

OUT BOULDER COUNTY
ANNUAL REPORT
2022



MY NAME IS EMPATHY.
THIS IS MY JOURNAL.



This annual report most likely looks different from what you would expect. It is our best effort to respond to the events of 2022. It is not an ordinary annual report because 2022 was not an ordinary year. This report describes the impact of our efforts, which were possible because of the generosity of our supporters.

We also wanted it to do something more—to bear witness and provoke. Empathy's Journal reminds us that when things seem dark, we must keep looking for the light, and when the challenges seem insurmountable, we don't have to overcome them alone.

Each page is unique, haunting, and beautiful. We encourage you to pause and explore the depths of emotion and experience in each fantastical image.

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Mardi Moore's Missive

Out Boulder County is responsive. We act quickly to meet the needs of our community without letting an allegiance to business as usual limit us. Our community is dynamic and diverse and deserves a community organization that will do what needs to be done to help. Our collective challenges and opportunities are not the same today as they were 12 weeks ago, 12 months, 12 years ago. To do what we need to do well, being responsive is essential.

It is a scary time to be different. It is more than reasonable for LGBTQ+ people to be scared. The Supreme Court overturned the right to abortion, which is devastating to our community and our country. That decision also threatens the constitutional right to privacy that provides the foundation of many of our rights, including the right to marry. Politicians across the country are making attacks on LGBTQ+ people, especially trans youth and their families, their highest priority. The reported number of hate crimes and bias-motivated incidents have increased. Then, on November 19, an armed shooter walked into Club Q in Colorado Springs and opened fire on the LGBTQ+ folks who believed they were in a safe space. Our community is no stranger to threats, but in 2022, the threats felt more intense, violent, and targeted.

I am not scared, and Out Boulder County is not scared. We will keep providing life-changing and life-saving programs and services. We will prioritize creating moments of joy in our communities because we all deserve them. We will intensify our advocacy to protect our rights and change discriminatory policies, practices, and systems. We will not falter in our support for LGBTQ+ youth, trans folks, queer and trans people of color, and for you. Just because we are resilient doesn't mean we should have to be. I am proud that in 2022, when our community faced overwhelming adversity, you intensified your support of our efforts by giving more time, more effort, and more money. This allowed Out Boulder County to bolster and grow our efforts to ensure LGBTQ+ people thrive in Boulder County and beyond.

Mardi Moore (she/her)
Executive Director

I am not scared, and Out Boulder County is not scared. We will keep providing life-changing and life-saving programs and services. We will prioritize creating moments of joy in our communities because we all deserve them.



This is my friend Mardi.
She gives great hugs!



Bryn Long's Hopeful Rundown

As we enter 2023, Out Boulder County is the largest LGBTQ+ organization in Colorado and surrounding states. There are not enough words to express how grateful I am for the dynamic work our staff, board and community members.

I first connected with Out Boulder County (OBC) when I relocated to the area and sought out local LGBTQ+ community. I knew right away that OBC was something special. I attended events, started volunteering, got involved with the Trans Advisory Committee, and eventually joined the Board. This past year, it has been an honor to serve as Board President. It gave me an up close view of the energy, passion, and teamwork OBC staff and volunteers have to meet the challenges of our times.

2022 was a pivotal time for Out Boulder County. I want to highlight three areas of which I am particularly proud.

The Equality Center of the Rocky Mountains

With a history of successfully providing programs, services and events for the LGBTQ+ community in Boulder County, and with a growing team of talented staff dedicated to this work, we ended 2021 by securing a new community center, The Equality Center of the Rocky Mountains. In April 2022, we held a grand opening celebration that was attended by Governor Jared Polis, other political leaders, and over 300 members of the community. The new space has enabled us to expand our programming and services. It is a safe haven for our youth and trans community members and provides additional space for staff to work and hold meetings while programming is happening. In light of the political and cultural attacks on our community, it has also allowed us to host gatherings to grieve losses and process what is happening around us, as well as celebrate our strong and diverse LGBTQ+ community. The Equality Center of the Rocky Mountains houses a community of caring where WE ALL BELONG.

Visibility

As Stonewall Inn uprising veteran and transgender rights activist Marsha P. Johnson said, "we have to be visible." Our strategic plan for 2022 was to embrace and live up to our new mission and vision.

One powerful example of our commitment to visibility is our response to the COVID-19 pandemic. OBC staff and volunteers collaborated with other nonprofits, public health agencies, and government leaders to host vaccine equity clinics to effectively reach LGBTQ+ and underserved populations. This led us to conduct the first ever study of vaccine hesitancy among LGBTQ+ folks and launch our advocacy for the collection of SOGI (sexual orientation and gender identity) information in public health data.

The study gained national recognition and our advocacy resulted in the Fairness in Data Collection Act becoming law; this law mandates that sexual orientation, gender identity, race, ethnicity, and disability status be collected and reported to the Colorado Department of Public Health and the Environment. This is just one example of our commitment to ensuring that members of the LGBTQ+ community are counted and visible to decision makers and people in power.



And this is Bryn. I like his shirt.

Advocacy

Another step OBC took in 2022 to promote more visibility and better serve the LGBTQ+ community, especially those most underserved and marginalized, was expanded public policy and advocacy work. Our staff took a leadership role in efforts to establish social studies standards that are accurate, fair, and inclusive of LGBTQ+ and BIPOC communities and histories. By working closely with members of the Colorado State Board of Education, and with the support of coalitions, community organizations, and elected officials, our efforts were successful. We also formed a Public Policy and Advocacy Committee made up of impressive, long-standing community leaders to help guide our efforts in this arena. We are looking forward to further efforts to influence policy and legislation at local, state and federal levels.

As we enter 2023, Out Boulder County is the largest LGBTQ+ organization in Colorado and surrounding states. There are not enough words to express how grateful I am for the dynamic work our staff, board and community members have done during these challenging times to create a place of belonging for our LGBTQ+ community, to provide programs and services, to empower us to be visible, and to strengthen our community in Boulder County and beyond.

I am proud to be a part of OBC and I hope you will join us to bring our vision and mission to fruition.

Bryn Long (he/him)
President
Board of Directors

Creative statement from Godot.

Who is Empathy?

Empathy is a foundation of kindness, a currency of support, a sacrifice. Empathy carries water. Empathy sits with you on road trips and doesn't change the channel on the radio. Empathy can throw a mean right hook. Empathy isn't afraid to fight the current, nor are they afraid to be carried with it.

Empathy is not to be confused with their entitled cousin Sympathy. Sympathy is adjacent to pity, and pity is a benign form of abuse. Sympathy is relief that you aren't going through what someone else is suffering.

Sympathy says, "Poor thing. She's so sick." Empathy replies, "I know. But I just love her so much."

Empathy doesn't use words like tolerance, because it implies that other people cause discomfort. Nor does Empathy speak of being accepting, because they don't believe their world is necessarily the standard by which others are judged.

Empathy doesn't welcome people. Empathy joins them.

Why are we reading their journal?

When Godot set out on this journey with Bruce and Michal, we made some brave choices together. Knowing that we would all live in this headspace for hundreds of hours, we really wanted to create something elevated. Something that we could learn as much from creating as those reading it.

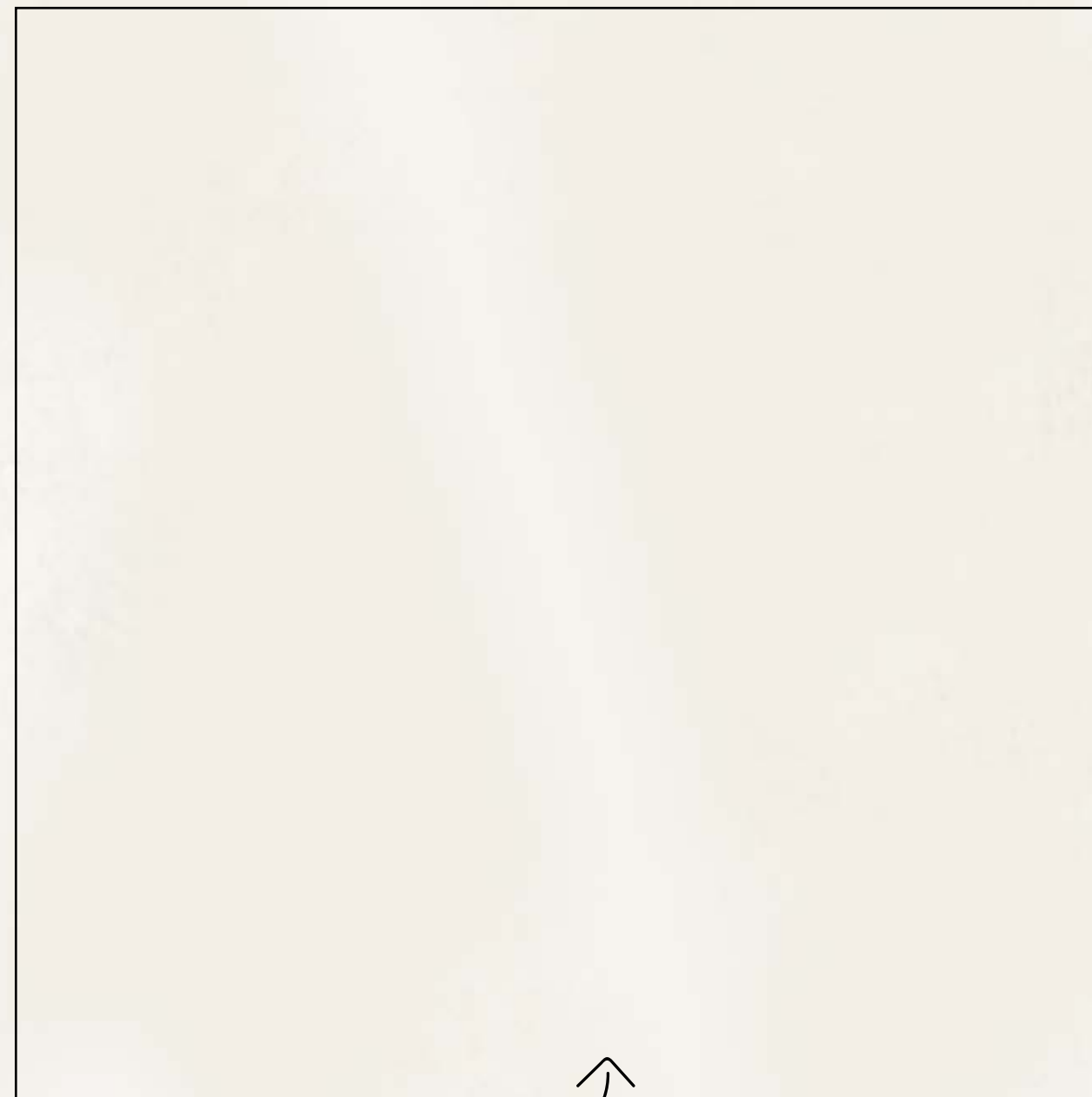
There is an element of chaos to our beautiful side of history. We want there to be a playbook on what it means to be a decent human. Rules we can follow. But there is no such book. Instead, we are left with these lifetimes of personal interactions, collisions, epiphanies, and missteps that form our world view. Our beliefs are informed by those interactions and how new ideas intersect with what we already hold dear.

Becoming and remaining a progressive human is not a linear path. The closest thing we have to a polestar in that white-knuckled journey is our treasured friend Empathy.

It stands to reason that Empathy's journal would not be made of clean lines and banal stock art. It would be a maximalist mess of visceral imagery. A raw, come-as-you-are introspective created by a young person who was not concerned with someone looking over their shoulder. It would be fantastical, without structure but somehow still well-formed. It would jump from one thought to the next without apology. It would be in the moment, celebratory, genuine. It would read well—but differently—beginning-to-end or end-to-beginning.

And most importantly, it would reflect the aspirational, hopeful vision of who we hope to be—one day when we grow up—as people and organizations, even if we aren't quite there yet.

GODOT.



Draw your own mental image of Empathy here



OBC's Impact & Mission

OBC 2022 by the Numbers

- We served **approximately 20,000** community members through our events, services, and activities.
- We hosted more than **60 events** in 2022
- We served over **4,500 individuals** through programs and services including Youth and Trans social support groups, case management, and therapy sessions
- We engaged **306 active volunteers**.
- **2,374 donations** received from **1,369 donors**.

Demographic Fun Facts

We collect demographic information when possible; among the individuals who shared this information, here are some interesting facts:

- For sexual orientation, the largest segment identifies in the **bisexual, pansexual, and/or queer** part of the spectrum at 42.6%
- 53.5% of all respondents identify in the **transgender** part of the gender identity spectrum (this includes binary, nonbinary, and gender expansive identities)
- Adult programming reaches more **trans women and trans feminine** people (11.2% of all adult participants) whereas the youth program has a higher representation of **trans men and trans masculine** people (20.7% of all youth participants)
- Approximately 71% of respondents reside in **Boulder County**, while 29% reside outside of BoCo
- After Boulder County, the next most common counties represented are **Denver and Jefferson counties**
- For the youth program specifically, the next most common county represented is **Weld County**, which makes up approximately 8.8% of our youth program participants, followed by 2.9% from Adams County

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

Mission: 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.

Memento Mori



Remember we
all die...

Memento Vivere



Remember to
live...

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Memento Manducare
Prandium



Remember to
eat breakfast.



The Wisdom of Youth

YOUTH IS HAPPY BECAUSE IT HAS
THE CAPACITY TO SEE BEAUTY.
ANYONE WHO KEEPS THE ABILITY TO
SEE BEAUTY NEVER GROWS OLD.

(KAFKA MAYBE? THAT DUDE WHO TURNED INTO A BUG?)

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The Wisdom of Youth

At A Glance

- 3 weekly youth groups support social emotional wellness, peer connection, access to resources, and education about the LGBTQ+ community
- Annual events and field trips create opportunities to reach more youth
- Paid internships provide opportunities for professional growth and support the confidence and leadership of participating youth
- Increased attendance in all activities and welcomed several new volunteers
- Our OBC Youth team was featured in a documentary about young LGBTQ+ activists that was screened in New York City. You can view it [here](#).

By the Numbers

- 189 youth participated in activities including groups, Youth Camp, Lavender Graduation, and Night of Noise
- Around 2,000 youth reached through youth events and Speaking Out panels (see more about the Speaking Out program in the Education report)
- 8 paid youth interns (age 13-18)
- Over 110 attendees at the annual LGBTQ+ Youth Dance

189 folx participated

2k+ reached

Our Youth Program is led by LGBTQ+ youth and provides safe social and educational spaces for LGBTQ+, questioning, and allied youth for ages of 11-18 to help them thrive and flourish in their personal lives, in school, and in the broader community, now and in the future. Leadership opportunities, social support groups, social activities, advocacy, diversity and inclusion education including anti-racism, creative and artistic expression, fun with friends, safe adults to talk to, self-efficacy skills, early career skills, and so much more are the fundamental offerings we provide for youth.

Lily Berlin, Youth Program Assistant, was featured in a documentary about young LGBTQ+ activists that included footage from Night of Noise. You can view that documentary [here](#).

Offerings include: 3 youth groups (ages 11-18), one young adult group (18-25), paid internships, summer camp, holiday party and giving tree, Speaking Out Panels, Lavender Graduation, Sara Thompson Magical Mermaid Scholarship, dance, Kiki Sessions, Night of Noise, youth vaccination outreach and clinics, and the Spring Fling Kiki Ball. To learn more about the Kiki Sessions, see the QTPOC report; to learn more about Speaking Out, see the Education report.

Weekly Youth Social Support Groups

Our weekly youth social support groups are the foundation of all of our youth programming, and are designed with youth leadership.

- LGBTQ+ Middle School youth group - 41 meetings
- LGBTQ+ High School youth group - 45 meetings
- Longmont Queer and Trans ("QTs") youth group (co-facilitated with OASOS) - 47 meetings
- Young Adult group ages 18-25 (biweekly) - 33 meetings

Young Adult Group

Our young adult group grew out of Queer Creative, our weekly creative writing group for 18-25 year olds, into the biweekly, in person Young Adult Group that provides social support for young

adults ages 18 to 25 years of age. This group regularly features activities such as creative writing exercises, games, and crafts.

Annual Paid Youth Internships and Signature Events

For our paid youth internship program, interested youth apply and go through an interview process. Eight interns are hired to plan three of our signature annual youth events: Night of Noise, QTPOC Youth Leadership Summit, and the Youth Dance.

Our three Night of Noise interns met weekly for three months to plan. 130 attendees made posters and marched down Pearl Street to Boulder High School, to a resource fair and feature event with performances by Ximena Latinx, Amore Carter of the House of Ninja, Phoenix Choir, and speeches by Li Brookens and Andy Archer about the importance of mental health, youth advocacy, and empowerment, and finished the night with a youth-only afterparty.

We hired two interns, who attended our previous QTPOC Youth Leadership Summit, to envision and create a youth-informed and youth-led three-day summit that focused on early career skills development and community bonding, and featured poetry, resume-building, vogue, mutual aid education, poetry, and education workshops. Youth attendees received a stipend and helped envision the next retreat.

110 youth attended our annual LGBTQ+ Youth Dance. This year's theme was "Sinister Circus: Slay or be Slayed." The 3 Youth Dance Interns led planning, promotion, setup, volunteer management, and cleanup. We had incredible performances by drag queen Zimmorah and Hunnie Bun, a 14-year old drag queen.

8 paid interns

110 came to our dance!

for more information from our website, click here



The Wisdom of Youth

Annual LGBTQ Youth Summer Camp

We hosted our 4th Annual LGBTQ Youth Summer Camp this year, free of charge for all attendees, and increased the number of attendees from 12 to 18. We stayed together in a cabin for 5-days and 4-nights at the YMCA in Winter Park. Activities included nature hikes, team-building exercises, archery, zipline, rock-climbing, as well as doing several craft and identity workshops. We held a camp reunion a month later for youth to reconnect, play video games, craft pottery, and to share free Pride swag.

Annual Youth Giving Tree

In December, we held the 6th annual Giving Tree holiday program. We had a record number of youth ask for gifts, primarily gender-affirming items, that they could not afford and/or did not feel comfortable asking for from their friends and family. The community really showed up for our youth and ensured that every youth that asked for something received a gift. In addition, King Soopers sponsored our annual Youth Holi-slay Party by catering and donating materials for our gingerbread house competition. This was our most well-attended youth holiday party, with over 40 attendees.

Lavender Graduation

Our 3rd annual Lavender Graduation Celebration was held at the end of May in collaboration with Boulder County's OASOS program. Due to COVID-19, the first two years featured socially-distanced car parades. This year, we were able to celebrate

graduation in-person at our Equality Center of the Rocky Mountains. Each youth received a diploma, swag bag, and personal photos, and got their moment in the spotlight with a verbal celebration. We also provided Spanish translation for monolingual Spanish households. We recognized 12 graduates this year.

Sara Thompson Magical Mermaid Scholarship

The Magical Mermaid Scholarship was created in memory of one of our longtime and beloved volunteers, Sara Thompson (she/her), who passed away at the end of 2019. The scholarship committee, composed of Sara's close friends and

EVERY TIME I
SEE MYSELF IN THE MIRROR I'M
A DIFFERENT AGE



family, OBC staff, and other community partners, screened over 80 applicants from all over Colorado. Five applicants were awarded scholarships to assist them in their higher education goals and community work. Thanks to the example of the Sara Thompson Magical Mermaid Scholarship, another donor established the Alex Ortega Scholarship, focused on helping recipients attend an undergraduate or graduate institution. The scholarships were presented at Lavender Graduation.

Youth Vaccine Internship and Youth Vaccine Clinic

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. Lily Berlin, Youth Program Assistant, led a Youth Vaccine Internship cohort that guided this successful outreach, communications, and vaccination effort that culminated in a youth-focused Vaccine Clinic in March.

Spring Fling Kiki Ball

Our youth and QTPOC programs coordinated to throw our first ever Spring Fling Kiki Ball. A first for Boulder County, we conducted workshops for our youth groups and the public, and hosted weekly "Kiki sessions" for community members of all ages to learn about Ballroom culture, Vogue femme, walking the runway, and to create outfits to highlight during the ball.

We held the Ball at the Longmont Elks Lodge in April and had over 200 attendees. The event featured several categories for both adults and youth to participate in, as well as prize money for those who won their categories. Members of the

Royal House of LaBeija and the Kiki House of Flora, pioneers of the Colorado ballrooms scene, joined us in the event as well.

The impact has helped highlight QTPOC leaders in the community, and provided multiple avenues for creativity and expression as an art form created by queer people, for queer people. It also provides a deeper understanding of the intersectionality within our community and provides a deep-dive into the influence that LGBTQ+ communities have had in fashion, art, dance, performance, and more.

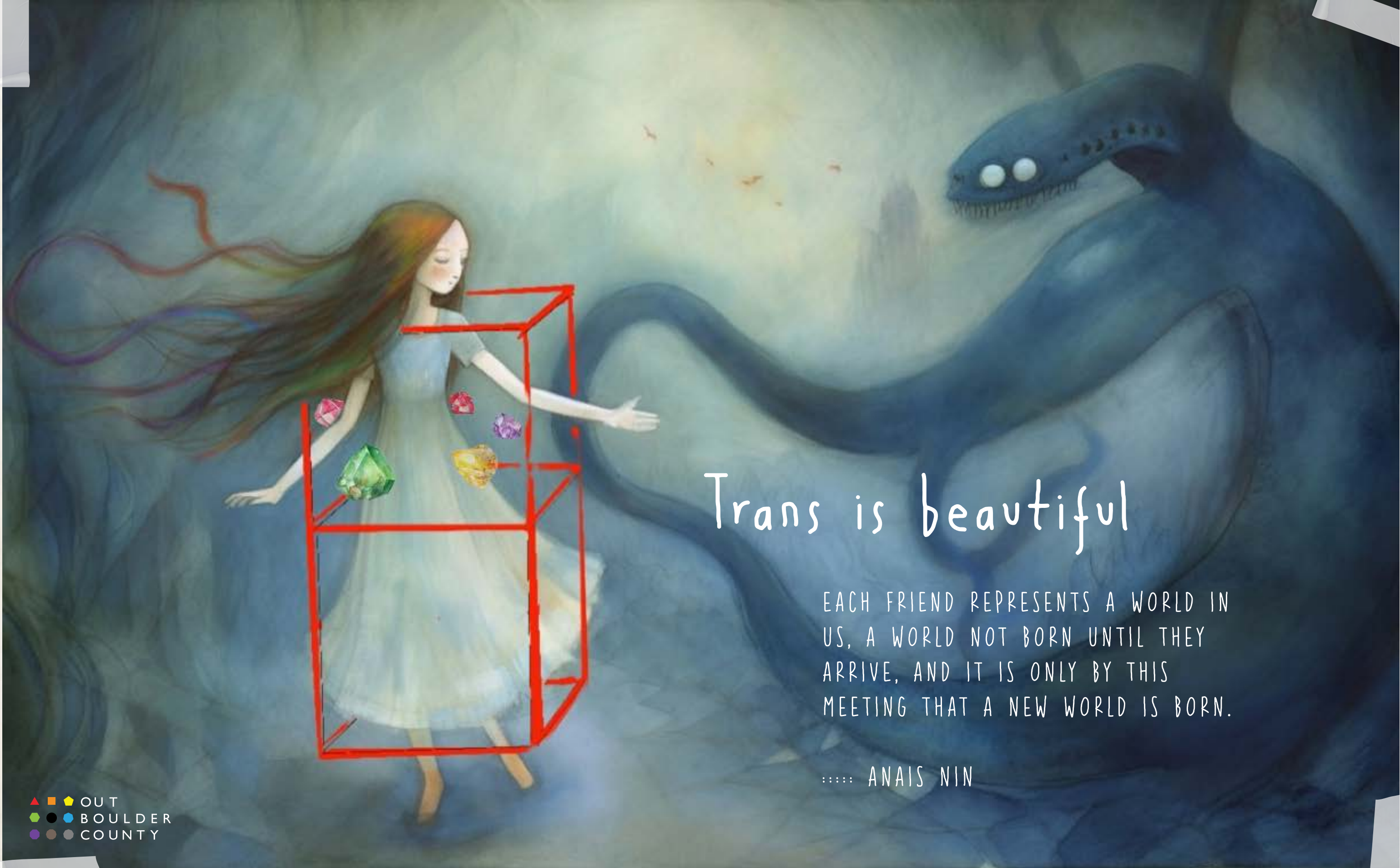


Strong looks tough on the outside. On the inside, he's just like me. Together we slay dragons.

My friends :)



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Trans is beautiful

EACH FRIEND REPRESENTS A WORLD IN US, A WORLD NOT BORN UNTIL THEY ARRIVE, AND IT IS ONLY BY THIS MEETING THAT A NEW WORLD IS BORN.

..... ANAIS NIN

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Trans is Beautiful

At A Glance

- Peer support groups offer connection and resources for trans & gender-expansive people, queer & trans parents, and the loved ones of trans folks
- Trans Awareness Week programming continues to grow & reach new people, trans folks, people who are exploring their identities, and allies
- We held a powerful faith-based TDOR event for the first time
- Secured funding for a full-time Trans Programming and Support Coordinator to join the staff in 2023

By the Numbers

- Trans Day of Remembrance event consoled over 150 individuals the day after the ClubQ shooting in Colorado Springs and honored those victims and the 381 transgender lives lost to anti-trans violence in the previous year
- Supported well over 100 trans, gender expansive, and questioning individuals through Boulder County Gender Support
- Around half of the people we serve across the organization through our services and activities identify within the transgender spectrum

A majority of the community members engaged in our services and activities identify under the trans umbrella. Trans folks are at the heart of our organization, volunteer base, and mission. Our trans programming has always been community-informed and responsive to community needs and interests. We create community connections, engagement opportunities, and information sharing through events and peer-support groups.

Trans Awareness Week

Every year, we celebrate Trans Awareness Week the last week of March leading up to the Trans Day of Visibility (or as we like to call it at OBC, Trans Day of Celebration) on March 31st. We held a variety of events throughout the week, including an Ask Me Anything: I'm Trans in Colorado panel, a Name & Gender Change Clinic with Colorado Name Change Project, a Trans & SOFFA Brunch, a "No Ordinary Man" film screening, and an Intergenerational Trans Talk panel on Trans Day of Celebration, in addition to the regular Boulder County Gender Support group.

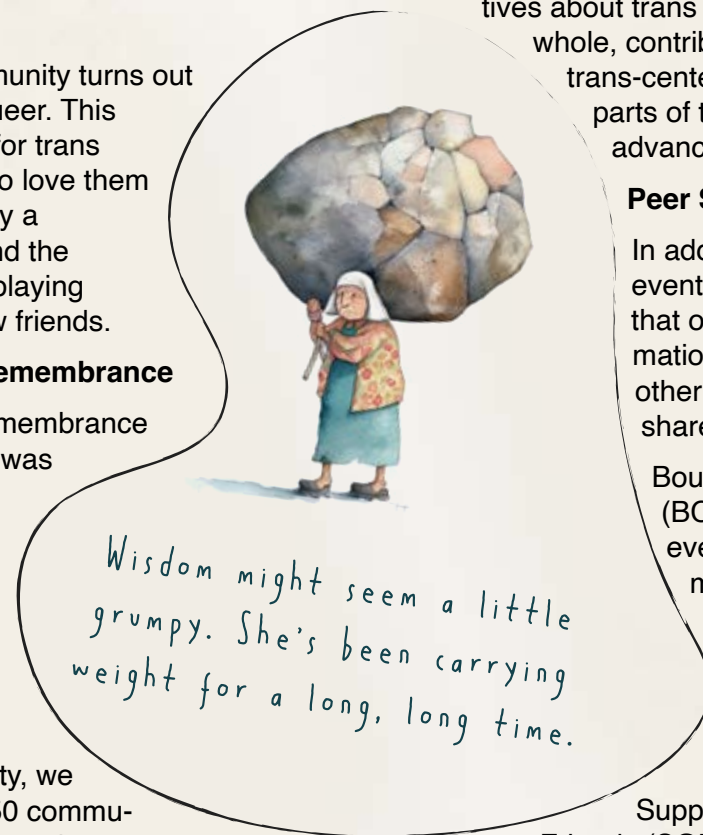
BBQueer

Rain or shine, our community turns out every year for the BBQueer. This event is an opportunity for trans folks and the people who love them to get together and enjoy a delicious meal and spend the afternoon hanging out, playing games, and making new friends.

Transgender Day of Remembrance

Transgender Day of Remembrance (TDOR), November 20, was different this year. The night before the event 5 community members were killed and many more were injured in a shooting at Club Q in Colorado Springs. On a day that already weighs heavily on our community, we welcomed more than 150 community members looking for a place to grieve and find strength in community. We heard from many community members as they shared their words, poetry, and music while honoring the 381 trans lives lost to violence in the past year. We partnered with CU Boulder's Office for Justice, Equity, Diversity & Inclusion in the College of Arts and Sciences for this event.

In addition to the traditional TDOR ceremony we host every year, we created a new faith-centered TDOR observance with religious leaders of all faiths and backgrounds called Remembering in Faith: Trans Day of Remembrance. Our featured guests were invited to speak, offer a prayer, and read aloud some of the names of the trans lives lost.



TransGiving

Our annual TransGiving provides a space for trans people to gather with their chosen family and share a delicious meal together. As it does every year, this event offers a bright light of connection and warmth at the beginning of the cold, dark winter.

Trans Advisory Committee

We would not be where we are today without the contributions of the Trans Advisory Committee (TAC). Formerly known as the Trans Steering & Events Committee, this group of trans individuals meets monthly to provide input and share perspectives about trans programming and OBC as a whole, contribute to planning of our trans-centered events, connect with new parts of the community, and identify and advance advocacy items.

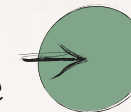
Peer Support Groups

In addition to our annual trans events, we also host regular groups that offer peer-support, share information and resources, and meet other community members with a shared common experience.

Boulder County Gender Support (BCGS) offers virtual meetings every other Monday and in-person meetings every Thursday at our Equality Center of the Rocky Mountains. BCGS is one of our original community groups and is peer-facilitated by trans community members.

Supporting Transgender Family and Friends (SOFFA) is a space for folks who have a trans loved one in their life, whether a child, sibling, parent, friend, partner, or another connection. The Umbrella Collective provides two dedicated, culturally-competent therapists to 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.

for more information
from our website, click here



Trans is Beautiful




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I HAVE A CONFESSION TO MAKE.

Sometimes when I feel something, fear something, love something, understand something... I keep it with me. And when I need that feeling, I reach into my pocket and let it float around me for a bit. It reminds me of who and where I was.

Sometimes it brings me joy. Sometimes gives comfort in its sadness. Sometimes it protects me.



Queer and Trans People of Color

WE ARE SPEAKING DIFFERENT
LANGUAGES, AS ALWAYS, BUT
THAT DOESN'T CHANGE THE
THINGS WE TALK ABOUT.

..... MIKHAIL BULGAKOV

Queer & Trans People of Color

At a Glance

- We hired a full-time QTPOC Program & Spanish Access Coordinator who introduced several new activities with an emphasis on dance and nature
- Incorporated Ballroom culture throughout the year, beginning with a "Paris is Burning" film screening for Black History month that carried through the Spring Fling Kiki ball and bimonthly kiki sessions
- Evolved the annual QTPOC Pride event into a block-party with several new cultural features
- Collaborated with the youth program for several events including Lunar New Year, Día de los Muertos, and the Spring Fling Kiki Ball

By the Numbers

- Reached 599 people through existing and new QTPOC events, services, and activities
- Hosted 32 Kiki sessions for all ages every 1st and 3rd Sunday in collaboration with the Youth Program
- Over 100 people attended 6 different Queer Latin Dance Party events
- Over 100 people attended QTPOC Pride Party
- Over 60 people attended 3 Black History month events
- 10 people participated in our first-ever overnight QTPOC Camping Retreat

599 ¹⁰⁰⁺
 new + existing attendees
 attended qt poc pride party

60+ ^{★ kiki sessions}
 (fun fun fun fun fun)
 at black history month events
 (ftr. black history is just american history)

10 brave souls went overnight camping!
 100+ folk at six latin dance parties

i love foxes. they have so much independence.



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The Queer and Trans People of Color (QTPOC) program promotes joy for QTPOC and allied community members. We bring the community together in an uplifting and culturally affirmative way that improves participants' quality of life that fosters a sense of belonging. The QTPOC program focuses on serving the community by providing:

- culturally relevant and engaging events and activities for the QTPOC community,
- culturally relevant education events and activities for non-BIPOC allies (BIPOC is Black, Indigenous, and People of Color), and
- individual advocacy and resource referral.

The program experienced significant growth in 2022 in both program offerings and individual participation. Some of our most successful QTPOC programs this year include:

QTPOC Pride

With over 100 people in attendance, QTPOC pride was one of our best attended QTPOC events. QTPOC Pride was a BIPOC-centered family-friendly block party celebration with DJ, dancing, an inflatable obstacle course, piñata, & taco bar as part of our Boulder Pride festivities in June.

Queer Latin Dance Parties

In 2022, we held six Queer Latin Dance Parties (QLDP) with over 100 attendees. These parties bring afro-latin styles of partner dance like salsa, bachata, and cumbia to the queer community of Boulder County to celebrate connection, queer joy, sober socialization, and body movement.

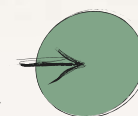
QTPOC Camping Retreat

For our first QTPOC Camping Retreat, we took 10 QTPOC participants up into the foothills for a weekend of camping and QTPOC comradery. Activities included: kayaking, hiking, communal cooking, campfire conversations, campfire games, and more. This is a part of our growing focus on promoting access to nature for our communities.

Kiki Sessions

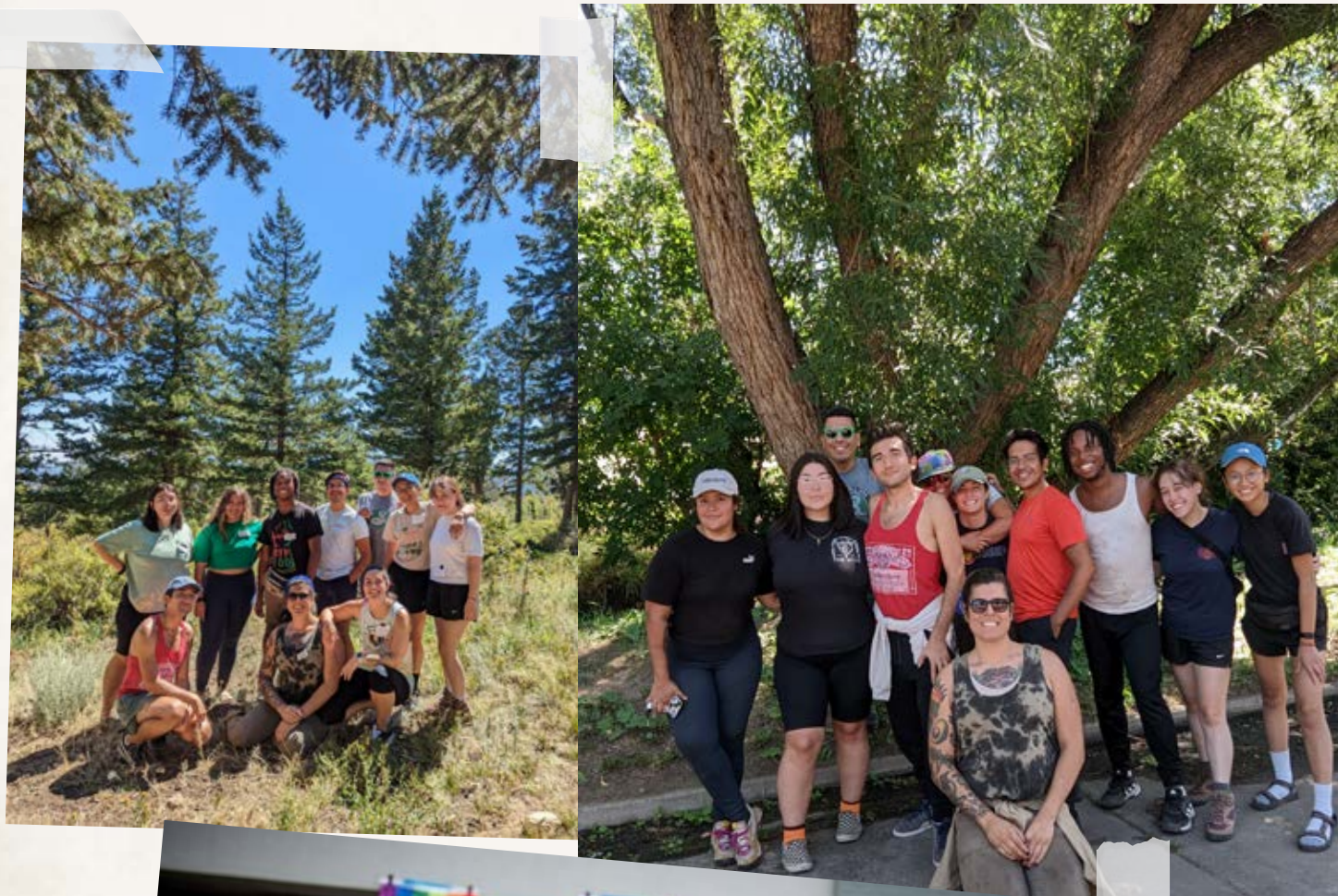
In collaboration with the youth program, we started hosting weekly "Kiki sessions" for community members of all ages to learn about Ballroom culture, Vogue femme, walking the runway, and to create outfits to highlight during the Spring Fling Kiki ball.

for more information from our website, click here



My friend Courage has a superpower. Her umbrella is big enough for everyone.

Queer & Trans People of Color



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Grief is neither friend nor enemy.

It is not an other at all. Grief is my mirror-mate, my reflection. To feel beyond the edges of my self is grief. To lean against someone else's experience, to cast myself into the outlines of their life and emotions is to watch my features ripple and reshape with grief. Queer grief is my exhale, my footfall, the palimpsest of my existence. Without grief, queerness is a catchphrase, a marketing slogan, a lie.

When the world demands that we empathize with our murderers, it compounds the assault. Even that phrasing—"our"—puts them in our possession, as if we are the ones responsible for them. But what about when they are ours? What am I, Empathy, when the villain's story overlaps with mine in uncomfortable ways? What fable can I tell, knowing that queerness is not an inoculation against rage and violence? My instinct is to exile grief far from the saturated bliss of being queer, in service of the dream that nothing can touch us here, that our joy is inviolate.

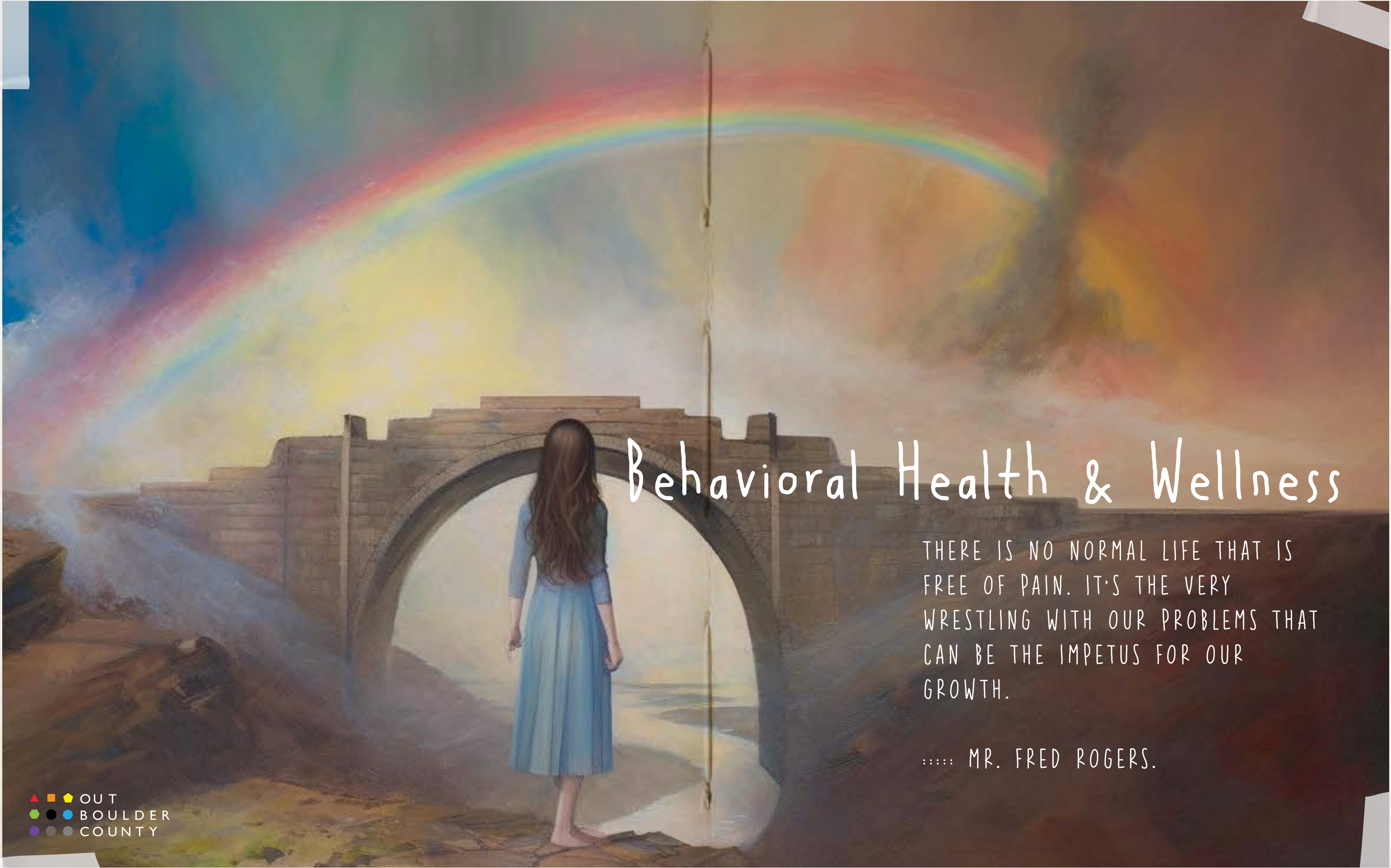


But our queer ancestors knew that grief was our inheritance, our secret store of aliveness, an intrinsic ingredient of our existence. We are envoys of grief. Grief is in our bones... to know grief is to know love, to let life dance through you as its brilliant creative expression, while remembering that grief does not tell our entire story.

Grief and its endless forms can isolate us, make us lonely, a state we know to be hazardous. We are expert navigators of metabolizing grief together: we can do anything together. Our range is our strength. Our grief fuels our resolution that we will never be erased.

We remember,
we honor, we name the
lost for the sake of
the living.





Behavioral Health & Wellness

THERE IS NO NORMAL LIFE THAT IS FREE OF PAIN. IT'S THE VERY WRESTLING WITH OUR PROBLEMS THAT CAN BE THE IMPETUS FOR OUR GROWTH.

..... MR. FRED ROGERS.

Behavioral Health + Wellness

At a Glance

- Rebranded program to Behavioral Health and Wellness to reflect the addition of recovery support services
- Three staff members hired: Behavioral Health & Wellness Director, Case Manager, and Peer Support Specialist
- Launched recovery support activities and services focused on harm reduction
- Converted our downtown Pride House into a more relaxing, welcoming, and private space to deliver behavioral health and wellness services and activities

By the Numbers

- 185 unique individuals served
- 471 therapy and case management appointments filled for 33 people
- 87 community members served via case management/service navigation and support
- 65 community members received peer-led recovery support
- 115 bus passes distributed to support program access

Our Behavioral Health and Wellness Program creates pathways where there have historically been barriers and care is cultivated to honor the need for healing and wellness while building community. Our sophisticated continuum of care offers vital culturally competent, responsive and accessible support that compliments all other events, programs, and services offered through OBC.

Services include: short-term therapy, benefits navigation, resource referrals, recovery support, bilingual and bicultural services, harm reduction supplies, acu-detox, coaching, groups and walk-in services.

115
bus passes
given out

65
folx in peer-led
support groups

185
unique individuals served

471
appointments scheduled
for 33 people

87
community members served
through case support

"The Point has been a vital part of my support system."

"Everyone was very easy to work with and I felt safe expressing my identity and mental health struggles, traumas, etc."

The Point operates as an entryway for LGBTQ+ community members age 12 and up with Medicaid, Medicare, or no insurance to access responsive therapeutic support (within 14 days) referrals and assistance navigating public benefit systems. Services through The Point are provided by LGBTQ+ competent providers, in partnership with the Umbrella Collective and Field Therapy, with bilingual/bicultural services available. We fill a gap in the mental health system by providing short-term therapy while individuals are connected to ongoing/long-term therapy.

Pride in Recovery provides peer-led recovery support services and resources open to any adult in Colorado, regardless of where an individual is in their recovery journey, to decrease access barriers. This initiative operates using a harm reduction model and is not intended to replace formal substance use treatment in a hospital or residential setting. Pride in Recovery offers a number of peer-led services including: groups geared toward harm reduction and relapse prevention; recovery coaching; case management/service navigation; recovery focused community activities; access to harm reduction supplies; contingency management opportunities; and transportation assistance.

Resource Navigation and Referral has long been a function of Out Boulder County and is now led by our Behavioral Health and Wellness team. We center the whole person and recognize that addressing basic needs must be a compliment to care for individuals to thrive in their mental health, recovery, or life in general.



Education & Outreach

EDUCATION IS AN IMPORTANT ELEMENT
IN THE STRUGGLE FOR HUMAN RIGHTS.
IT IS THE MEANS TO HELP OUR
CHILDREN AND OUR PEOPLE
REDISCOVER THEIR IDENTITY AND
THEREBY INCREASE THEIR
SELF-RESPECT.

..... DR. MARTIN LUTHER KING, JR.

Education + Outreach

At a Glance

- Our Education initiative has two primary components: Beyond Binary LGBTQ+ Inclusivity Training program and the Speaking Out Program
- Beyond Binary delivers customized content for senior leaders, staff, volunteers, and membership for diverse organizations with local, national, and international audiences
- Speaking Out provides positive role-models and first-person storytelling to support social-emotional learning, primarily in classrooms

By the Numbers

- Trained 2,161 individuals from more than 35 organizations through 59 Beyond Binary trainings
- 62.8% increase in the number of individuals trained from 2021 to 2022
- Speaking Out panels reached over 1,800 people

Education

In 2022, Out Boulder County provided LGBTQ+ focused education through our Beyond Binary LGBTQ+ Inclusivity Training and Speaking Out Programs to approximately 4,000 individuals including students, teachers, school administrators, higher education professionals, members of law enforcement, community leaders, nonprofit staff, and business/corporate staff and leadership.



Speaking Out

Speaking Out, Out Boulder County's longest-running program, brings panels of trained LGBTQ+ and allied adult volunteers into schools to share stories, answer questions, and encourage empathy and understanding. This year, we served over 1,800 participants through a mixture of in-person and virtual panels across Boulder Valley and Saint Vrain Valley school districts, universities and community colleges, and youth-led organizations. While youth are the primary audience of Speaking Out panels, it is also a great program for churches and other community groups and we are always looking for new partners across the county and beyond.

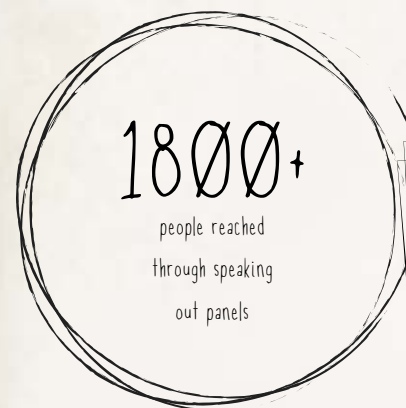
Trainings offered

- LGBTQ+ Core Concepts and Etiquette Essentials
- Creating LGBTQ+ Inclusive Spaces
- Supporting LGBTQ+ Survivors
- The Power of Pronouns
- LGBTQ+, Latinx, & Latine Concepts
- Structures of Oppression & Inclusivity Essentials
- Identifying & Interrupting Bias
- Serving & Supporting LGBTQ+ Youth
- Customized content

Beyond Binary: LGBTQ+ Inclusivity Training

We train organizations and businesses looking to enhance their LGBTQ+ cultural competency, better serve LGBTQ+ staff and clients, offer professional development for their staff, and demonstrate their commitment to ongoing learning and continuous improvement in inclusivity. In 2022, approximately half of the trainings were in-person or hybrid, and the rest were fully virtual. We remain committed to being personal, accessible, patient, and kind with our participants, while continuing to develop and expand the program.

- adjusted fees to better match the market after conducting a market assessment and consulting with diversity, equity, and inclusion (DEI) experts.
- continue to offer a significant nonprofit discount and remain committed to ensuring that training is accessible to any group interested.
- debuted a badge for organizations to display the years they have hosted LGBTQ+ inclusivity training(s).
- provided the opportunity for organizations to be on the training program webpage



"What I liked about this presentation is that it presented information in a way that was intended to inform and form positive inclusion rather than from a place of judgment. I immediately felt more comfortable with having been uninformed in the past and feel much more comfortable having a discussion with all gender identities and working to be more conscious of my language in general."



Advocacy

FIRST THEY IGNORE YOU, THEN THEY
LAUGH AT YOU, THEN THEY FIGHT YOU,
THEN YOU WIN.

..... GHANDI

▲ ■ ◆ OUT
● ● ● BOULDER
● ● ● COUNTY



Advocacy



At a Glance

- Passed HB22-1157: Fairness in Data Collection which makes the inclusion of LGBTQ+ people mandatory in public health data so that health disparities can be identified and addressed, and so quality of care can be increased
- Directed federal recovery money to a state ran community grants program that will fund at least 350 BIPOC and LGBTQ+ small nonprofits with the passage of HB22-1356: Small Community-based Nonprofit Grant Program
- Ensured that LGBTQ+, BIPOC, and religious minority histories are included in the state K-12 Social Studies Standards and taught in classrooms by providing expert consultation to the State Board of Education
- Distributed over \$28,000 in direct aid to LGBTQ+ individuals and families impacted by the Marshall Fire
- Support the City of Erie's Parks & Recreation Department in developing trans-inclusive policies
- Continued to respond to individual advocacy needs of LGBTQ+ people and their families

We made huge strides this year for the LGBTQ+ community through our advocacy efforts. While advocacy has always been a part of our work on the individual and community level, this year for the first time we had incredible impacts across the state by passing two pieces of legislation. Here are the advocacy accomplishments we are most proud of:



I am a bill.

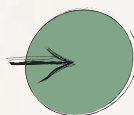
A super gay bill!

OBC pushed me through

On capital hill!



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from our website, click here



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Fairness in Data Collection

The COVID-19 pandemic highlighted health disparities facing our communities and the need for inclusive data collection, especially for public health purposes. To address this, we put forward our first-ever state bill, HB22-1157: Fairness in Data Collection, to mandate the collection of sexual orientation, gender identity, disability, race and ethnicity data for public health entities. This bill successfully passed and requires the CO Health Equity Commission to include these categories in their assessment of and reporting on health disparities and inequities, and created a community-informed working group to advise the Commission on collecting and aggregating this non-identifying demographic data. This law includes data privacy protections and clarifies that the provision of this demographic data by individuals is optional.

Communities Lead, Communities Thrive Coalition

We are a member of this Coalition that successfully established a Small Community-based Nonprofit Grant Program, HB22-1356, that will provide funding for small nonprofit organizations serving underrepresented and underserved communities to build capacity. We contributed research, data, messaging, networking, and testimony. Small, community-based organizations are a direct line of defense and an important lifeline for at-risk populations, especially during public health emergencies.

Colorado's Social Studies Standards


We engaged with the State Board of Education and several community partners about the implementation of HB19-1192, Inclusion of American Minorities in Teaching Civil Government, a law passed in 2019. This law called for the appropriate grade-level inclusion of historically underrepresented groups, including LGBTQ+ people, Indigenous, Black, Latino, and Asian Americans, and religious minorities, in Colorado's Academic Standards. While the state prepared to implement these Standards, various parties lobbied to alter or remove the addition of the underrepresented groups, in contrast to the intent of the law, including the removal of references to LGBTQ+ communities under 4th grade. In addition to providing advocacy and sharing information along with a coalition of other stakeholder groups, our Deputy Director Bruce Parker used his Ph.D. in Curriculum to provide individual, expert consultation to members of the State Board of Education regarding specific Standards. Ultimately, the original intent of the law is being honored and specific references to LGBTQ+ people, Indigenous, Black, Latino, and Asian Americans, and religious minorities remain in all grade levels of the updated Social Studies Standards. This means that students will now have access to history and civics lessons that represent Colorado's diverse populations.

Voter Education and Engagement

We ran a campaign to encourage LGBTQ+ people to vote in 2022 elections that included a chat with the Boulder City Council hosted at the Equality Center of the Rocky Mountains, a Boulder County Commissioner Candidate Forum, voter outreach and tabling that reached approximately 10,000 voters, providing attendees of our ongoing groups and activities with voting information and resources, and used our communications tools (social media, emails, and website) to disseminate important information to voters and potential voters.

Marshall Fire Direct Aid Program

In response to the Marshall Fire on Dec. 30, 2021, we moved quickly to provide affected LGBTQ+ community members and their families with financial assistance; this program was intended to complement the other disaster response resources being offered by community, private, state, and federal organizations. A total of \$28,246.19 was raised from 28 individual donors, proceeds from two fundraising events hosted separately by local drag queen Venus Victrola and Boulder Burlesque, and an offering from a local church congregation. Given the demographics of the impacted area, the application was made available in English, Spanish, Nepali, and Korean. Targeted outreach was conducted to reach these communities, though only the English application received responses. This was our first time reaching out directly to Nepali and Korean-speaking communities.



Looking at things differently

MOST OF THE WORLD WILL MAKE DECISIONS BY EITHER GUESSING OR USING THEIR GUT. THEY WILL BE EITHER LUCKY OR WRONG.

..... SUHAIL DOSHI

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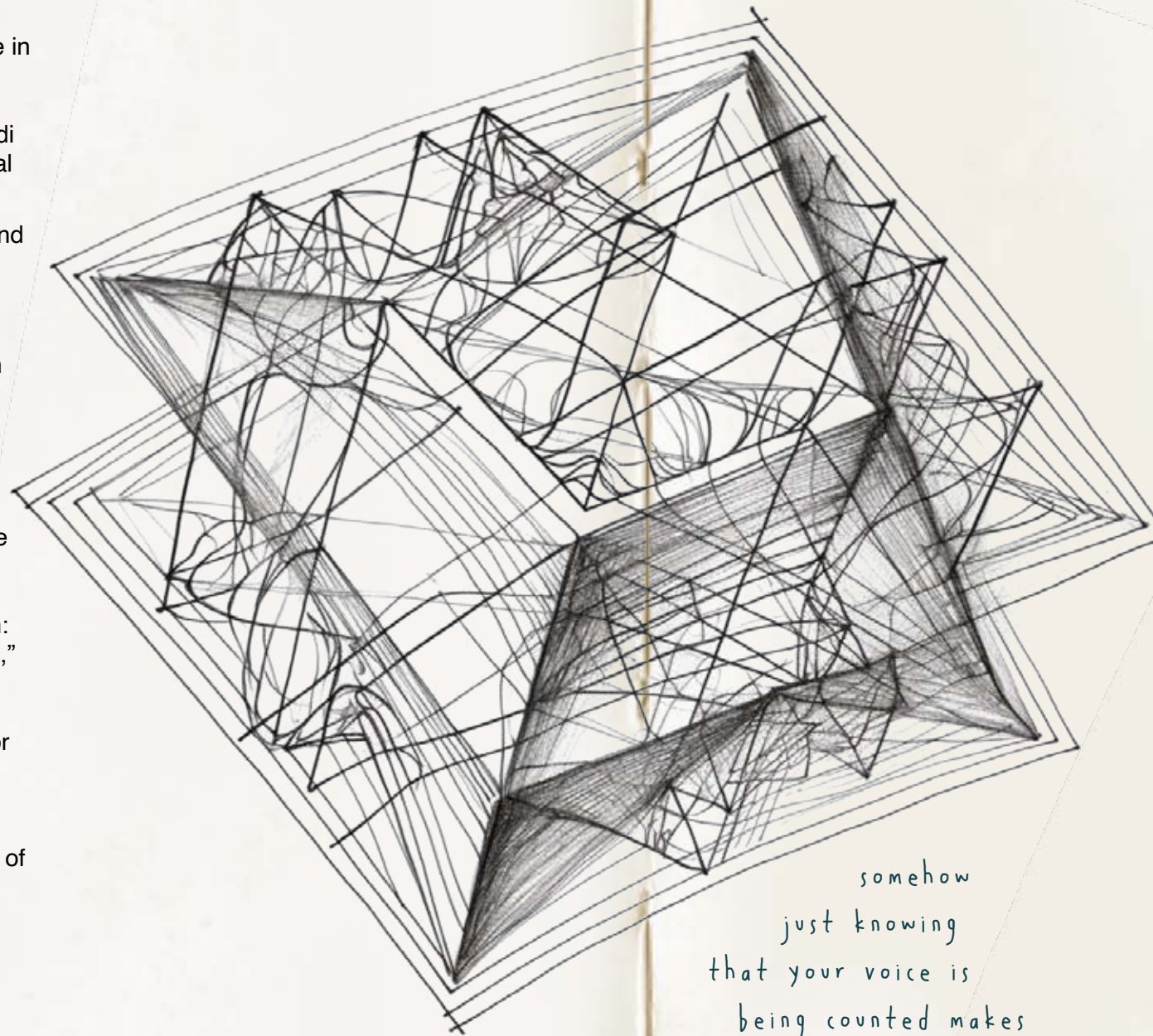
Looking at things differently

At a Glance

- Our work to promote vaccine awareness and uptake in the LGBTQ+ community was described in "Arm in Arm: LGBTQ+ COVID-19 Vaccine Equity & Coalition-building," a book chapter authored by Mardi Moore, Executive Director, and Kaylin Gray, Principal of Unwoven Collective
- Our research focused on mental health and youth and young adult vaccine rates perceptions and barriers were presented at the National LGBTQ Health Conference
- This year we promoted the the wealth of information we gained from our 2020-2021 COVID research initiatives

Book Chapter Published

Kaylin Gray, Principal of Unwoven Collective and OBC Board Vice-President, and Mardi Moore, OBC Executive Director, wrote a chapter for the book COVID-19, the LGBTQIA+ Community, and Public Policy, edited by Wallace Swan (2023). The chapter, entitled "Arm in Arm: LGBTQ+ COVID-19 Vaccine Equity & Coalition-building," explores the key insights Out Boulder County gained through its community research and vaccination efforts. Out Boulder County was very proactive in advocating for the LGBTQ+ community with public health departments and vaccination efforts and built a diverse coalition with partner organizations serving underserved and disproportionately impacted communities. This coalition of organizations not only advocated for inclusion to public health entities, but also served as a trusted messenger and partner for increasing vaccine access and uptake among historically marginalized populations.



somehow
just knowing
that your voice is
being counted makes
you feel heard.
valuable.

National LGBTQ Health Conference presentations

To reach more researchers, scientists, and scholars working on these and other health issues, OBC also presented at a national academic research conference for the first time, the National LGBTQ Health Conference, held in Chicago in July 2022. Both of OBC's proposals were accepted, so Mardi jetset to Chicago to share these two projects with attendees:

- Turning Findings into Programming: The Point - LGBTQ Mental Health & Case Management Program (poster presentation)
- COVID-19 & Colorado Youth & Young Adults: A Youth-Informed Research Effort to Understand Vaccination Rates, Perceptions, and Barriers (oral presentation)

The first presentation highlighted how mental health impacts were a serious side effect of the COVID-19 pandemic so OBC developed its new mental health program, The Point, in response to community feedback and input. The second presentation explored OBC's youth research initiative examining the different rates of vaccination, vaccine perceptions, and reported barriers to vaccination for diverse youth populations: LGBTQ+, Spanish-speaking, youth of color, economically disadvantaged, youth and young adults.

for more information
from our website, click here

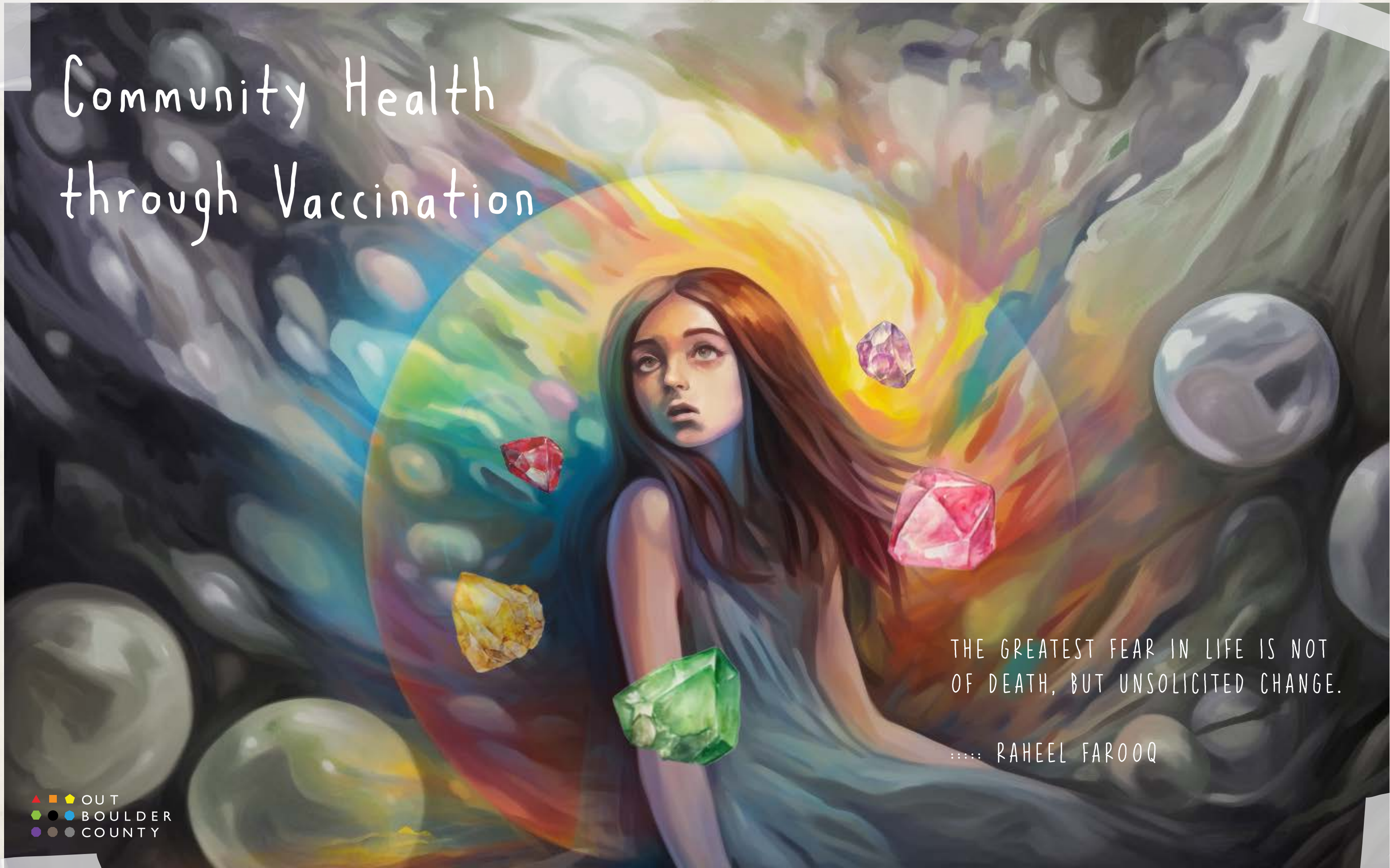


Community Health through Vaccination

THE GREATEST FEAR IN LIFE IS NOT
OF DEATH, BUT UNSOLICITED CHANGE.

..... RAHEEL FAROOQ

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Health Equity

At a Glance

- We partnered with Boulder County Public Health and Colorado Department of Public Health & Environment (CDPHE) to deliver weekly equity-based vaccination clinics
- Numerous vaccine clinics were held at the Equality Center of the Rocky Mountains and the Pride House
- We staffed clinics to ensure that all identities felt welcomed and distributed supply kits with masks and COVID-19 tests
- Our advocacy resulted in more inclusive gender identity categories for state data collection and informed our 2022 legislation, Fairness in Data Collection

By the Numbers

We organized and supported vaccination clinics resulting in the administration of:

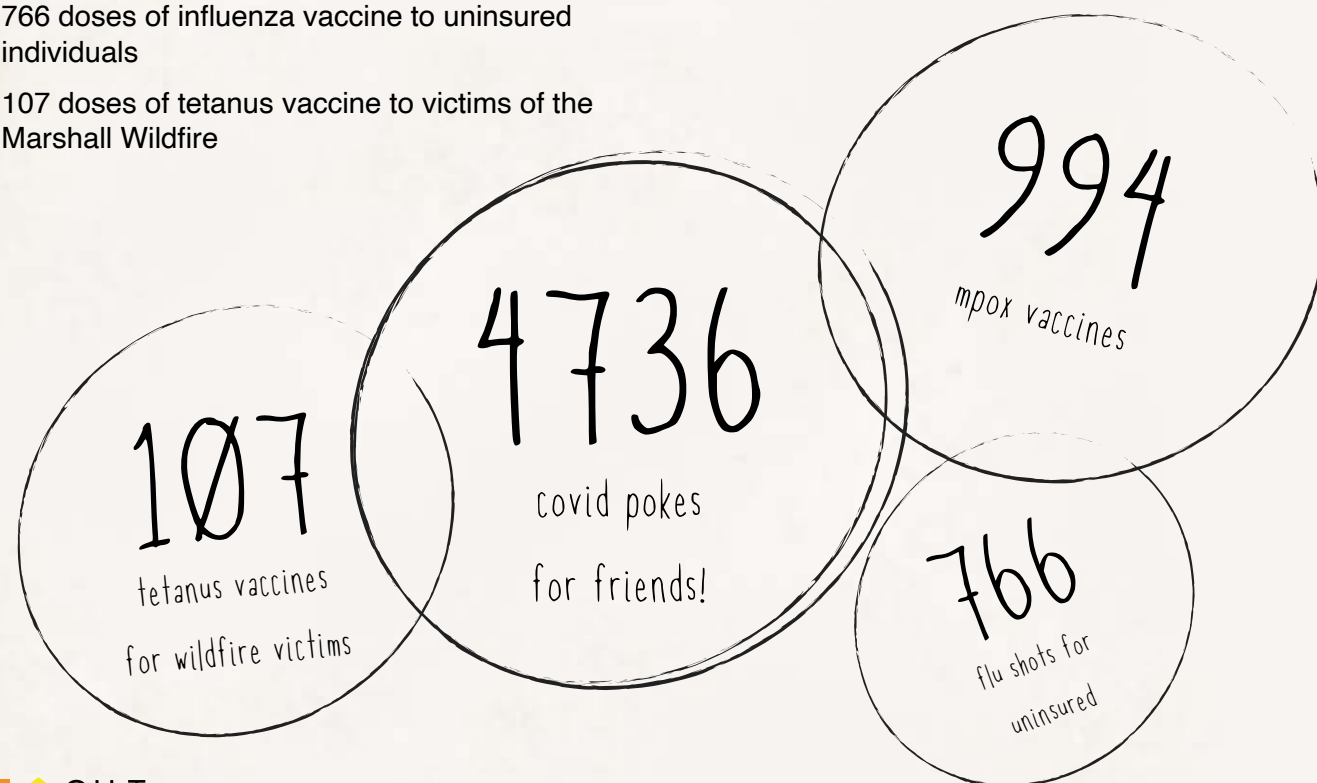
- 4,736 doses of COVID-19 vaccine
- 994 doses of Mpox vaccine
- 766 doses of influenza vaccine to uninsured individuals
- 107 doses of tetanus vaccine to victims of the Marshall Wildfire

We continued hosting weekly clinics with Boulder County Public Health, and began a great new partnership with Colorado Department of Public Health & Environment (CDPHE).

The devastating Marshall Wildfire resulted in the need for impacted residents to receive the Tetanus vaccine. We assisted in those onsite clinics.

When the surge of Mpox primarily in the gay male community gained national attention we quickly began to work closely with BCPH and CDPHE to promote access to the vaccine and to educate our community. We continued to work with BCPH through weekly clinics, as well as CDPHE with bi-monthly mobile clinics to administer as many vaccines as possible.

Soon after, we began to educate, promote, and facilitate influenza vaccines. As vaccination rates hit record lows, influenza hit record highs. Through weekly clinics for the uninsured with BCPH, we were able to help ensure the most vulnerable in the community received these potentially life-saving vaccines.



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SEEN WITH PRIDE

VANITY AND PRIDE ARE DIFFERENT THINGS, THOUGH THE WORDS ARE OFTEN USED SYNONYMOUSLY. A PERSON MAY BE PROUD WITHOUT BEING VAIN. PRIDE RELATES MORE TO OUR OPINION OF OURSELVES, VANITY TO WHAT WE WOULD HAVE OTHERS THINK OF US.

..... JANE AUSTEN

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Seen with Pride

At A Glance

- After two years of virtual celebrations, our Pride celebrations were back in person
- Celebrated June as Boulder County Pride Month by moving Boulder Pride to join Longmont Pride and Lafayette Pride in that month
- Our third annual QTPOC Pride event was the biggest ever and was hosted at the Equality Center of the Rocky Mountains

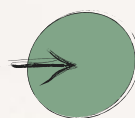
By the Numbers

- Around 14,000 attendees celebrated with us at our Boulder, Longmont, and Lafayette Pride events
- 11 events held in 6 days to celebrate with different parts of the community
- Over 170 volunteers came together to make Boulder County Pride Week a success

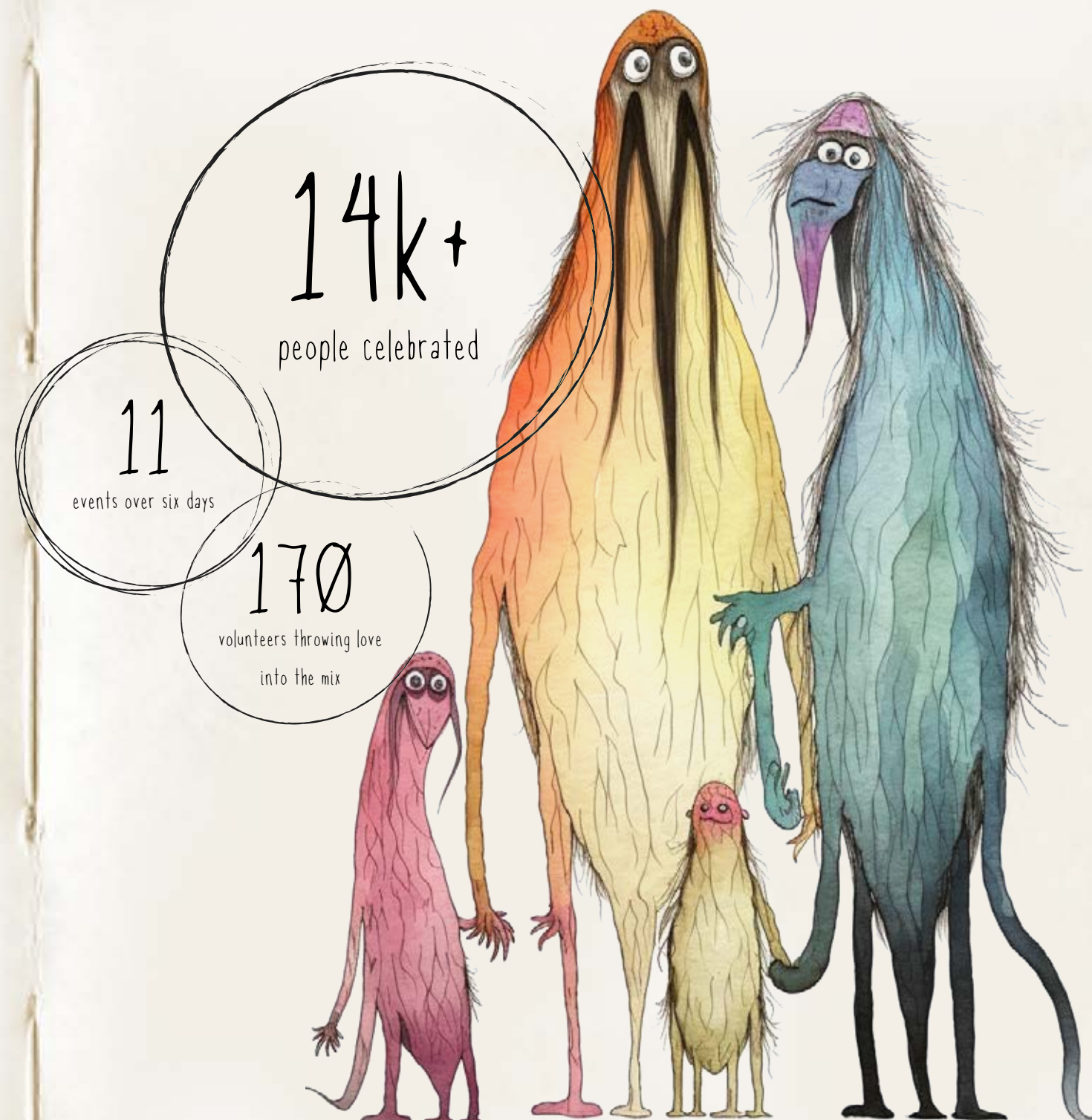
It was time to celebrate Pride together in person after two years of social distancing and remote celebration. We celebrated Boulder County Pride Week with a series of events and activities that catered to the full spectrum of the community. Pride Week events were attended by more than 14,000 community members and included:

Pride Ponies, LGBTQ+ ERG Mixer, QTPOC Pride, 50+ LGBTQ Mixer, Queer Contenders, Drag Queen Storytime, Pride on the Plaza in Lafayette, Trivia with a Twist, Pride Party at DV8 Distillery, Longmont Pride Festival, and Boulder Pride Festival

for more information
from our website, click here



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Here's the thing about visibility. A lot of the folks out there who try to deny our existence are actually of the guardian mentality. Their instinct is to protect. Right now, though, they are protecting the wrong things. They are protecting illusions. The simple act of being seen, particularly being seen being happy, brings us one-by-one into their fold of what they consider humans they need to protect. And one day, who knows, some of our greatest allies might be lurking under those beards and baseball caps.

Seen with Pride



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We aren't in
this alone.

THIS IS THE POWER OF GATHERING: IT
INSPIRES US, DELIGHTFULLY, TO BE
MORE HOPEFUL, MORE JOYFUL, MORE
THOUGHTFUL: IN A WORD, MORE ALIVE.

..... ALICE LOUISE WATERS

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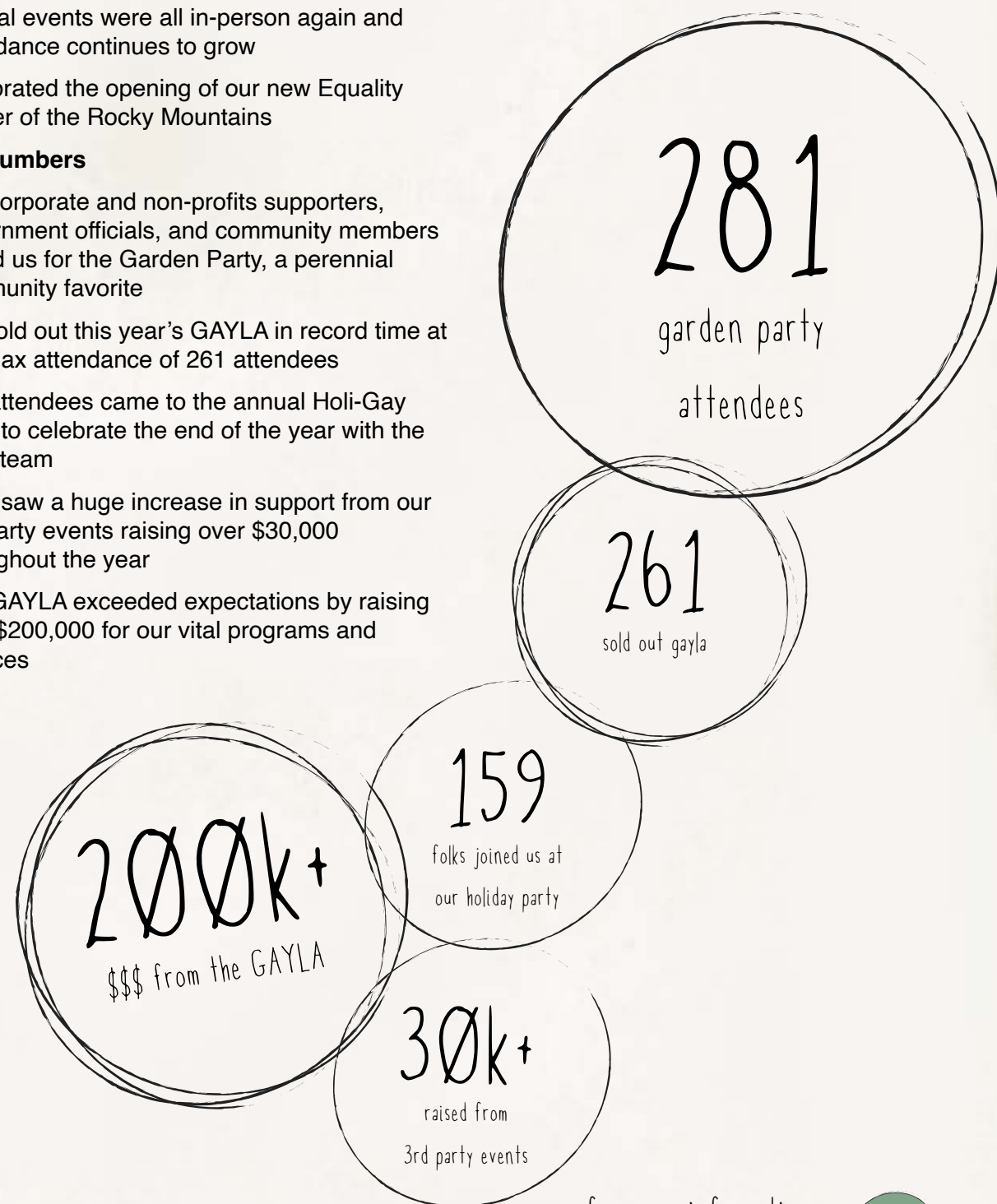
Major Events

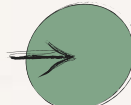
At a Glance

- Annual events were all in-person again and attendance continues to grow
- Celebrated the opening of our new Equality Center of the Rocky Mountains

By the Numbers

- 281 corporate and non-profits supporters, government officials, and community members joined us for the Garden Party, a perennial community favorite
- We sold out this year's GAYLA in record time at the max attendance of 261 attendees
- 159 attendees came to the annual Holi-Gay party to celebrate the end of the year with the OBC team
- 2022 saw a huge increase in support from our 3rd party events raising over \$30,000 throughout the year
- The GAYLA exceeded expectations by raising over \$200,000 for our vital programs and services



for more information
from our website, click here 

Rainbows Over Boulder County

Our team partnered with the City of Boulder, City of Louisville, City of Lafayette, and Downtown Boulder Partnership, to highlight LGBTQ+ visibility. We enjoyed strong support and engagement from several of our municipal, corporate, and local business partners. This event would not be possible without our volunteers, who ensured that Pride flags were delivered to businesses and governments throughout Boulder County.

The Garden Party

Our fabulous hosts and supporters, Dave Ensign and Mike Mills, hosted our 19th annual Garden Party on June 5th. As our largest and longest-standing summer fundraiser, we always look forward to bringing the community together to support our life-saving programs and honor community members that have made a significant local impact for the LGBTQ+ community.

This year's winners were:

- Jack and Jean Hodges Big Hearts Award – Dana Derichsweiler (she/her)
- Clela Rorex Allies in Action Award – Joel Edelstein of KGNU Community Radio (he/him)
- Ignite and Inspire Youth in Leadership Award – Hunter Markey (they/them)

The Pool Party

This event provides a safe, sober, affirming space for trans folks and other LGBTQ+ people to enjoy community. It also raises money to fund the Sara Thompson Magical Mermaid Scholarship which benefits community members who are seeking to better their community and their future through education, technical training, or other endeavors by funding the scholarship.

The GAYLA

This event is our largest annual fundraiser and took place at the beautiful St. Julien Hotel in Boulder. We featured local artists, musicians, and more in order to support home-grown talent, including:

- Musicians Toby Tenenbaum, Laurie Dameron, and Lorrie Baum,
- Visual Artist Lio Bumba, and
- Comedian Nancy Norton.

In addition to these talented individuals, we were grateful to feature the amazing Paul Williams and his family at this year's GAYLA. While he was not able to attend in person due to COVID-19, he recorded a very special interview with our Executive Director Mardi Moore and donated a custom song to our live auction.

We awarded Josie Heath and Margaret Katz Cann our individual Changemakers award and JVA, Inc. our Corporate Changemaker award.

The Holi-Gay Party

Our annual holiday party is a festive celebration of the year's accomplishments. This event happens each year on Colorado Gives Day. Each year we celebrate volunteers and raise some money along the way. This year's event, sponsored by Twig Hair Salon, was hosted on Tuesday, December 6th with an amazing crowd of community, corporate, and non-profit supporters.

Events

Other Community Activities and Events

- Eye to Eye: Portraits of Pride, Strength, Beauty - Photography Exhibit and Opening Celebration
- Family PRIDE Night at WOW! Children's Museum
- Onsite HIV testing with Boulder County AIDS Project
- Not One More Soul: Raising Awareness and Putting an End to Conversion Therapy Live Panel & Vigil for Alana Chen
- After Roe v Wade: What Happens Next - A Conversation about the Supreme Court overturning the right to abortion and the threat to marriage equality and other rights
- Queer Voices Workshop: Explore Musical Works Written by Queer Composers
- 50+ LGBTQ+ Mixer
- Get the Facts: MPX Virtual Community Update
- Remembering Our Losses, Growing in Community - sharing stories of grief and offering mutual support
- Community Forum on Colorado State Board of Education and Inclusive Social Studies Standards
- Employee Resource Group (ERG) Networking Lunch & Panel Discussion
- Boulder County Commissioner Candidate Forum
- Chat with Boulder City Council Members
- Never Quit Fighting: Action in the Face of HIV/AIDS, COVID-19, and MPX - World AIDS Day Event
- Youth and Adult Vogue workshop
- "The Legend of the Underground" Film Screening & Talk Back
- Info session with Rainbow Elders about Romance Scams

Groups & Activities

- Queer Art Organics variety show open mic nights
- Queer Quests: Youth and Adult DnD Groups
- Yoga for Dysphoria
- 50+ Board Game Night
- Tai Chi
- Queer Creative writing group
- Book Club
- Works in Progress crafting group
- Group Bike Ride
- Queer and Trans Parents Group

Other community groups meet at the Equality Center of the Rocky Mountains

- Gay AA
- Queer AI Anon
- Queer CoDA

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Volunteers Create Community

THE GREATNESS OF A COMMUNITY IS MOST
ACCURATELY MEASURED BY THE COMPASSIONATE
ACTIONS OF ITS MEMBERS.

..... CORETTA SCOTT KING



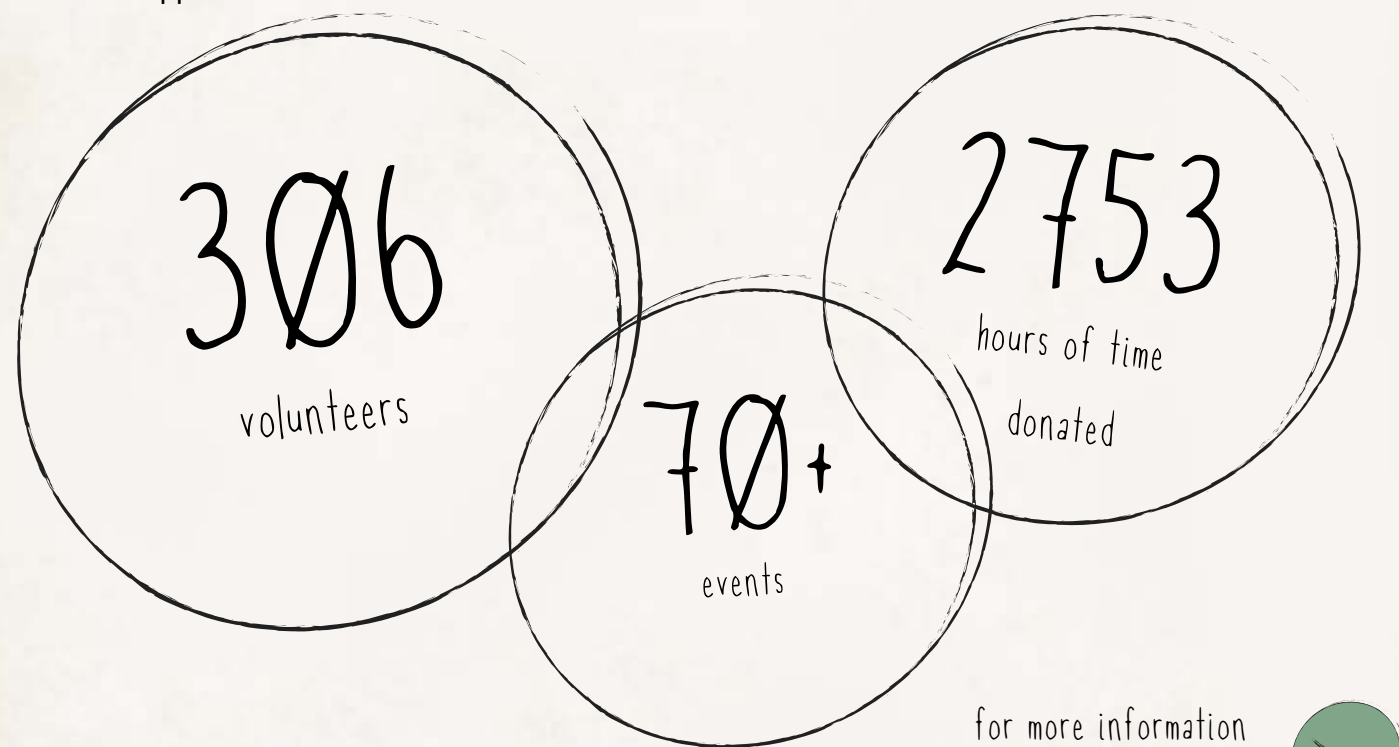
Volunteers Create Community

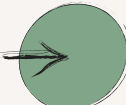
We are so grateful for the 306 volunteers who donated 2,753 hours of their time to the LGBTQ+ community. Volunteers make our events and operations possible and they do it with a flare. The Equality Center of the Rocky Mountains has enabled us to have more volunteer opportunities and the space to come together to work on volunteer projects; these efforts are essential to our growth and success over the past year.

This year's Volunteer Award winners are:

- Volunteer of the Year: Greg Ginocchio (he/him)
- Youth Program Volunteer of the Year: Josh Koch (he/him)
- Outstanding Pride Week Volunteer: Jamey Johnston (he/him)
- Volunteer Versatility Award: Sarah Peapples (she/they)
- Outstanding Volunteer Service: Astrid Etemadi (she/her)
- Outstanding Volunteer Service: Anna Vaine (she/they)
- Outstanding Volunteer Service: Joel Duran (he/him)
- Outstanding Volunteer Service: Dan Thomas (he/him)

Volunteers help lead all of our efforts. As evidenced by their key role in making possible all of our programs, services, activities and events including staffing over 70 external events and fundraisers across the Front Range from Denver to Lyons, assisting with all major events and programs, and providing office and project support.



for more information
from our website, click here 

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Victory celebrates with me,
even when it feels like we
might have lost.



Rebellion has a lot going on
underneath their tough exterior.
They bring me places that I
wouldn't otherwise go.



Mischief reminds me that
humans are inherently
ridiculous creatures. We get
into good trouble together.



Memory comes in and out of my
life. Often she's quietly off
doing her own thing. She'll
definitely show up to any
Karaoke night.

Volunteers Create Community



this is greg. volunteer of the year and a wicked charmer!



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Communications

COMMUNICATION LEADS TO COMMUNITY,
THAT IS, TO UNDERSTANDING,
INTIMACY AND MUTUAL VALUING.

..... ROLLO MAY

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◆ ● ◆ BOULDER
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Communications Reach

Facebook:

- Facebook page reach: 183,645 (up 31.3% from 2021)
- Page visits: 18,755 (up 147% from 2021)
- New followers: 720 (up 20.6% from 2021)
- Estimated 750 posts

Instagram:

- Account reach: 59,113 (up 81% from 2021)
- Profile visits: 9,717 (up 70.6% from 2021)
- New followers: 997
- 429 posts

Twitter:

- 93.1K impressions
- 406 tweets
- New followers: 102

LinkedIn:

- 971 page views
- New followers: 206

Constant Contact:

- 329,051 sends across all emails sent
- 119,423 opens across all emails sent
- 5,451 clicks across all emails sent
- Open rate: 42% (up 14% from 2021)
- Main newsletter gained 374 subscribers in 2022





We all belong here.

PERHAPS HOME IS NOT A PLACE BUT
SIMPLY AN IRREVOCABLE CONDITION.

..... JAMES BALDWIN

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Capital Campaign

"The Equality Center of the Rocky Mountains is a place for those that feel like they're not accepted, to be accepted."

Megan Bruel, Community Member

"Out Boulder County was already changing lives in the community in a big way... but the Equality Center [of the Rocky Mountains] makes the impact exponential, especially for people who are on the periphery of the community."

Anonymous Donor

We All Belong Here: The Capital Campaign for the Equality Center of the Rocky Mountains

Over the last few years, Out Boulder County has seen tremendous growth. Time and again, we have dramatically increased our staff, our programs, and our reach to better serve LGBTQ+ people in Boulder County and beyond. We needed room to grow, and a building which reflects the strength and successes of our community.

Purchased in December of 2021, the Equality Center of the Rocky Mountains is a more secure, accessible, and powerful home for the people we serve and the work that we do. At 10,000 square feet, the building offers:

- Private rooms for mental health programs
- An entire floor dedicated to youth development
- A large event space for our many community gatherings
- A multimedia studio for our outreach efforts
- Multiple offices for our growing team

Over the course of three years, OBC will raise \$6 million in our Capital Campaign to ensure the LGBTQ+ community will always have a place to call home here on the Front Range. With support from former Board Members and community advocates, the Capital Campaign Committee has already raised more than \$2.5 million towards this goal in less than a year.

We are so grateful for the tremendous support we've received, and look forward to working with our community to reach our goal. After all, this building is for you. It provides space for our community to gather, to mourn, to celebrate, and to educate. In the years to come, the building promises to deliver on the slogan of the Capital Campaign itself: We All Belong Here.

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Caterpillars don't become beautiful. They are already super beautiful just as they are beyond what they will one day become.

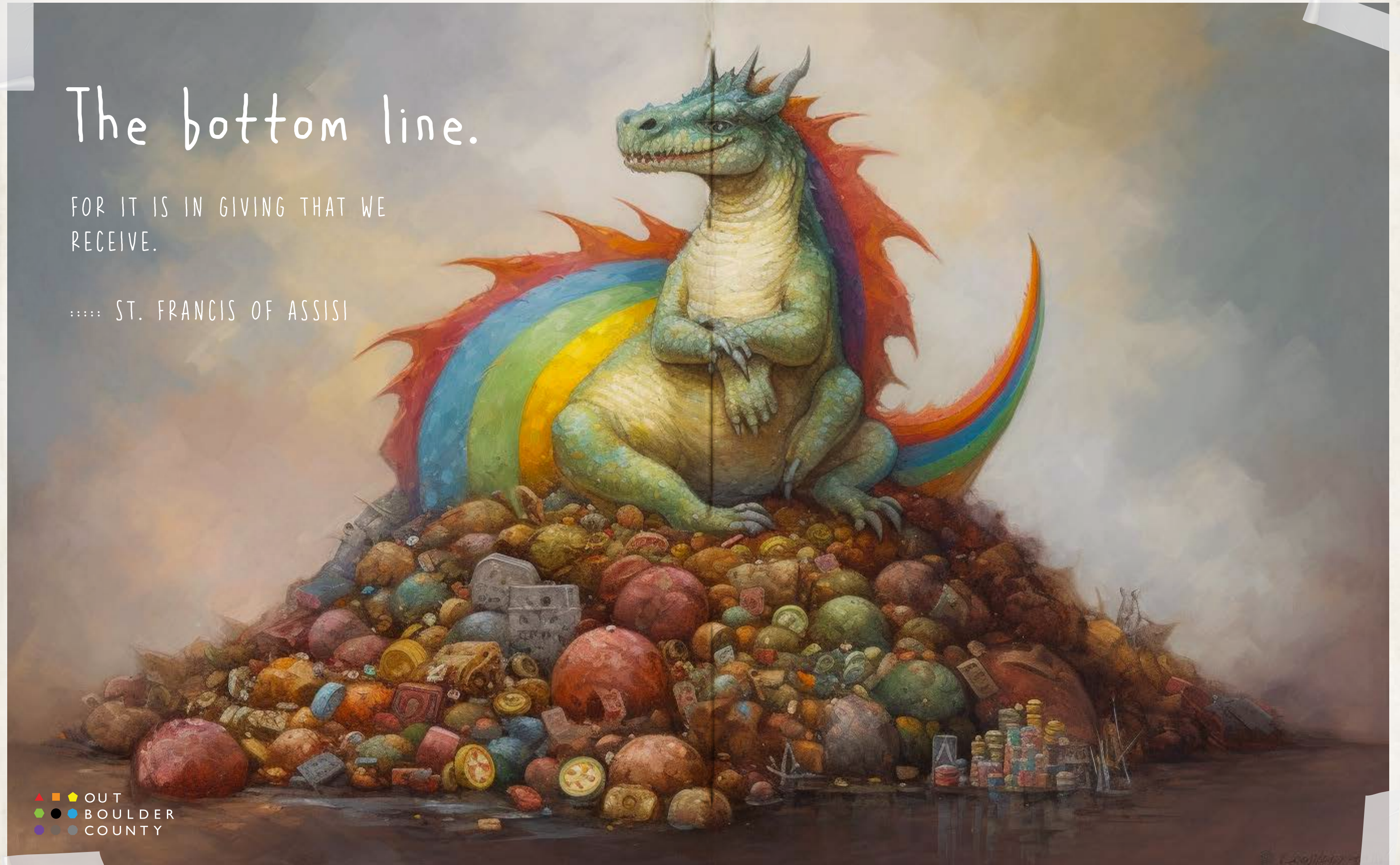
Butterflies are just easier to draw and somehow less controversial.



The bottom line.

FOR IT IS IN GIVING THAT WE
RECEIVE.

..... ST. FRANCIS OF ASSISI



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Message from Kaylin Gray

2022 was a year of MORE for Out Boulder County. The incredible growth of this organization meant our we could do more than ever before to put our mission in motion and meet the needs and aspirations of our LGBTQ+ communities—more programming, more advocacy, more education, more research, more connection. With the Equality Center of the Rocky Mountains as our home base, OBC made an impact at county, state, regional and national levels thanks to our dedicated staff, board, volunteers and donors to whom we are so grateful.

Our 2022 financials show the growth of this organization. Revenue to operations topped \$3 million for a year-end total of \$3,003,308. In the “We All Belong Here” Capital Campaign, generous donations equaled \$1,891,699 in 2022, moving us nearly half-way to our \$6 million, three-year campaign goal. Including in kind donations and investment income, OBC’s total combined revenue for operating and the capital campaign surpassed \$5 million at \$5,021,990, a 119% increase from 2021. The jump in revenue was attributable in large part to securing several multi-year grants for operations as well as to receiving a number of major donations to the capital campaign. Year over year, OBC’s total operating expenditures (exclusive of in kind expenses) increased by 45% in 2022 to \$1,863,985. We were able to increase the number of staff members, programs and initiatives in the first full year in our new center to do more for more LGBTQ+ community members.

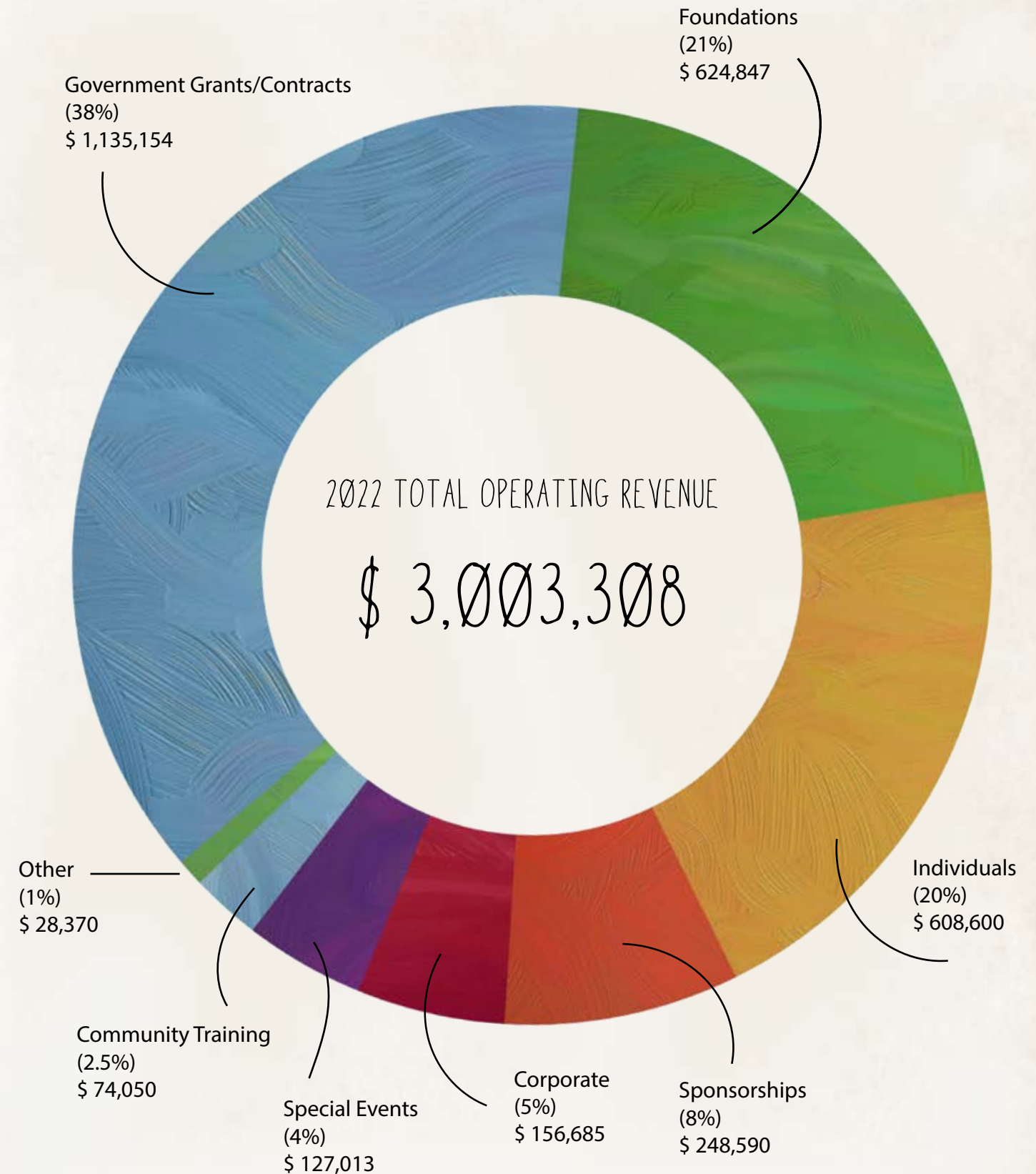
The one operating budget goal we fell short of attaining in 2022 was our target for individual donations, reaching 85% of goal. We suspect this shortfall was due to uncertain economic times coming out of COVID and into high inflation and rapidly rising interest rates, and also to running a concurrent capital campaign where some donors felt they needed to choose between giving to operating funds or the capital campaign, rather than to both as sustaining and legacy gifts respectively. With individual donations vital to driving OBC’s impact, reach and longevity, we look forward to a stabilizing economy and to achieving all our budget goals in 2023.

For a breakdown of revenue sources and expenses by class, please see the following pages. This 2022 annual report is being released prior to the completion of the annual audit by Middlemist Crouch & Co., so the financials reported herein are as yet unaudited. The 2022 990 can be found on the website and the audited financials once completed are available upon request.

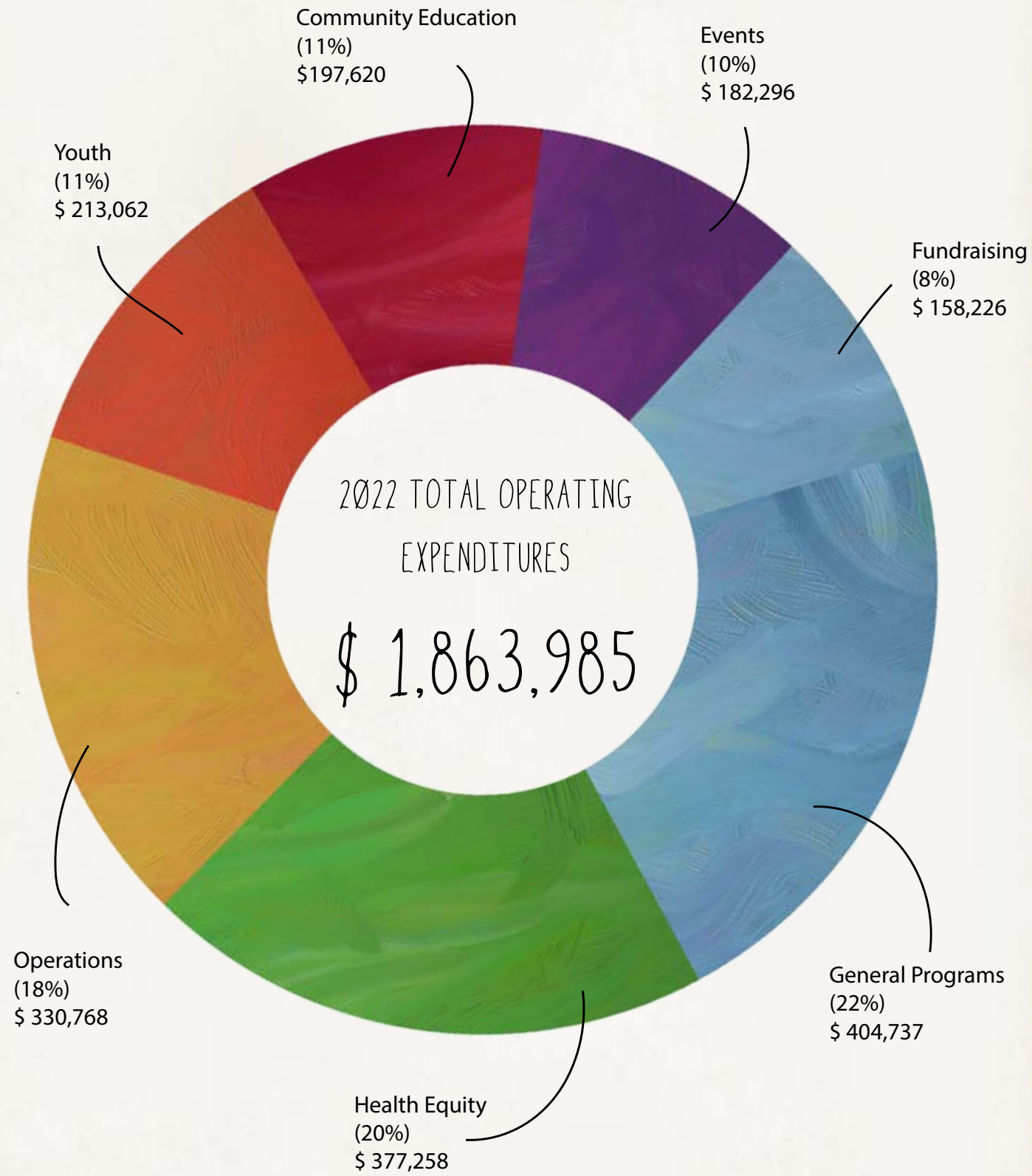
Kaylin Gray (she/her)
Treasurer
Board of Directors



REVENUE BY SOURCE



EXPENDITURES BY CLASS



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Poems by Ren Dawe

1.

If there's anything I'll stay alive for, it's this:

English muffins

Blackberry jam

My niece's high school graduation

Peru

My best friend's wedding

My confidant's wake

The sound of rain on a roof

A shredded fiddle bow on a hot day in June

Dirt weed and good whiskey

Exposed light bulbs

The 1982 film Victor/Victoria starring Julie Andrews

Pickled ramps

Out of tune piano keys

The way a boat rocks back and forth

Good dick

Old books

Tomatoes growing through cracks in the pavement

Gas station coffee

Stevie Nicks on vinyl

West Virginia in September

Bad tattoos

You

You

You

You

You

Crickets.



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2.

"You look like you've been carrying water for the devil all night"

Watermelon grin

Lucid dreams

It's all practice.

Beeswax alchemy dripping blessings of craft

Blinding you from watercolor botanicals trellising belly

I am a vine

Threading breath through heartbreak

Trying again

Striking out

Nobody's fool

An orchestral sextet

A follow up email

A playground

A graveyard

A joy.



Poems by Aimee Herman

I. removal

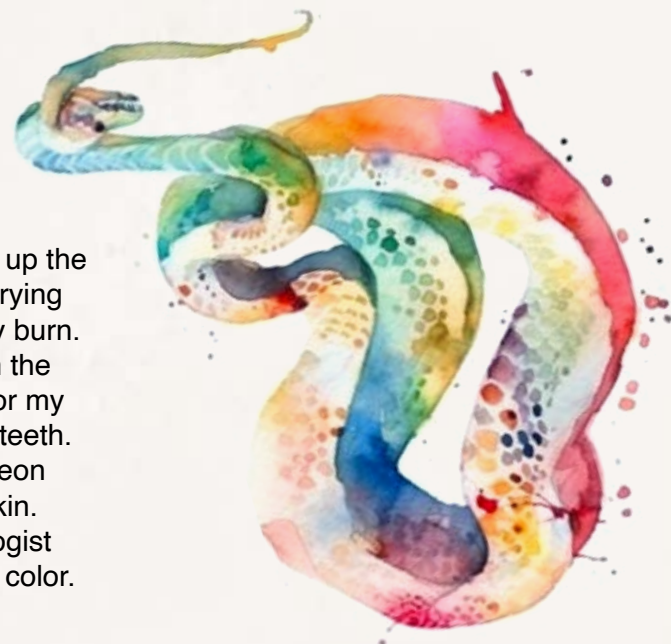
On the day my breasts were removed, the sun hitchhiked up the sky. A web of orange red marigold. We stare at it quietly, trying not to disrupt our eyes. Some things are so beautiful, they burn. Two waiting rooms and then a curtain separating me from the other patients. A gown made of cotton, not paper. A bag for my belongings. My body asking questions caught behind my teeth. Shivering. This hospital, a country full of women. My surgeon draws on me. My eyes follow the black marker marking skin. Nurse named Laurel gracefully inserts an IV. Anesthesiologist injects what will feel like three glasses of wine. I ask what color. My consciousness drinks red.

II. pain

There are fourteen syllables in this pain. It is 5 pm traffic on interstate 95. There are lightning bolts made from microwaved needles trampolining off my skin, off a chest I haven't met yet, that waits for me beneath bandages. This pain is a verb and a proper noun. This pain is a run-on sentence, and it won't let me off the phone. This pain is reminding my body how alive it is.

III. recovery

At night, the body is chrysalis. Spelling weather patterns into the bedsheets made too warm by the summer heat. For the first time in a month and a half, I roll on to my side. My scar winces just a little and I ask it permission to remain. Curled. As though trying to fit myself, inside myself. My limbs are weak and uncertain now. But as I sleep, I dream of bodies against mine who don't ask me what I am or even what I need. They do not tell me I am not enough of this or do not look the part. They just remain like screen doors protecting me. In the morning, I ache, I wish for more hours, for autumn to whisper its sixty-degree breath against my neck. I unfurl. Beside me, frost or snakeskin or the peeling remains of my scar guard repair liquid beside me and lifting off my skin. My body is a windowsill, peering out, wondering what is next.



once upon a spider

There is an out-of-print story about a hive of spiders found inside a body.

Photographs of an intricate web inhaled and exhaled with every breath.

A possibly unreliable website states the average human only eats one-third of a spider in their lifetime:

leg, half a smile, do spiders have brains, torn fang, pedipalp.

What else exists in a body without our knowing.

How many puddles of swallowed packs of bubblegum, fingernails, sorrow, torn cuticles, her eyelash, an incorrectly translated love poem.

Maybe during my surgery, as I was opened, a spider crawled in, and snuck in its mate as well.

Maybe there is a web inside me too, stretching from one organ to another.

And I wonder if these spiders feel welcome or can sense the dislocation I feel in my body, still.

Maybe these spiders are building me a bunker inside myself to find solace.

Maybe.



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