



Annual Report

2019/2020

Why we do what we do

GLSEN Phoenix is a small, volunteer-driven organization working with school communities to create safe, affirming, and inclusive learning environments for LGBTQ and all students in K-12 schools in Maricopa County.

With the support of our local donors and community partners, our board, volunteers and a small team of part-time professionals we work on implementing our program work. We design our response based on a biannual **School Climate Survey** that GLSEN National, our parent organization, undertakes each year.

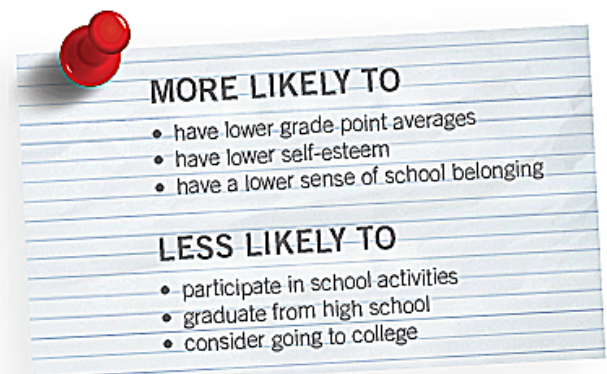
Arizona schools are hostile places for LGBTQ+ students according to the most recent Arizona State Snapshot of the National School Climate Survey

In the last two years, schools have become even more hostile for LGBTQ students in Arizona*

*GLSEN (2018) The 2017 National School Climate Survey. New York: GLSEN

- **9 out of 10** hear anti-LGBTQ remarks from peers
- **7 out of 10** are verbally harassed at school
- **1 out of 3** are pushed or shoved at school
- **1 out of 8** are punched, kicked or injured with a weapon at school
- **6 out of 10** report discriminatory school policies or practices

LGBTQ students who feel unsafe and unsupported at school are:



GLSEN's proven solutions make a difference for ALL students

Educator Allies



We turn educators into allies for LGBTQ students and families

Protective Policies



We convince school boards, principals, and lawmakers to protect LGBTQ students

LGBTQ-Inclusive Curriculum



We enable students to see themselves & learn about others

Student Clubs



We support GSA student leaders who demand dignity and respect in schools

[Click to read the 2019 National School Climate Survey results](#)

A message from our 2019/2020 Co-Chairs



Like for many organizations, 2019/2020 was a year full of both highlights and challenges for GLSEN Phoenix. And, as we reflect on the year's activities we are reminded of all the incredible individuals that make our work possible. We are filled with a sense of gratitude for our dedicated team of volunteers, board members, consultants, supporters, and community partners – all of whom are focused so intently on creating safe and affirming learning environments for K-12 students in Greater Phoenix.

COVID-19 may have presented us with new challenges in the last quarter, but our organization has been able to confront this pandemic by recognizing it as an opportunity to adapt and grow.

School buildings were closed for much of the last semester, leaving students spending much of their time online: for school, for connecting with classmates, and for socializing with friends. As a result, many LGBTQ students were left isolated and vulnerable to violence and harassment at home and online. We quickly pivoted to provide online programming, resources, and support to LGBTQ students and their teachers. In fact, canceling in-person events has helped us to take advantage of our larger network and to reach out in new ways. We moved all our educator trainings and GSA meet-ups online, and all our committee and board meetings also moved to a virtual setting.



As an organization, we have also taken advantage of the time to really refine some of our policies and procedures both internally and externally.

One of the most important commitments that we have made as an organization over this year has been to not only continue to work on de-centering whiteness within our organization, but to actively become anti-racist in both our thinking and actions. We recognize that we still have work to do, and we also know that we at GLSEN Phoenix are not the experts when it comes to the ways that race and school safety intersect; therefore, we will learn from and take our lead from leaders in the BIPOC community.

For this reason, we are happy to report that we have begun the process to revitalize our community outreach and volunteer program to begin making stronger community connections with organizations doing school safety work as it relates to Black, Indigenous, and Students of Color. We do so to build stronger partnerships in order to amplify the efforts and voices of those who have been doing the work of school safety for BIPOC communities for years. We are committed to becoming an organization that reflects the student populations we serve at every level.

We hope you enjoy reviewing the year with us in the pages that follow and we want to thank each and every one of you again for the contribution you make towards our mission of creating safe and affirming learning environments for all!

Caryn Bird & Yaiza Van Horn
2019/2020 Co-Chairs

2019/2020 Achievements in Numbers

500+

educators received
GLSEN Phoenix safe
schools **professional
development
training.**

1000+

students at **70 School
GSA clubs** received
support from GLSEN
Phoenix

10

high school students
were selected and
completed the year-
long **SHINE student
leadership program**

60

students and adult
allies attended the
**2019 Back to School
summit**

400+

students participated
in GLSEN Phoenix's
**2019 Phoenix Pride
parade contingent**

600

students engaged
with at 15 high
schools during **Teen
Suicide Prevention
Awareness Month**

1,605
volunteer hours
worked

valued at

\$41,200.35

Highlights of 2019/2020

The SHINE Student Leadership Program



Our 2019/2020 SHINE program kicked off with the Summer Intensive Training at the end of June 2019. Ten student leaders selected from Gender/Sexuality Alliance (GSA) clubs across Greater Phoenix participated in a weekend long training consisting of team building activities and workshops to educate them on GLSEN's mission and activities in the community, on leadership development, and on providing GSA club support.

In the months following the training, the SHINE Team met regularly to continue building their leadership skills to take back to their respective GSAs. The Team planned upcoming student events like the Back2School Summit and the Breaking the Silence Dance and also played a prominent role volunteering and presenting awards at our annual Sparkle Glitter GLSEN event. We are very proud to have this amazing group of young leaders advocating for safe schools in our community!

The Back2School Summit



Our second annual Back2School Summit was a huge success with over 60 student and adult participants attending 20 workshops on how to create safer, more inclusive schools. 14 community partners also presented their resources at the Summit through tabling, presenting their resources and providing training.

Our goal with this Summit was to create a safe space for people to connect and to provide great trainings and forums for discussion.

This year we were able to visit and deliver GSA kits to 60 schools throughout Maricopa County. Kits included buttons, stickers, bookmarks, resource cards, bracelets, and more. We also facilitated GSA support workshops at One N Ten's first Trans & Nonbinary Retreat, and at their Mesa satellite.

Schools closed their doors in March due to the COVID-19 pandemic, but this didn't stop our team! We facilitated three virtual GSA meetups in an effort to keep our students engaged.

Gender/Sexuality Alliance Club Support Program



Policy Program



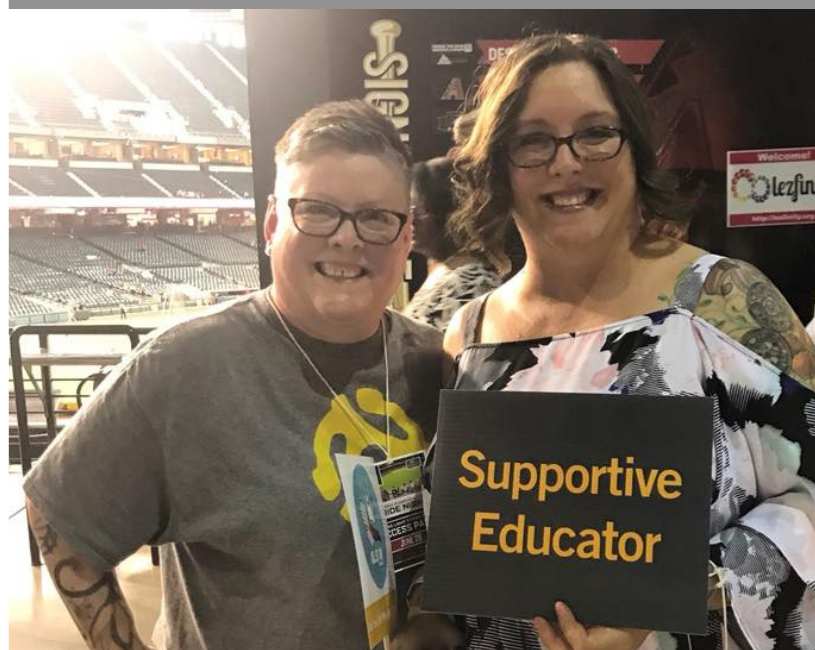
In February 2020 we participated in the annual LGBTQ Lobby Day in partnership with Equality Arizona, HRC Arizona and AZTypo. Our volunteers met with State Senators and Representatives to discuss the issues impacting the LGBTQ community.

In March 2020, the Policy committee teamed up with the SHINE Student Leadership team for our first ever student shadow day at the Arizona State Capitol. SHINE students spent the day shadowing senator's and learning about our State government.

In July 2019, GLSEN Phoenix hosted a local Training-of-Trainers for facilitators to increase our capacity to meet local demands for workshops. 17 individuals participated in the Summer session, which was held over two days. Participants were trained on how to conduct GLSEN trainings for K-12 educators and school administrators to make their schools safer for LGBTQ+ students.

We also sent two GLSEN Phoenix representatives to participate in the GLSEN National training of trainers.

Training of Trainers



LGBTQ Youth Town Hall



In June 2019, we teamed up with HRC-AZ, Equality Arizona, AZTYPO, Re:Frame Youth Arts Center, and the Southern Arizona Gender Alliance (SAGA) to co-host a virtual town hall on Zoom, that was simulcast on YouTube and Facebook. Over 300 people attended the live event.

The town hall focused on the experiences of LGBTQ students with special emphasis placed on Black, Indigenous, Asian Pacific American, and Latinx students based on GLSEN's recent series of research reports entitled Erasure and Resilience: The Experiences of LGBTQ Students of Color.

We were delighted to launch our Story Bank project this year through a partnership with the University of Pittsburgh's fellowship program. Our fellow, Sean Nonnenmacher, is a former GLSEN Phoenix Co-chair and a long-time Chapter volunteer.

Stories from past and current GLSEN Phoenix students, educators and adult allies were recorded for the purposes of sharing our impact with the broader community.

Story Bank Project



"Coming from the perspective of an educator, what I do add is that GLSEN started as an organization that wanted to promote safety and affirmation for students that identified as LGBTQ, but their resources, their philosophies, their core values and the skills that they're equipping all educators with actually transcend that...."

- Carla Rivera-Cruz,
Former Education Coordinator

[Click to hear an excerpt from Carla's story.](#)

Sparkle Glitter GLSEN

Cocktail Fundraiser & Awards Ceremony

Our annual Sparkle Glitter GLSEN Fundraiser and Awards ceremony took place on November 21st, 2019 at the Children's Museum of Phoenix. It was once again well attended by the Phoenix community who generously supported our work through their donations, purchase of raffle tickets, t-shirts, bake sale items and sponsorships. We also proudly presented Awards in four categories:



The Sean Nonnenmacher GSA Club of the Year Award was presented to the Combs High School Safe Haven Club. We were proud to present the award to this outstanding group of young people whose efforts have helped ensure a safe learning environment for all students and who have served as a voice of change in their own school community.

Dayna Monroe, the Gender/Sexuality Alliance club sponsor at Betty H Fairfax High School received the Dr. Eileen Yellin GSA Sponsor of the Year Award. This award is presented to an educator who has gone above and beyond to foster safe and inclusive spaces for LGBTQ youth in schools and recognizes a long-standing commitment to ensuring LGBTQ youth can reach their fullest potential.



AZ Superintendent of Publi... ⋮



The GLSEN Phoenix Ally Award was presented to Arizona Superintendent, Kathy Hoffman, a leader who has notably used her influence, experience, and the platforms she has available to her to support local efforts and specifically elevate dialogue around the urgency and importance of addressing the ongoing anti-LGBTQ bullying and harassment in K-12 schools in Greater Phoenix.

We also honored long time GLSEN Phoenix volunteers, Laurie Provost and Kris Kollasch with the GLSEN Phoenix Legacy Award. This award is presented to former GLSEN Phoenix board members or volunteers in acknowledgement of their incredible dedication and leadership they have shown towards helping us develop school communities that affirm, value and respect all students in K-12 schools.

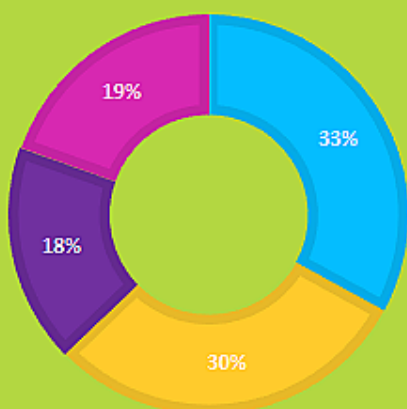


**Our 2021 Sparkle Glitter GLSEN event is virtual
and takes place on May 14, 2021**

RSVP at sparkleglitterglsen.com to attend the live broadcast FREE and receive updates on our exciting online silent auction, raffles and more!

2019/2020 Financials

How we spent each dollar



- Student Programs
- Educator Training
- Policy Program
- Volunteers & Outreach

Consolidated Statement of 2019/2020 Financial Position

Beginning Balance	\$129,088
Total Expenditure	\$111,896
Ending Balance	\$67,050

2019/2020 Funding Sources

Individual Donors	\$11,665
Grant Funding	\$65,281
Fundraising Events	\$21,294
Training Income	\$1,560
Other	\$66

1,605
volunteer hours
worked

valued at

\$41,200.35

2019/2020 Board Members & Coordinators

Chapter Co-Chairs

Caryn Bird, Board Co-Chair

Yaiza Van Horn, Board Co-Chair

Board Members

Sarah Berrett, Treasurer

Jenni Berrett, Secretary

Carolyn Evans, Policy Committee Co-Chair

Emitt Bryant, Education Program Committee Chair

Holly Tyler, Student Programs Committee Chair

Jenny Williams, Volunteer and Outreach Committee Chair

Julia Himberg, Communications Committee Chair

Leslie George, Policy Committee Co-Chair

Madelaine Aleman, Fundraising Committee Chair

Mike Carr, Board Member

Randy Saxton, Board Member

Sean Ragan, Board Member

Skyler Tuholsky-Froke, Cadre Coordinator

Part-time Consultant Program Coordinators

Carol Tappenden, Operations & Fundraising Director

Cassandra Collier, Volunteer & Outreach Coordinator

José Echeverría Vega, Operations Coordinator

Joseph Golfen, Marketing/Communications Coordinator

Rebecca Semik, Student Programs Manager

Wallace Hudson, Education Program Manager

Thank you for your ongoing support !



Contact us

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