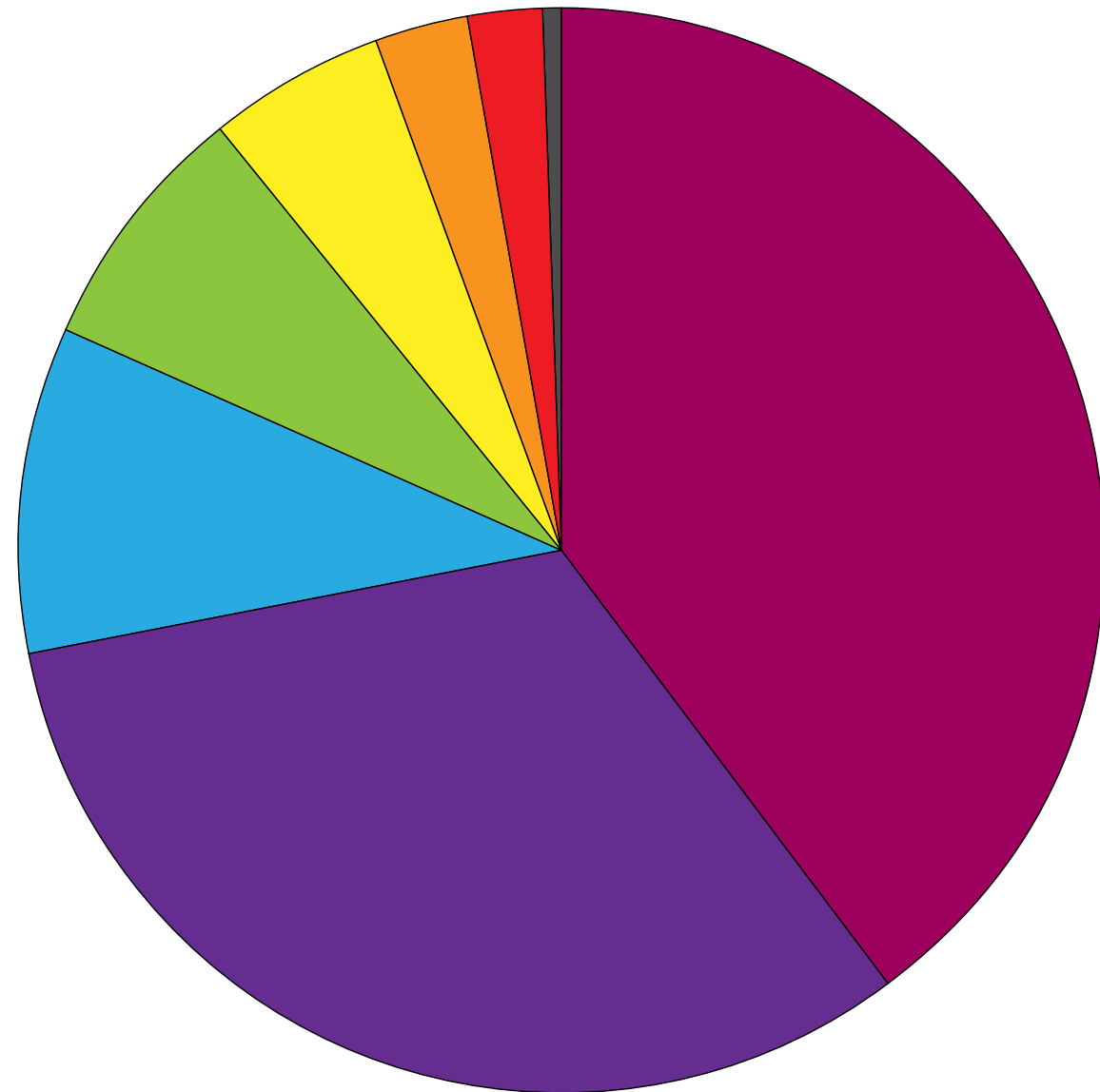
The Pool Party, our sober, trans, and family-friendly gathering in July was also cancelled because there was simply no reasonable alternative.

We lament canceling these crucial events throughout 2020, but we are eager and excited to plan for their re-emergence moving forward. We know they will be bigger and better than ever before!



FINANCIAL OVERVIEW

REVENUE SOURCE



EXPENSE BY CLASS



Pride	3%	\$ 22,156
Community Education	8%	\$ 65,684
Youth	10%	\$ 83,695
General Program	53%	\$ 439,052
Fundraising	9%	\$ 71,063
Management	17%	\$ 144,481

For detailed financials, visit: www.outboulder.org/annual-reports

2020 BOARD OF DIRECTORS OFFICERS



Lori Dumler
(She/Her)
President



Kaylin Gray
(She/Her)
Treasurer



Kevin Murray
(He/Him)
Vice-President



Kevin Ellis
(He/Him)
President Emeritus



Jennifer Caracciolo
(She/Her)
Secretary

2020 STAFF

(FROM UPPER-LEFT)

- Nate George** (He/Him) Database Coordinator
- Juan Moreno** (He/Him) Corporate Sponsorships & Special Events Manager
- Lily Berlin** (She/They) Youth Peer Assistant
- Mardi Moore** (She/Her) Executive Director
- Jenna Howerton** (She/They) Youth Program Coordinator
- Josie Nixon** (Pronoun Inclusive) LGBTQ Health Liaison
- Charlie Prohaska** (They/Them) Online Content & Special Events Coordinator
- Michal Duffy** (They/Them) Education and Program Manager
- Michelle Cearley** (She/They) Community Advocate
- Ky Martens** (They/Them) Volunteer Coordinator
- José Ramón García-Madrid** (He/Him) QTBIPOC Program Coordinator

