

Annual Report \ 2021

# A Year of Progress



**Prompt ::** A Rainbow Umbrella in the Clouds

**Descriptors::** Dramatic lighting, Octane 8k render.

## Letter from the Executive Director, Mardi Moore

As 2021 went on, people around the world grappled with what it meant to be living through the second year of the COVID-19 pandemic. Out Boulder County started the year delivering all of our services and programs remotely and, as the year went on, strategized and executed plans to return to in-person programming while keeping members of our community as safe as possible. We had the opportunity in that moment to keep the things that had worked well for the community with remote programming and services while returning to the people-to-people approach that has always defined our work. I am proud of how our board and staff led us through this transition in the same thoughtful and creative way they responded to the pandemic in 2020.

Not only did we adapt to allow us to continue providing life-saving services and programs to LGBTQ+ people, our families, and allies, but we also responded with the first-in-the-nation research about youth COVID-19 vaccination rates, perceptions, and barriers, and equity clinics and outreach efforts which facilitated the delivery of 15,721 vaccine doses.

And yet, Out Boulder County did a lot more in 2021 than respond to COVID-19.

The Strategy Committee of our Board of Directors rewrote our mission and vision statements with meaningful input from staff and community members to more accurately represent our work and our reach beyond Boulder County.

We launched The Point, our mental health program for LGBTQ+ people. The Point is an entry point for mental health therapy and case management services. It serves uninsured and income qualified or Medicaid/Medicare-receiving adults and youth. The pandemic exacerbated already existing mental health challenges that many LGBTQ+ people face and this program is our effort to help those with the most need in our community get support to meet those challenges.

I admit this next news is the thing from 2021 that I am the most excited about. We purchased a beautiful and spacious building to house our growing organization and provide a place where members of the LGBTQ+ community can comfortably gather and connect. We also began preparations and have launched a 6 million dollar Capital Campaign to pay off the building and secure a strong future for Out Boulder County and the LGBTQ+ community.

The Equality Center of the Rocky Mountains gives us the space to serve more members of our community and to expand our programs and services.

Out Boulder County showed up for the community in 2021 and the community showed up for us. In the middle of a global pandemic, members of the community volunteered and donated to help us continue our work and meet the ongoing and evolving needs of LGBTQ+ people.

With hope for the future,

Mardi Moore

## Letter from the Board President, Lori Dumler

In 2021, Out Boulder County did what it does best: provide life-saving and critical services and programs to members of the LGBTQ+ community in Boulder County and beyond. Year over year, we continue to grow the number of services, programs, and events that we offer. In 2021, we directly served more than 2,541 people through our programs including 978 youth, and an additional 1,300 people through our education and training programs various businesses and community organizations. We achieved all of this because of the dedication, hard work, and strategic action deployed by our staff during another challenging year of the pandemic.

It was also a year of significant progress on our goal to assure growth and sustainability for the organization so that we can continue to serve our community well into the future. We achieved three critical milestones on our roadmap: the acquisition of the Equality Center of the Rocky Mountains, the successful search for a Deputy Director, and the launch of our mental health program.

### **The Equality Center of the Rocky Mountains**

Office and meeting space was severely limiting our ability to function and expand much-needed services and programming. A search was conducted for rental space and through those efforts we learned of the unique opportunity to purchase a building that would ultimately cost less than renting and provide so much more than we had dreamed possible. The 10,000 square foot building has now transformed our organization and the ways in which we can serve our community.

### **Deputy Director Addition**

With so much growth and expansion it was essential to add a leadership role that not only supported and strengthened the organization but also allowed our Executive Director to once again be more strategic and forward-facing. We launched a national search for a Deputy Director that resulted in the hiring of Bruce Parker, Ph.D. (he/him). Bruce joined the team on November 1, 2021, and hit the ground running, his impact was immediate both within the organization and for our community.

### **New Mental Health Program**

It became clear that there was an overwhelming community need for competent and responsive mental health services for LGBTQ+ people. Out Boulder County sprang into action and sought out partnerships and alliances to launch a strong and sustainable mental health safety net program. We hired a talented and experienced Mental Health Program Manager, Tamora Tanniehill (she/her), and immediately began providing services that are now helping community members connect to long-term providers and navigate complex systems to find resources and address basic needs.

As we close out the year and look forward to 2022, I could not be more grateful and proud of the growth, transformational changes, and achievements of our organization, led by Mardi Moore and strengthened by our staff and board, through these most challenging of times. As we at Out Boulder continue to work toward a more equitable, just and connected world for all, you have, as always, our commitment to learn, grow, and build on these strengths, all while increasing the number of those served by our services and programs and creating a positive and sustainable impact for our community, allies, and partners.

Lori Dumler

## Letter from the Board Treasurer, Kaylin Gray

Responsive. For me, this is the adjective that best describes the year that was 2021 for Out Boulder County. In the second year of the pandemic, when only unpredictability was predictable, this organization mobilized quickly to uncover and meet the growing needs of our LGBTQ+ communities in Boulder and beyond. We did our own research because LGBTQ+ people were not being included in COVID-19 vaccine equity data collection, and then OBC became a community vaccine partner to educate and ultimately vaccinate nearly 10,000 individuals in a welcoming and affirming atmosphere. To respond to the mental health crisis this additional research underscored, OBC created The Point program to offer immediate mental health support and case management services to address unmet needs. When the unexpected opportunity to purchase an amazing building came along toward the end of the year, OBC moved mountains to make the Equality Center of the Rocky Mountains a reality. These are only a few highlights of a year in which we grew our capacity to be responsive and open our arms wider.

We could not have met the challenges of 2021 without OBC's talented and tireless staff, dedicated board, enthusiastic volunteers, and steadfast donors—individual, foundation, corporate and government partners—to whom we are very grateful. Growth in needs fueled major growth in revenue in 2021. Total revenue from contributions to operating and capital campaign funds equaled \$2,186,791, a 106% increase from 2020. Expenses necessarily increased as well to do the work required. Total expenditures in 2021 equaled \$1,185,568, a 55% increase over 2020. For more information on revenue sources and expenses by class, see the Financial Overview section at the end of this report.

OBC's 2021 financials were audited by Middlemist Crouch & Co. It was a clean audit with no significant findings. There is a link to the 2021 990 on our website and audited financials are available upon request.

Kaylin Gray

## A note from Godot on these images

The definition of art, design, and aesthetics is a hot mess. Controversial. Visceral. Extremely personal.

Creatives force ourselves to go through a sort of traction, repeatedly breaking and resetting the bones of a project — a message, a name, a system, an idea, a visual — with faith that the process of seeing the world through the eyes of others while being honest with our own point of view will straighten everything out.

Sometimes it does, sometimes it just hurts.

Other than the photos of OBC community members, none of the images in this report were directly created by humans. Rather, they are generated from plain text prompts through artificial intelligence, iterated upon with stylistic descriptors, and slightly retouched without editorial. They do not necessarily represent Godot's idea or OBC's idea or any individual's idea of what bravery or hope or hardship looks like. Instead, these are what the unfiltered world of the internet interprets as the various abstractions we entered into the system.

By any measure, some of these visuals are absolutely stunning, but we are reacting to composition born of math, to color palettes created by aggregate, to aesthetics derived from data. Only the prompt below each image and this pompous blurb that you are reading right now lend any humanity to these creations. Every time we chose a variation, the other images that came before it are digital dust.

Without context, these images alone do not pass the test of art. They weren't defined by individual expression. They aren't driven by personal experience. As the Greeks would surmise correctly, they are not a reflection of the creator, literally or metaphysically. As Bono would paraphrase, they are neither running toward or away from G-d.

They also aren't strictly visual design. The algorithm didn't make choices with an audience in mind, and it had no concern whether the message was clear and impactful. They simply were generated within the traditional, accepted standards of composition, symmetry, and color to create something that we've been told is "pretty."

But what about in context? From the perspective of art, Godot as an organization is feeling very disconnected right now. The choices of imagery, layout, and structure are certainly a reflection of that. And from a true design perspective, we are clearly making the decision to add a layer of cognitive interaction to the dreaded homogeneity of clip art and stock photos for the sake and interest of our audience, even if the visual design is simple, templated grid with a Helvetica font.

So, is this design? Probably. Is it art? Maybe. It's all very existential, but there is a rhyme to the reason. As you peruse, we would like for you to consider three things.

First, people would rather interact deeply with something beautiful than something pretty. We retreat to thinking of design as a visual expression, but that isn't really what design means. That's execution. Design, rather is a plan for arranging elements in such a way as best to accomplish a particular purpose. Organizations, communities, relationships... are we creating beautiful things or are we hiding behind "pretty"?

Second, imagine the profound way that language fits into this process. The words we use casually to describe people and ideas have always created images in the mind of the reader. This program is just a literal, immediate manifestation of that. That's why these overwrought nuances of the language of equality are really, truly so critical. We are painting pictures for people listening. When we prompted with "non-binary" we got three pictures of people and one picture of a star. Close enough.

Finally, a one or two of these images probably aren't really computer generated at all.

— Beckett + Godot.



## Mission + Vision



**Prompt ::**

Working independently and in collaboration, we facilitate connection, advocacy, education, research and programs to ensure LGBTQ+ people and communities thrive in Boulder County and beyond.

**Descriptors::**

Detailed abstract watercolor. Colorful. Silk paper.



**Prompt ::**

We envision a world where LGBTQ+ people and communities thrive in an inclusive, equitable, just and connected world.

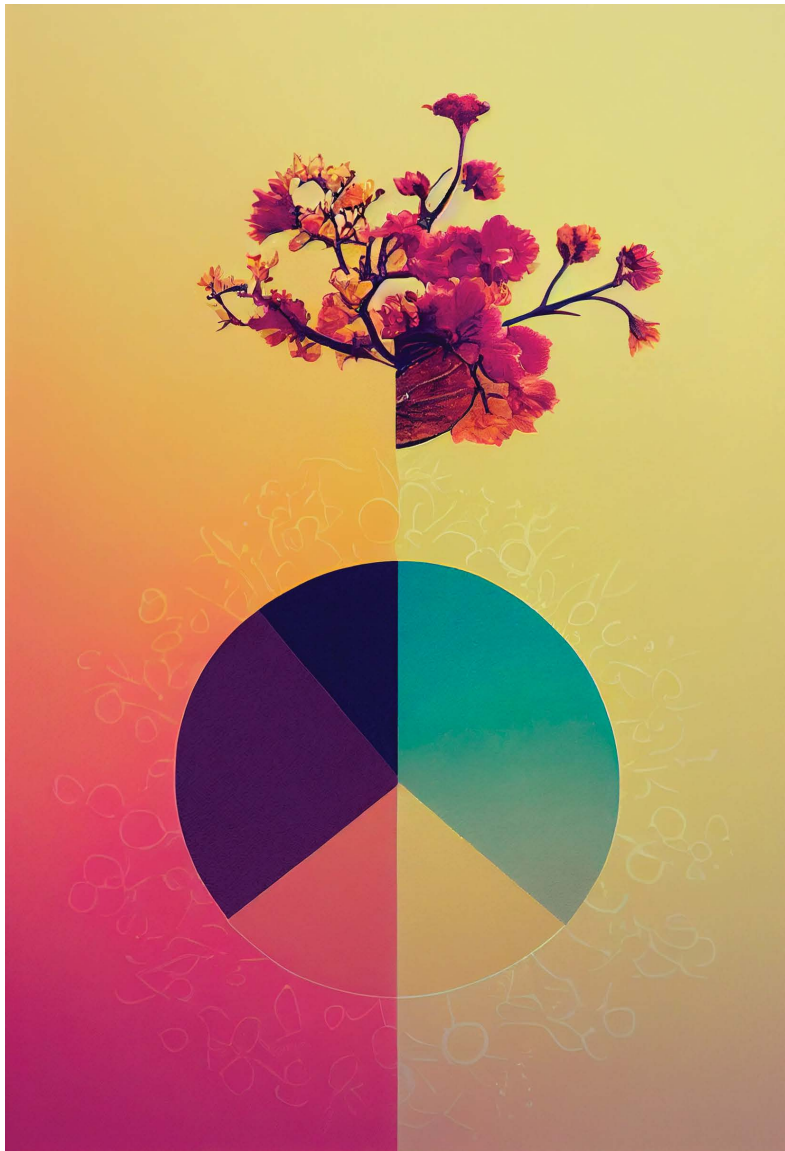
**Descriptors::**

Flat abstract watercolor. Colorful. Dramatic. Nature primitives.

## Data + Research

While Out Boulder County has always based our programming and priorities on information, data, and feedback directly from our community, the COVID-19 pandemic brought on a heightened need for LGBTQ+ data to not only inform our priorities, but also to share with other service providers in order to help the local pandemic response to be as LGBTQ+ inclusive as possible.

In 2021, our research efforts reached new heights. This is only possible because of the involvement of our community, a partnership with Unwoven Ventures, collaboration with various community partners, and support from our funders and donors.



**Prompt ::** Data and beauty of LGBTQ community

**Descriptors::** Minimalist, illustrated poster

## Surveys

### [COVID-19 Vaccine Survey](#)

**Data Collection Period:** December 17, 2020-January 7, 2021

**Report Published:** January 2021

**Number of Valid Responses:** 272

**Study Area:** Vaccination perceptions, barriers to vaccination, additional desired information, flu vaccine uptake. This survey was designed to support Boulder County Public Health, Colorado Department of Public Health & Environment and OBC better understand the perspectives and needs of the LGBTQ+ community with respect to the COVID-19 vaccine.

The first study of LGBTQ+ vaccine hesitancy in the U.S.

**Designed, analyzed & reported by:** Unwoven Ventures

### [LGBTQ+ COVID-19 Impacts Survey](#)

**Data Collection Period:** April-May, 2021

**Report Published:** June 2021

**Number of valid responses:** 297

**Study Area:** A follow up study to OBC's January 2021 COVID-19 Vaccine Survey and OBC's COVID-19 Impacts Surveys conducted in March and April 2020 with additional questions related to vaccine uptake, different vaccine brands, and the physical, mental health, and economic impacts of the pandemic.

**Funded by:** Together We Protect - Colorado's COVID-19 Vaccine Equity Fund

### [Colorado Youth & Young Adult COVID-19 Vaccine Survey](#)

**Data Collection Period:** August-October 2021

**Report Published:** December 2021

Number of valid responses: 420

**Study Focus:** Vaccination rates, perceptions (acceptance, hesitancy, and resistance), and barriers to vaccinations among youth (aged 12-17 years) and young adults (aged 18-24 years) with special attention to the following identities: LGBTQ+, Black, Indigenous, and people of color (BIPOC), primary Spanish-speakers, neurodivergence, disability, and economic disadvantage.

At the time this survey was designed in collaboration with adult staff and paid youth interns, there was no state or county data on vaccination rates of youth and young adults belonging to historically marginalized groups.

**Funded by:** Together We Protect - Colorado's COVID-19 Vaccine Equity Fund

*Learn more about our research on our website:*

<https://www.outboulder.org/research>

## Publicity

Data is only helpful if it is used for action; this requires visibility. Thankfully our research has been utilized and referenced beyond our organization.

[“LGBTQ & BIPOC Youth Led COVID Study”](#) — OutTake

[“Survey Sheds Light on COVID Vaccination Numbers Among LGBTQ Youth”](#) — Gay City News

[“LGBTQ+ & BIPOC youth led study on COVID-19 vax has surprising results”](#) — Los Angeles Blade

[“A Hidden Front in Vaccine Hesitancy: The LGBTQ Community”](#) — U.S. News

[“New Study Reveals Vaccine Reluctance Among LGBTQ Population”](#) — EDGE Media Network

[“LGBTQ+ People Were Nearly Twice as Hesitant to Get a COVID Vaccine in This Survey”](#) — them.

[“First Study on LGBTQ people and vaccine hesitancy plus data gaps have negative impact”](#) — Los Angeles Blade

[“Nonprofits Step Up to Bolster COVID-19 Vaccination Efforts”](#) — The Chronicle of Philanthropy

[“Nonprofits stepping up to bolster COVID vaccination efforts”](#) — AP News

[“LGBTQ Vax Hesitancy Remains An Issue”](#) — Axios

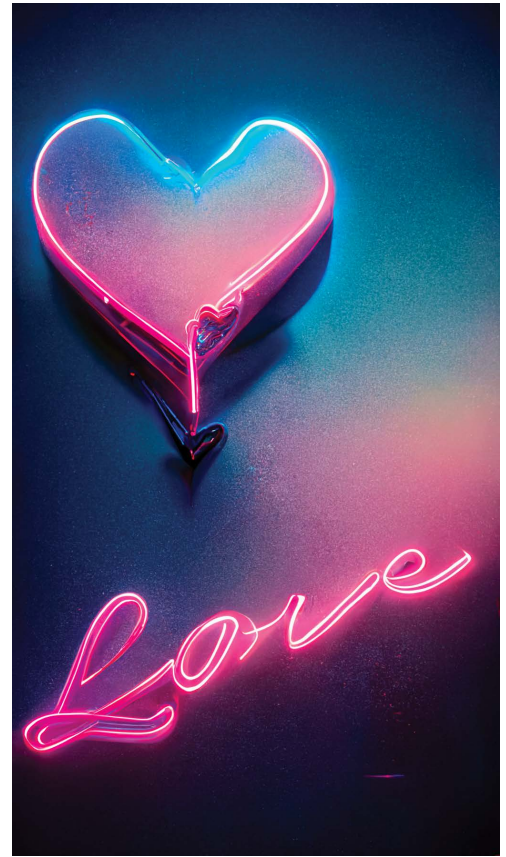
[“800 vaccinated at LGBTQ+, Latino equity clinic in Longmont”](#) — 9News

[“There's a need for health care providers to collect sexual orientation, gender identity data”](#) — 9News

[“Women of color and LGBTQ+ people are taking on the invisible work of the vaccine effort”](#) — 19thNews



## Inclusivity Training



**Prompt ::** Love.

**Descriptors::** Modern Japanese illustration and cyberpunk.

# Inclusivity Training

Our training program is an important part of realizing our vision of an inclusive, just, and connected world where LGBTQ+ people and communities thrive. In 2021, we conducted 31 trainings that reached approximately 1,327 individuals. This is the most individuals we have trained in a calendar year.

Our training program rebounded in 2021 as organizations acclimated to operating virtually. All but three of the 33 trainings were conducted virtually. Before the pandemic, in January-February 2020, we conducted an average of 3.3 trainings per month, the average dropped to 1.9 trainings per month during March-December 2020. In January-July 2021, trainings rebounded to four per month on average.

Our trainings focus on establishing a common foundation of understanding LGBTQ+ core concepts and etiquette essentials, including sex assigned at birth, gender identity, gender expression, sexual orientation, pronouns, and gendered language. We also offer training sessions on creating LGBTQ+ inclusive spaces and workplaces, supporting LGBTQ+ youth as service providers or parents, and other interest areas. We encourage recurring training sessions or series to increase impact. Training sessions are a fee-for-service and we offer a nonprofit discount.

## Benefits

- Help your organization enhance its LGBTQ+ cultural competency
- Better serve LGBTQ+ clients and staff
- Offer professional development for your staff
- Demonstrate your organizational commitment to ongoing learning and continuous improvement in inclusivity
- Support a community-based LGBTQ+ non-profit organization

To learn more about our training and to review a list of some of the organizations we have trained, please visit our website:  
<https://www.outboulder.org/lgbtq-training>

## Some feedback from 2021 attendees:

“Michal did an excellent job making the topic so accessible and human. They provided excellent examples and normalized the discomfort when worrying so much about getting things right. Really excellent job! Thank you for the generous spirit you brought to this conversation.”

“This presentation helped me better understand a number of issues I have been struggling to grasp in a profoundly helpful and unjudgmental way. Thank you.”

“There is so much I learned from this presentation but I think the one thing that stands out to me the most are the layers of gender identity that go beyond the societal norms/standards of gender assignment. “

“I’m a lesbian female but since I’m a cis-female, I never thought I needed to share my pronouns but now I realize I can use my privilege to normalize that conversation and I will be adding “she/her/hers” to my email signature.”

*Sometimes we are called in to help educate staff members when someone on staff transitions.*

“This was awesome! I’m the queer person who changed their name and spurred some of this momentum. [Business name] is a bit behind the curve and I thought this presentation was absolutely stellar and will really have some big impacts within the organization. I myself forget sometimes that many people don’t have an in-depth knowledge of sex vs gender, etc. and I think this was invaluable for people and will help me out within the org. Thanks so much!”

“The presentation was fantastic-- I attended mostly to see what my colleagues would be learning about. As a nonbinary person with my pronouns in my email signature and elsewhere, I feel much safer knowing how many of my colleagues were interested in learning more about what that might mean. And the amount of information Michal was able to cover was incredible. Thank you, thank you, thank you!”

#800020

**carpus.**

## A Poem by Aimee Herman

**Note** :: Poems don't need images. They are the canvas.

We did ask each poet, however, to choose a color representing their piece. Aimee actually chose ""spilled red wine or the color of a bad bruise on the 4th day."

Pantone didn't have a color swatch for that.

Wrists are depressive and dramatic.

Some wrists fit inside other humans, while others are too shy to make a commitment.

Wrists are romantic when they gather up stains.

And some wrists are troublemakers.

Some wrists so desperately want to travel; they detach.

Wrists are hungry in the way they swallow ink and scars.

Some wrists are photogenic, while others prefer to hide beneath sleeves.

Wrists prefer you address them as joint-connectors or cuffs or carpus.

Some wrists are bisexual, while others prefer not to choose.

Wrists are without appetite or judgment of body type.

Some wrists are called dainty while others hold corpulence.

Wrists can be wallflowers and comics.

Some wrists are nudists.

There are wrists who are masochists, maneuvering themselves so they are forced into

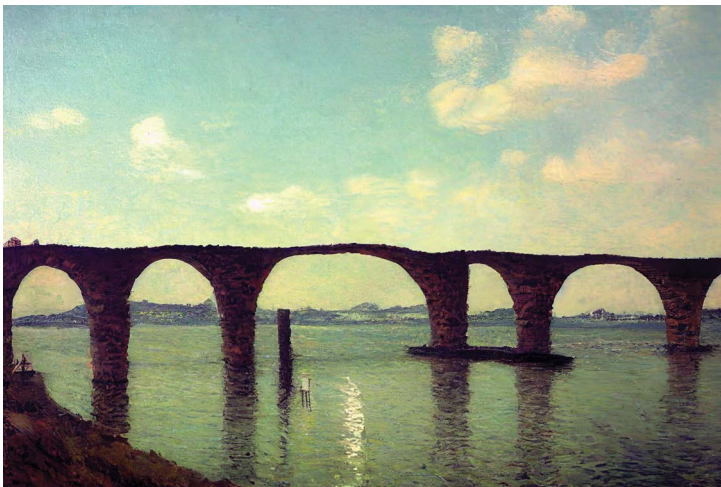
stillness.

These are the wrists to stay in contact with.

# Mental Health Services



**Prompt ::**  
Surrealist reconstructing pieces



**Prompt ::**  
Impressionist bridge being built



**Prompt ::**  
Greyscale transitional terraces



## Mental Health Services

Out Boulder County has long been a point of contact for the LGBTQ+ community struggling with their mental health needs. From advocacy support to help locating providers, OBC staff have used their individual skill sets to locate or provide any resources possible. All too often, OBC was faced with the reality that there just simply weren't enough LGBTQ+ competent providers available to the community, and those that are competent are often at capacity with their caseloads, only accept private insurance, or do not accept insurance at all.

In 2021, following the tragic loss of two LGBTQ+ community members by suicide, staff was again faced with the reality that lack of access was significantly impacting and harming the wellness and safety of our LGBTQ+ friends and family. It was at this point that OBC, under the leadership of Mardi Moore, sought to find a way to fill in the gaps through collaboration and innovation. Moore started by connecting with Li Brookens at Umbrella Collective (an established and well-known LGBTQ+ therapeutic provider collective in Boulder) to understand how we can do better for the mental health of LGBTQ+ individuals.

During the Spring/Summer of 2021, a study released by Unwoven Ventures and Out Boulder County found the following barriers for the local LGBTQ+ community: cost, lack of available therapists, lack of LGBTQ+ affirming therapists, being too overwhelmed to seek support, and stigma. These struggles were particularly amplified for individuals with Medicaid, Medicare, or no insurance at all. For several months through the summer and early fall of 2021, OBC staff worked hand-in-hand with therapists from the Umbrella Collective and Field Therapy and input from individuals gathered through a community survey to design this program and a different service model.

The culmination of these efforts was the launch of The Point, OBC's collaborative mental health programming with Umbrella Collective and Field Therapy, in November 2021. The Point is an entry point for LGBTQ+ community members for mental health therapy and case management services. This program is for uninsured and income qualified or Medicaid/Medicare-receiving LGBTQ+ adults and youth and offers responsive therapeutic

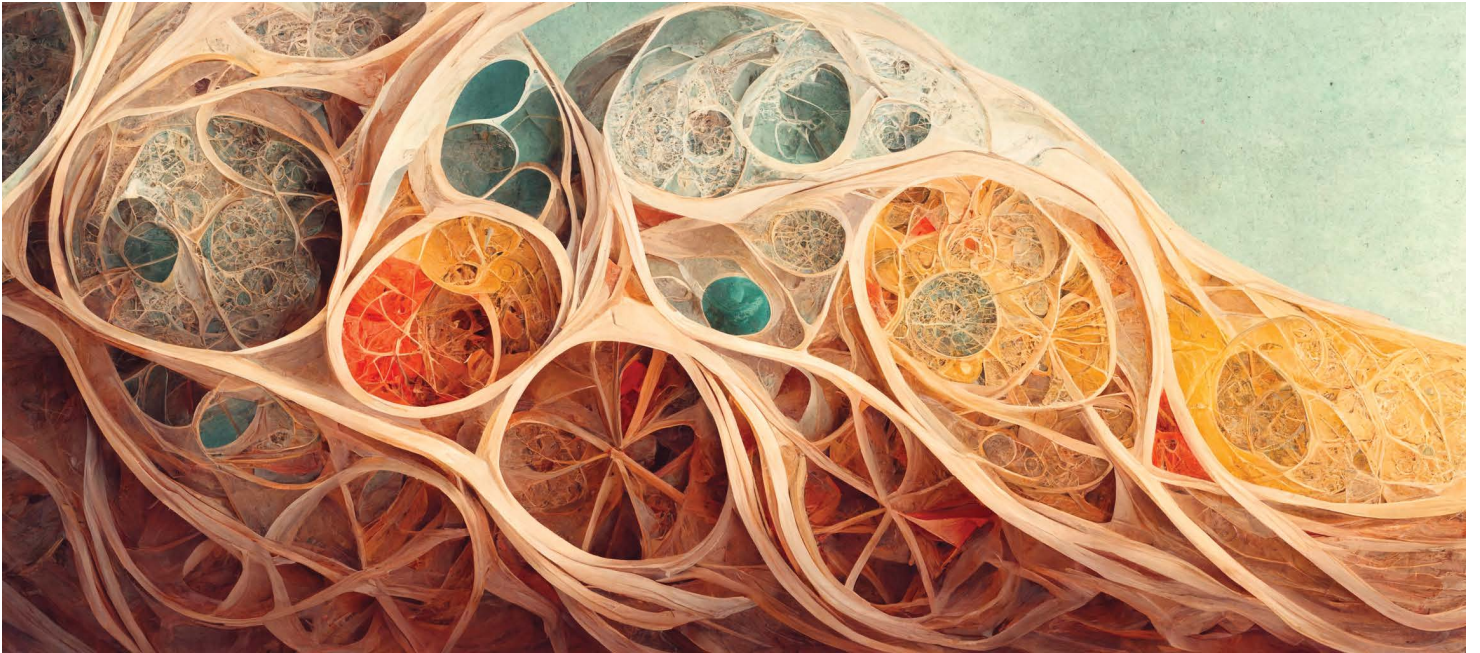
support (within 14 days) referrals and assistance navigating public benefit systems. Services through The Point are provided by LGBTQ+-competent providers, with bilingual/bicultural services available. The goal of programming is to provide short-term therapy while individuals wait to be connected to ongoing/long-term therapy. Not a crisis line or long-term therapy, The Point supports individuals in their efforts to navigate the mental health network and receive services at the same time. When The Point was launched in the last two months of the year, it quickly started to provide services to support community members with various access barriers by providing 22 mental health counseling and case management sessions. While The Point is specifically geared toward uninsured and underinsured community members, OBC staff and partner organizations will continue to provide support and service navigation for all LGBTQ+ folks in Boulder and beyond.

As we move into another year and welcome a full-time Mental Health Program Manager, we are excited to continue providing responsive, competent, and accessible services to the community we work so hard for every day.

*Learn more about our mental health program on our website:*  
<https://www.outboulder.org/mental-health>



# QTPOC Program



**Prompt ::** Illustration of intersectionality.

**Descriptors::** Detailed, intricate, 3d rendered.

## QTPOC Program

In 2021, we delivered programming and services to more QTPOC community members than ever before and made important structural changes to better support the program and allow it to flourish. We secured the necessary resources to transition the QTPOC Program Coordinator from a part time role into a full time position. This change also allowed us to expand the role to include leading our efforts to ensure access to programs and services for Spanish-speaking community members.

We hosted numerous community events for QTPOC community members and allies. Some of those events were:

- Black History Month events, including a Blaqueeer Joy Panel featuring local Black, queer community members talking about joy and resiliency, a Black herbalist event for QTPOC self-care, and a Black Business Week feature that showcased local Black, owned businesses;
- a QTPOC mural bike ride around Boulder with a featured artist talk;
- Trans Latine panel, Hear our Stories: TransLatina Immigrants in the US / Escuche Nuestras Historias: Inmigrantes TransLatinas en los Estados Unidos, as part of Transgender Awareness Week;
- BIPOC film festival as part of Boulder County Pride;
- Art workshop: Alebrije-decorating led by Luna Cultura;
- Dia de los Muertos celebration;
- Virtual Lunar New Year all ages celebration with Monarch High School's AASIA (Asian American Student International Association) club;
- QTPOC Youth Leadership Retreat which featured QTPOC speakers and performers, as well as workshops focused on identity, vogue performance, community outreach, and education after high school.

In partnership with the Cielo Foundation Boulder, OBC staff served as a free resource for people in our community interested in applying to the Cielo Scholarship, which covers up to \$10,000 for trade school programs and certificates. It may also cover other 2-year programs, those which lead students directly into the workforce. OBC staff meet with interested applicants, answer any questions, and help them navigate the application process. OBC staff helped four local students in 2021 receive the Cielo Scholarship through this partnership.

*Learn more about our QTPOC program on our website: <https://www.outboulder.org/qt poc>*

## Transgender Program



**Prompt ::** A righteous angel warrior with a rainbow sword

**Descriptors ::** Mixed media. Pastelwave.

# Transgender Program

## Trans Awareness Week

Operating fully virtually did not prevent us from delivering a robust Trans Awareness Week in March. As one of the most popular elements of our trans programming, we saw a great turnout from both long-time attendees and newcomers. We kicked off the week with a powerful and rousing keynote speech from the legendary performance artist, Alok Vaid Menon, in partnership with CU Boulder. We went on to commemorate Trans Day of Celebration/Visibility with a variety of events for the trans community and our allies, including:

an Ask Me Anything: Trans in Colorado panel,

an inspirational documentary film screening of ManMade,

a Name & Gender Change Clinic with the Colorado Name Change project,

a bilingual panel called Hear our Stories: TransLatina Immigrants in the U.S., and

a trans-only Intergenerational Trans Talk facilitated conversation with trans community members ranging from early teens to seventies.

We put a lot of thought and effort into hearing from different transgender and gender expansive community members, displaying the commonalities and diversity of our stories, and bringing together people of all identities to celebrate the trans community. We believe this week of celebration is an important balance to the long-standing Transgender Day of Remembrance.

## BBQueer

The annual BBQueer is a casual gathering for the trans community and their loved ones. We came together to enjoy an outdoor picnic, play games, and pass the trans program coordination torch from staff member Michal to Charlie. Due to COVID-19 precautions and restrictions, we skipped the potluck and instead catered the meal, and hosted at a new location, the peaceful Walden Ponds.

## Trans Day of Remembrance

For Trans Day of Remembrance (TDOR) on November 20th, we returned to the Commissioners Building on Pearl Street in Boulder for a program with impactful speakers and performers, followed by a silent candle-lit procession to the OBC Pridehouse, where we held a names ceremony honoring the lives lost to trans-based violence in the previous year, and provided space for folks to gather and find strength in community. TDOR is a solemn event that highlights the injustice faced by the transgender community and the ongoing need for transgender recognition, rights, and advocacy. We heard moving speeches from Ruby Lopez, LeeLee James, and Bryn Long, and empowering performances from Stephanie Lujan and Silen Wellington.

## TransGiving

In a community that is no stranger to tense or broken family relationships, events like TransGiving provide a safe space for trans individuals to gather with their chosen family and friends to enjoy a delicious, nourishing meal together, and cultivate gratitude for our vibrant community. 2021's TransGiving was moved to December so that we could host the event in our new building.

## Groups

Out Boulder County's Trans Program involves 3 groups that meet regularly. Boulder County Gender Support (BCGS) meets virtually every Monday and in-person every Thursday. This anonymous group is designed for folks who identify as trans, nonbinary, and/or gender expansive, as well as those questioning their gender identity. BCGS is one of the original community groups and is peer-facilitated by trans community members. Facilitators are supported by staff and monthly facilitator meetings with a contracted therapist.

Supporting Transgender Family and Friends (SOFFA) is a group for individuals who have a trans loved one to share their experiences with one another, learn together and from one another, and find resources. In 2021, OBC formalized an agreement with The Umbrella Collective to have two dedicated, culturally-competent therapists facilitate this group. This arrangement enables the group to be professionally supported and provide evidence-based knowledge about transgender and gender expansive people that promotes mental health for all, while remaining a free resource available to the community. While it may be therapeutic in nature, this is not group therapy; however, referrals for personal therapists are available. SOFFA meets twice a month virtually.

The Queer and Trans Parent Support Group is a peer-facilitated social group for parents who identify as queer, trans, or LGBTQ+, and are at any stage of their parenting journey: adoption, fostering, conception, pregnancy, birth, postnatal, early to late parenting, and empty nesting. This group meets virtually once a month and typically plans an optional in-person social gathering for later in the month.

When asked what the most helpful aspect of BCGS is, here are some of the responses attendees provided:

"The kind responses from other attendees and facilitators"

"Just being around other trans people"

"The community and connection it creates for me"

"The ability to be heard is amazing!"

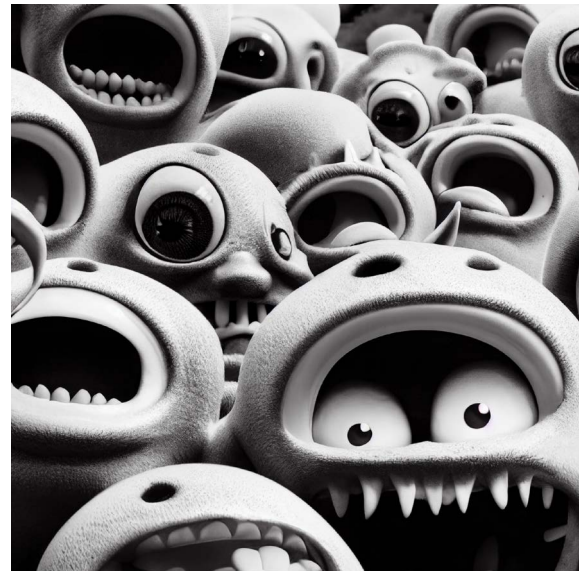
"This group is really helping me through some difficult times."

"The openness and willingness to participate for the sake of everyone in the group has been immensely welcoming."

Learn more about our transgender program on our website: <https://www.outboulder.org/trans>



# Youth Program



**Prompt ::** Creative Young Monsters

**Descriptors::** Various styles of Studio Ghibli, H.R. Giger, Comics, and Etherial Nintendo



# Youth Program

## Youth Program Overview

Out Boulder County's Youth Program continues to flourish and grow despite the continuous difficult impact the pandemic has had on our entire community. Our youth programming provided crucial support through a secure online platform and met at the same day and time as our regular in-person groups throughout the year. Luckily, halfway through the year, we were able to begin introducing in-person programming again. We ran a hybrid schedule from June-December, with youth groups rotating between in-person and online. This provided flexibility for our staff, volunteers, and youth regarding location, comfort with COVID-19 precautions, and differing needs. For many, having in-person programming again provided missed community and support. We were also able to hold our bigger events in person and offer a hybrid structure for the Speaking Out Program.

Our weekly youth groups include:

- LGBTQ+ Middle School youth group,
- LGBTQ+ High School youth group,
- Longmont Queer and Trans ("QTs") youth group (co-facilitated with OASOS), and
- Queer Creative young adult group.

Amidst all the changes, we reached a significant milestone for our Youth Program in 2021 by hiring our first ever full-time Youth Program Assistant and part-time Youth Peer Support Assistant. Expanding from one staff member to a small team was crucial to maintaining the program, especially during a time of so much unexpected change, and actually allowed us to grow the program in response to the increased needs of LGBTQ+ youth.

## Annual Paid Youth Internship

We started off the year with our Annual Paid Youth Internship Program. Interested youth in Boulder County go through a two-step application and interview process. We hired six youth between the ages 13-18 for our 2021 internship team. One team of three youth worked on our annual Youth Night of Noise Youth Summit and the other three youth worked together on our annual LGBTQ+ Youth Dance. We held weekly formal business meetings to plan from the ground up our two largest LGBTQ+ youth events. Unfortunately, due to COVID-19, our Night of Noise youth interns had to plan a virtual Night of Noise. Our virtual Night of Noise event was well attended and impactful. In fact, Ryan Cassata, a well-known trans artist and musician from LA, attended our event as our keynote speaker.

Luckily, by the time fall rolled around, we were able to host the LGBTQ+ Youth Dance in person. Our dance was held at the end of October at the YMCA of Northern Colorado. The theme was "Queerly Magical" and youth attendees were encouraged to wear costumes. We had over 150 youth attendees, making it our most well attended LGBTQ+ Youth Dance ever! The night was also made possible due to several committed volunteers and an

awesome group of entertainers including DJ Paul, EmCee Minerva, and Drag performance by Cardi Acarrest! Thanks to everyone who attended these virtual and in-person events!

## Annual LGBTQ+ Youth Summer Camp

Due to COVID-19 numbers decreasing during the end of summer, we were able to hold our 3rd annual LGBTQ+ Youth Summer Camp in its original format. 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 some of our meals on the fire, swam, fished, canoed, learned how to cross-stitch, and explored connections within ourselves, our group, our communities, and the natural environment around us.

This camp, like all our previous years of camp, was made completely free for all the youth who attended. Thank you to all that 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 5th Annual Giving Tree holiday program. We had a record number of youth ask for various gifts that they could not afford or did not feel comfortable asking from their friends and family. Many of these gifts consisted of gender-affirming items such as chest binders, clothing, fillers, etc. The community rallied to make sure that every youth that asked for something received a gift! In addition, King Soopers sponsored our annual Youth Holiday Party with an Olive Garden dinner, youth gifts, and supplementary gift bags filled with art supplies, toiletries, blankets, and other fun additions. This was our most well-attended Youth Holiday Party yet! Thank you to all that gave and made the holiday season a little brighter for our youth.

## QTPOC Youth Programming

In 2021, OBC hosted our 2nd annual Queer and Trans People of Color (QTPOC) Youth Leadership Retreat. We did a three-day, hybrid in-person format at the First United Methodist Church. Our attendees consisted of LGBTQ+ youth of color between the ages of 13-18 from Boulder County and surrounding areas. Our retreat included a film screening, identity-based workshops, a voguing workshop, pottery, and much more! We are so grateful for everyone who helped make our second QTPOC Youth Leadership Retreat a success.

## Lavender Graduation

Our 2nd Annual Lavender Graduation Celebration was held at the end of May and included graduation packages and car parades at the graduates' homes. We brought together a large group of volunteers to celebrate several LGBTQ+ graduates by parading our decorated cars to each home with much honking and waving and to gift the graduates with a celebration package including rainbow tassels.

### **Sara Thompson Magical Mermaid Scholarship**

OBC continued with our scholarship for LGBTQ+ people throughout Colorado. The Magical Mermaid Scholarship was created in memory of one of our longtime volunteers, Sara Thompson (she/her), 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 the new year and opened the scholarship for applications in the spring of 2021. The committee awarded five applicants with scholarships to assist them in their higher education goals and community work.

### **Queer Creative**

Queer Creative met virtually every week. We grew the community through online games and activities. Towards the end of 2021, we held in-person groups once a month and did arts and crafts, origami, and holiday themed activities.

### **Youth Vaccine Initiative and Survey**

Out Boulder County received a grant from Together We Protect – Colorado's COVID-19 Vaccine Equity Fund to support youth vaccine outreach in partnership with El Centro AMISTAD. The goal of the grant was to understand and then address the needs of the wide diversity of youth and young adults in Boulder County and surrounding counties with youth expertise and experience. Staff members and youth interns working on this vaccine equity project developed the first draft of a survey and then consulted with research psychologist and OBC Board member Kaylin Gray (she/her), Ph.D. to design the final draft of the survey questions. Learn more about this project by reading the full report, available on our website: <https://www.outboulder.org/research>

### **Speaking Out**

Our Speaking Out Program grew dramatically in 2021. This program brings panels of trained LGBTQ+ and allied adult volunteers into schools to share stories, answer questions, and encourage empathy and understanding. We served over 600 participants through a mixture of 16 in-person and virtual panels that reached Boulder Valley and St. Vrain Valley School Districts, Estes Park, universities, and youth-led organizations.

*Learn more about our youth program on our website:*  
<https://www.outboulder.org/youth>











#CCCCFF

## **You Are My Home.**

### **A Poem by Britt Enwall**

My heart races to the salt in my eyes when I know the safety of your soul must part with my scared canvas

Your love the colors of blood shaking the moon to beauty, lightly caressing every perception of my rounded ways

Time nothing but a dance between creativity and falling into the galaxy of your mind

Freed from the pressures of gravity pulling us into the floating continuum that is our lusting spark

Hands intertwined like the vines fighting for a place to be home, where sun feeds every molecule of existence

Darkness a place for expression as our breath falls from the stars

Clouds billowing through my lungs shading the way we redefine what is it to love

Bodies of the sun and moon, thriving to balance, to the shifts of our vibration

My love for you like the roots beneath the soil, between our toes, giving life to my spirit, blooming into the vastness of present us



# Pride Week



**Prompt ::** Two men entwined in an ethereal celebration of color and light

**Descriptors::** Epic scale. Dramatic lighting and composition. Scene design.

## Pride Week

2021 was the first year that we combined all of our Pride efforts into a celebration in June known as Boulder County Pride Week, marking a major shift for the Longmont and Boulder Pride festivals. This week not only continued to highlight Longmont and Boulder, but also more meaningfully engaged the other cities in Boulder County as well. We worked hard to deliver safe, colorful events where the community could come together and celebrate.

Some highlights of the week included:

- Drive-In Film Screening (in partnership with City of Lafayette)
- QTPOC Film Screening (in partnership with City of Longmont and the Longmont Museum)
- Boulder County Pride Motorcades (in partnership with City of Boulder, Longmont, and Lafayette)

While we were not able to fully return in person this year, we were glad to have more insight into what a hybrid Pride celebration could look like. We're grateful for each and everyone of our supporting partners and the many volunteers that came out to make sure that this year's Pride Week was successful and fun.

Learn more about Pride on our website: <https://www.outboulder.org/pride>







## Special Events



**Prompt ::** A Festive "Glitter and Be Gay" party

**Descriptors::** Art Nouveau



## Special Events

In addition to our Pride celebrations, we host a series of other major events throughout the year that benefit not only our community, but also the programs that Out Boulder County provides.

### **The Garden Party**

2021 marked the 18th anniversary of our annual Garden Party celebration. As COVID-19 restrictions started to loosen up for the summer season, we made the decision to bring our Garden Party back in person while still providing a virtual option. This year's theme was Flower Power and it was great to see our guests in their colorful attire. As always, we awarded three amazing local individuals for their impact within the local LGBTQ+ community. Congratulations once again to Jorge De Santiago (Clela Rorex Allies in Action, W. Ravyn Wayne (Jack & Jean Hodges Big Hearts, and Eowyn Poplawski (Ignite & Inspire Youth in Leadership as our 2021 award winners.

### **Rainbows Over Boulder**

Since 2019, we have hosted our Rainbows Over Boulder initiative in order to get flags to local businesses at no cost in order to kick off Pride month LGBTQ+ visibility in the area. In the first year, it was limited to downtown Pearl Street, and since so many businesses requested to participate, we made the decision to expand the initiative throughout all of the shopping centers in the City of Boulder. The initiative was a great success with nearly 95% participation of all contacted businesses. Not only did we engage participation from these businesses, but we also started to get other cities involved by raising pride flags for Pride month at government buildings. With this year's great success, we look forward to working with more cities in the county so that we can continue to expand in 2022. We appreciate all the volunteers and businesses who supported and participated this year.

### **The Pool Party**

Hosted at Sunset Pool in Longmont, the Pool Party is a safe and sober all-ages space for all members of our LGBTQ+ community to enjoy and make new connections. This year, we highlighted our Sara Thompson Magical Mermaid Scholarship Program because it was her favorite community event. This scholarship supports youth and young adults that are taking next steps in their professional and/or educational journey.

### **The GAYLA**

The GAYLA is our largest fundraiser for OBC and its programs and services. We were able to return in person to the St. Julien, designed the event with COVID-19 prevention measures for those joining in person, and offered virtual participation. With Margaret Cho as our headliner, the evening was a great success. We honored Carmen Ramirez and Medtronic with our 2021 Changemaker Awards.

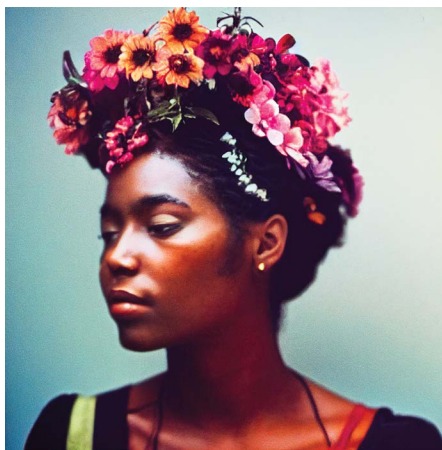
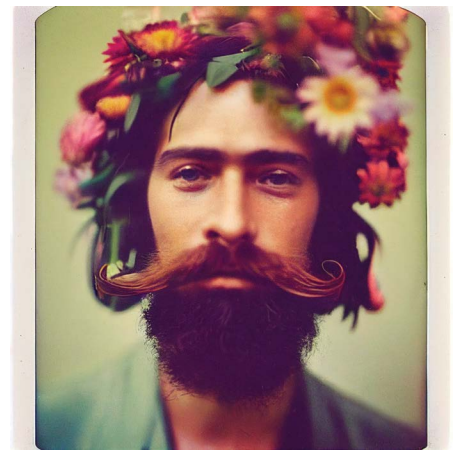
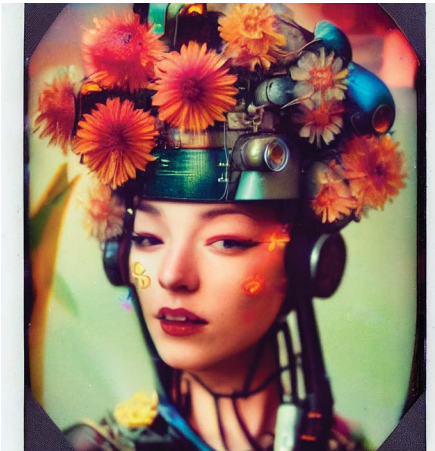
*Learn more about our special events on our website: <https://www.outboulder.org/annual-events>*







## Volunteers



**Prompt ::** Vintage Polaroids of a Friend You Never Met with Flowers in their Hair

**Descriptors::** Ethnicities, demographics



## Volunteers

Going into 2021, we were unsure of what the year had in store for our volunteers. While we had looked to invest in its development at the beginning of 2020, a lot of our plans had to change when the pandemic arrived and continued to impact our communities.

While this slowed down the progression of the program, we still retained a highly dedicated group of regular volunteers that worked with our growing staff to ensure that our programs, events, and other initiatives were successful throughout the year.

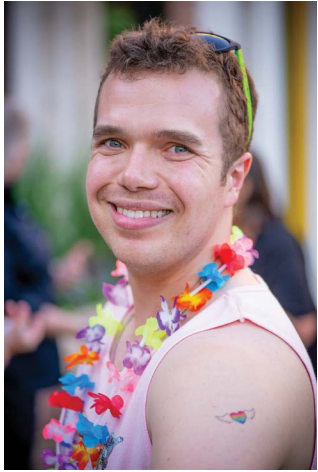
Our group of nearly 150 volunteers worked just short of 3,000 hours with the team to:

- **support the administration of over 15,721 COVID-19 vaccines at 79 clinics within the LGBTQ+ and other underrepresented communities,**
- **assist with our youth program events and groups, including:**
  - LGBTQ+ Youth Dance,
  - Night of Noise,
  - LGBTQ+ Youth Giving Tree program,
  - Lavender Graduation,
  - QTPOC Youth Leadership Retreat, and
  - weekly youth groups, and
- **ensure our Special Events including the GAYLA, Boulder County Pride Week, and Garden Party, were successful.**

As always, several of our volunteers went above and beyond to serve our LGBTQ+ community. We'd especially like to recognize the volunteers who dedicated the most individual volunteer hours: thank you Justin Jones, Donnie Herrington, Julian Ingram, Steph Morales, Jess Christensen, and Greg Ginocchio for your amazing service.

Among all of these great individuals one has stood above the rest. Clark Winters has consistently contributed time, skills, and services to Out Boulder County that have been crucial in our ongoing efforts to better serve the trans community. He has been a long-time community member here at OBC, and is considered to be one of the family. We appreciate everything he does for us, and we're honored to recognize Clark as our 2021 Volunteer of the Year.

Learn more about volunteering on our website: <https://www.outboulder.org/volunteering>



#FFC0CB

## A Poem by Ren Q. Dawe.

1

You have to die for them to love you  
You have to paint their clementine sky a lilac for  
mourning  
You have to cry for them  
You have to leave them contorted and purple  
and in anguish  
You have to leave them  
For them  
You have to forgive them when they don't  
understand how to rationalize your chemistry  
Or that you are not an equilibrium  
But a climb  
A calf muscle in strain  
A violin string strung too tight to give air to its  
lovely  
You have to forgive them when they only look at  
you through eyes tinted with stained  
misunderstanding  
You have to forgive them when they cry  
You have to forgive them when they say they  
cannot accept you want more than what you  
were given  
You have to forgive them when they plead with  
you to not sew a dick on  
And sew your mouth shut instead  
Cross stitch my heart and break my peace  
You have to forgive them  
Because death is all forgiving  
Of all creatures  
Always  
Anytime you need to come home and crawl into  
the limbs of something familiar  
You'll have to die for them to recognize your  
familiar

2

The war on fags  
Is humming along like a well-oiled marine  
Fought on paper cut oak desks  
On film strips that never made the cut  
Between weeknight undercuts  
And homemade bangs  
Club ties and bruises  
Curbsides and muses  
Newspaper clippings of boyhoods cut short  
Scar tissue bombshell blonds  
Poster children living through a lens  
And poems  
And dying fashions  
Fire island's urn sanctioned grief retreat  
Sewn into quilts resting on marble steps  
Laced into second skins tangled on apartment



floors  
I was born to be queer  
Resigned to a destiny of extra chest tissue  
Extra heartache  
Extra homicides, hold the dressing  
Bled blue and called kindling  
The war on fags  
Will go on  
Because the threat of freedom is too risky  
For a nation built on nooses.

3  
My love for my own skin was something my mother  
grew in her garden  
With ghosts that made the moon look vague  
nestled in ambiguous brush  
Hoping for life to happen upon them  
lemonbalm leaf  
Pick at it enough  
And it will grow  
And If it's wildflowers  
let it be wildflowers  
Admire your lilacs  
Even if they're overgrown  
Steep in green  
Keep reach  
Keep mint, basil, and bind sage leaves  
They will undress your chest when you cannot do it  
yourself  
Buckle in ambrosia often  
Brace for a couple winters  
The cold won't shake your bones  
But the insulated disconsolation might  
And irrigated constellations you pave in your  
creation will not assuage these seedlings  
I will grow through the godforsaken cracks  
Keep still  
Follow wind always  
Follow sun more  
Stemming stomach  
Blooming back  
Seeking shoulder  
Flower feature you are a creature  
Whose love for their limbs  
Grew in your mother's garden

4  
We built a pond  
In green bath plight  
Summer slate and shadeless  
I was raised a tadpole prince  
Suddenly, the vines were old  
We dusted crystals in concrete and only

I knew their value  
A girlish king counting sunken blessings  
On hot days  
On wooden chairs  
On poison oak  
On walnut stained scars  
And suddenly the vines were missing  
And suddenly the vines were gone

5  
You are going to die a thousand times in this life  
And you will live on in shrapnel bubbles of joy  
In amber spices under your fingernails  
In shades of purple under an aging burn  
In lovers and mixtapes and delicate hibiscus  
A mortuary of rosemary  
I felt the gravity of a gasping black hole walking  
with you in college campuses in the spring  
The knowing of terror lit by the shape of your own  
rickety frame  
To wade between  
tearing tissue from rib bone  
and preserving a body from a smuggler's union.  
You are going to survive a thousand times in this  
life  
And live on in battlefield bluebell memories  
In raspberry stains on holy navy sheets  
In poems you will probably never get to read  
A monument of marigolds  
All atmosphere and myth.

6  
Not sleeping raises wolves  
Lullaby demons in taxi cabs  
Steam vent memories  
Behind shuttered eyes lit up in the dark  
Jigsaw ankles knocking together in a drumstick  
fever  
1000 roses  
The guilt of birthing daughters in a war zone  
The patchwork armor we branded into our skins  
To shield them soft  
Resiliency is a cursed strength  
That I never wanted for any of you.

## Our Board

**Lori Dumler**

*She/Her*

Board of Directors  
President

**Bryn Long**

*He/Him*

Board of Directors  
Vice President

**Kaylin Gray**

*She/Her*

Board of Directors  
Treasurer/Secretary

**Jennifer Caracciolo**

*She/Her*

Board of Directors  
Secretary

**Kyle Blackmer** (he/him)

**Jahnavi Brenner** (she/her)

**Teresa DeAnni** (she/her)

**Jenny Diaz-Leon** (she/her)

**Kevin Ellis** (he/him)

**Nicole Garcia** (she/her)

**Mary Herre** (she/her)

**Esteban Lee-O'Neal** (he/him)

**Beth Leibo** (she/her)

**Carey Mason** (he/him)

**Kevin Murray** (he/him)

**Morgan Seamont** (he/him)

**Amy Zuckerman** (she/her)

## Our Staff

**Mardi Moore**

*She/Her*

Executive  
Director

**Bruce Parker**

*He/Him*

Deputy  
Director

**Nate George**

*He/Him*

Special Projects  
Manager

**José García-Madrid**

*He/Him*

QTBIPOC Program  
Coordinator

**Josie Nixon**

*All Pronouns*

Development  
Coordinator

**Chris Castañeda**

*They/Them/Elle*

Youth Program  
Assistant

**Michal Duffy**

*They/Them*

Education &  
Program Manager

**Jenna Howerton**

*She/They*

Youth Program  
Manager

**Lily Berlin**

*She/They*

Youth Program  
Assistant

**Alejandro Rodriguez**

*He/His/El*

BIPOC & Spanish  
Access Coordinator

**Juan Moreno**

*He/Him*

Corporate Spon-  
sorships & Special  
Events Manager

**Charlie Prohaska**

*They/Them*

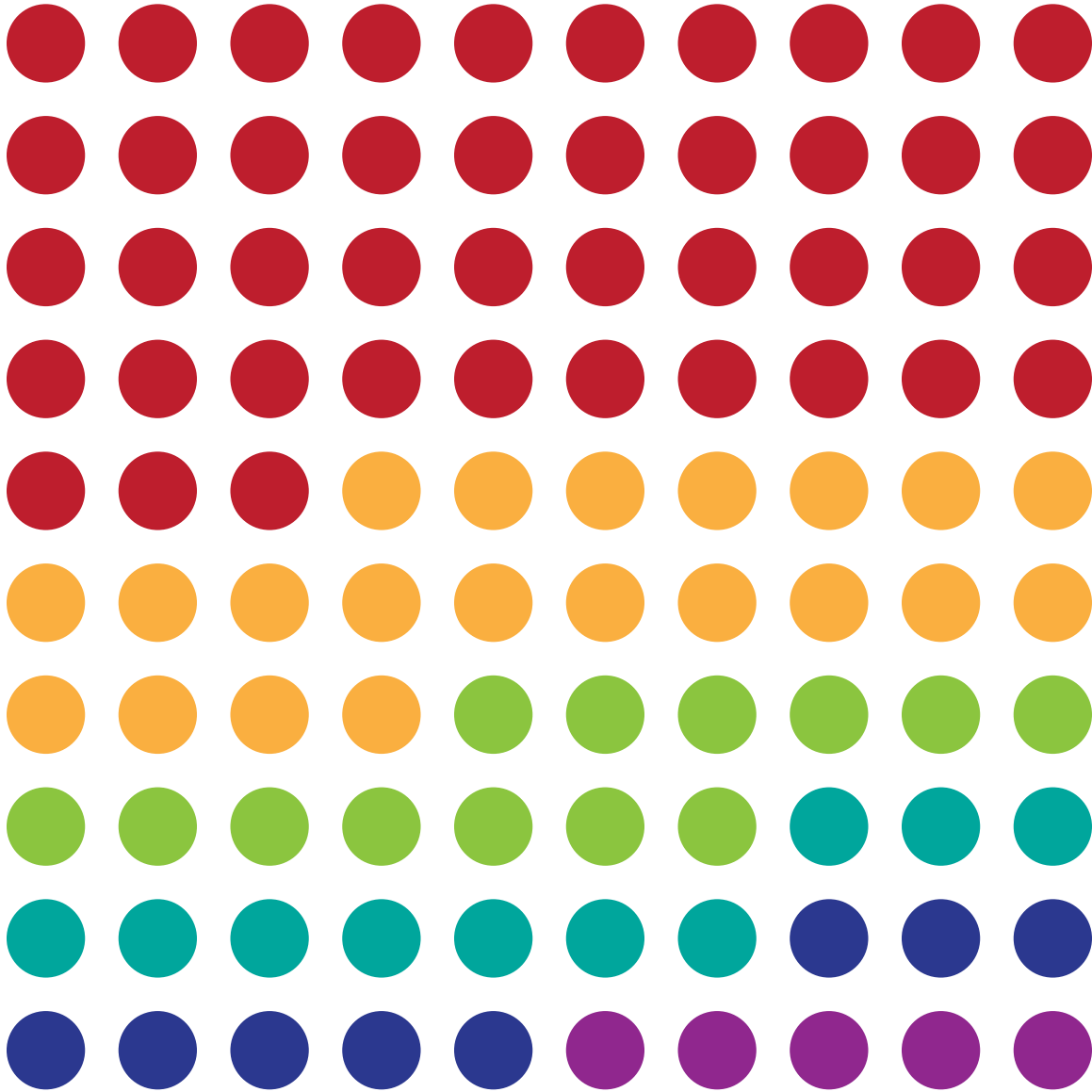
Online Content &  
Special Events  
Coordinator

**Ky Martens**

*They/Them*

Volunteer  
Coordinator

## 2021 Expenses by Class



**Prompt** :: Colorful dots representing Out Boulder County's expenses in 2021 highlighting the very low cost of fundraising compared to other non-profits

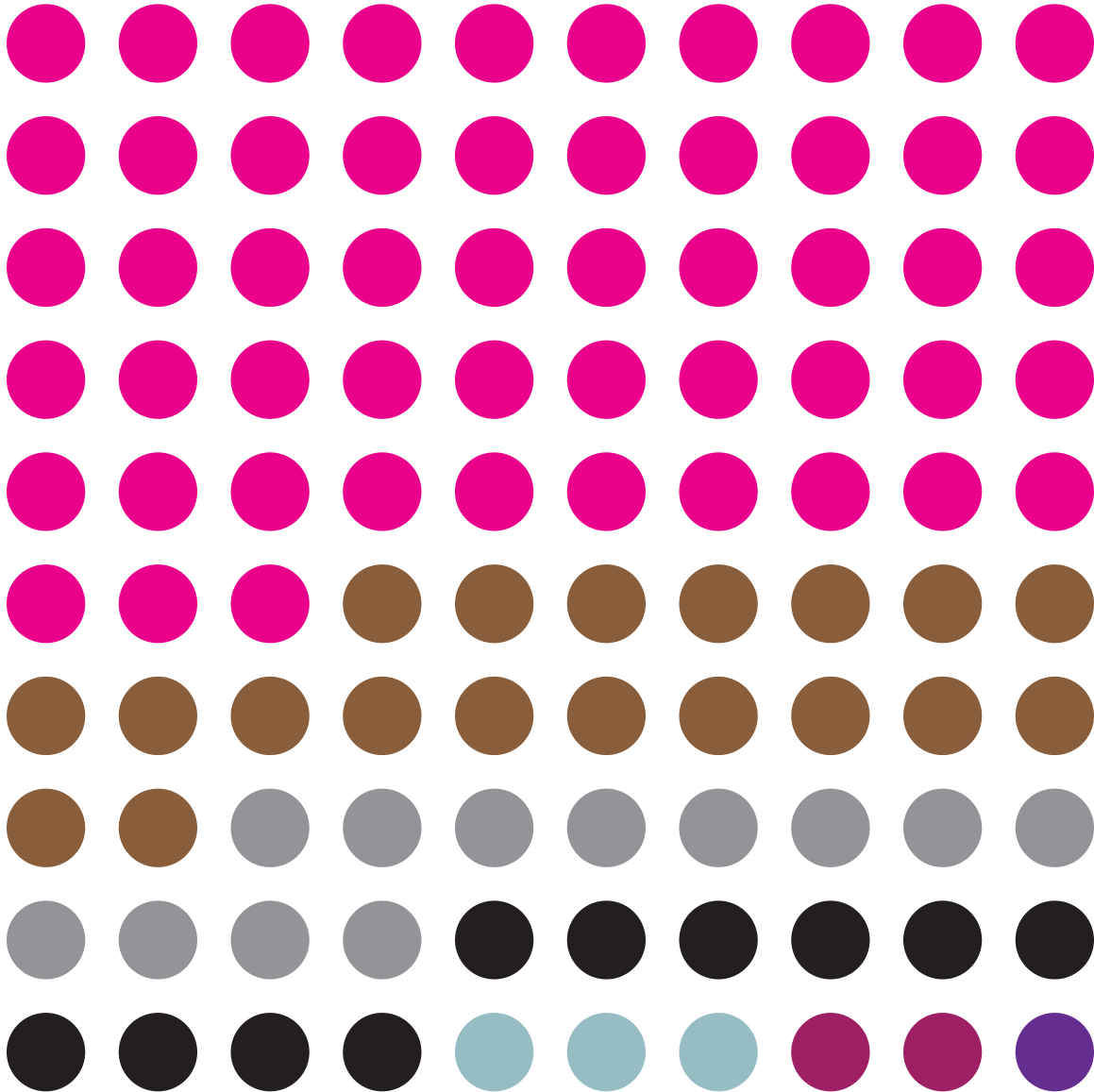
**Descriptors::**

- General Program** :: \$511,023 || 43%
- Operations** :: \$248,378 || 21%
- Youth Programs** :: \$152,982 || 13%
- Fundraising** :: \$117,915 || 10%
- Community Education** :: \$97,007 || 8%
- Pride Events** :: \$58,263 || 5%

*For a fully detailed financial report, please email: [info@outboulder.org](mailto:info@outboulder.org)*



## 2021 Revenue Sources



**Prompt** :: Pastel dots representing Out Boulder County's revenue sources in 2021

**Descriptors::**

- Individuals\*** :: \$1,162,184 || 53%
- Foundations** :: \$424,613 || 19%
- Special Events** :: \$256,917 || 12%
- Government Grants & Contracts** :: \$213,834 || 10%
- Sponsorships** :: \$73,230 || 3%
- Corporate** :: \$56,013 || 2%
- Program** :: \$14,210 || 1%
- Other** :: \$(2,769) || 0%

\*includes donated stock, vehicle, furniture & supplies. Does not include in kind services or rent.

## Final thought in passing



**Note ::**

Unlike the other pictures in this particular book, this image was created with intent, composited from multiple images, modified and focused, and ultimately hand-painted more than not. Beautiful things can still be made from mere pretty pieces.

We love all of you. Beckett + Godot.