

# 2012

## ANNUAL REPORT

**ONE**  
COLORADO  
EDUCATION FUND



**In 2010, a group of concerned community members came together with a vision: to create a powerful, strategic, statewide organization dedicated to advancing equality for lesbian, gay, bisexual, and transgender (LGBT) Coloradans.**

**So, One Colorado Education Fund was born.**

In just three years, the organization has built tremendous support for fairness and equality in every corner of the state—changing hearts and minds and winning groundbreaking victories for LGBT Coloradans. With the help of our supportive and generous community, in 2012, we continued to lay the foundation for civil unions—with the ultimate goal of securing the freedom to marry.



## STARTING WITH COMMUNITY

Our survey of LGBT Coloradans has created a road map for the work of One Colorado Education Fund, which has focused on the top four priorities identified by our community: relationship recognition, safe schools, health and wellness, and alliance building.

Following its founding in 2010, One Colorado Education Fund launched a survey of LGBT people to learn more about their experiences, needs, and priorities.

Subsequently, more than 4,600 people responded to questions about how LGBT people live and what issues are most important to them. Our community's answers show our aspirations, hopes, and dreams.

We also began reaching out to the immigrant community by launching a joint organizing project with the Colorado Immigrant Rights Coalition called "Colorado Love Knows No Borders." Through this project, we have worked toward a Colorado where all are included and counted—because every voice matters.

Like all Coloradans, LGBT people seek the opportunity to fully participate in American life. But unlike many other Coloradans, LGBT people face particular obstacles and challenges to living healthy and thriving lives—from not having the protections they need to care for their families, to hiding their identities from health care providers due to fear of discrimination.

## PROTECTING OUR FAMILIES

Despite significant advances in state law meant to offer some level of protection to LGBT families, we remain vulnerable. And with 52% of LGBT Coloradans living in committed relationships and 20% raising kids statewide, relationship recognition is a critical need for our community.

Given the state's constitutional ban on marriage for same-sex couples, One Colorado Education Fund continued to build powerful statewide support and momentum for civil unions legislation, which would provide our families with the critical legal protections they need to take care of each other.

Through our work in the 2012 legislative session, we built a diverse coalition representing more than 1 million Coloradans and 200 faith leaders in partnership with the Interfaith Alliance of Colorado.

We generated nearly 30,000 contacts with elected officials through email, calls, personal visits at Lobby Day, Parents' Day, faith leader visits, and in-district meetings. Additionally, we continued our outreach to newspaper editorial boards, the business community, and other key stakeholders and partners, including conservative group Coloradans for Freedom—creating awareness among Coloradans from all political parties, and telling our stories to change hearts and minds.

Due in no small part to these efforts, civil unions advanced further through the legislature than anyone thought possible—gaining historic bipartisan support and winning approval from three Republican-controlled committees. But in a heartbreaking turn of events, we saw opponents of civil unions employ cynical, last-minute tactics to kill the bill entirely.

In the wake of these actions during the waning days of the 2012 legislative session, which shocked and angered fair-minded Coloradans across the state, One Colorado Education Fund spent the next several months engaging our community and creating the climate necessary to ensure the passage of civil unions the following year.

As we move forward, we will continue to educate the public and engage our supporters to make sure all of our families are fully recognized, protected, and treated with dignity and respect—ultimately securing the freedom to marry in Colorado.





## CREATING SAFE AND INCLUSIVE SCHOOLS

Nearly 9 out of 10 LGBT students experience bullying and harassment in our schools—impacting their academic success, attendance, and well-being. But time and time again, research has shown that comprehensive policies, gay-straight alliances, and supportive school staff all help to end both harassment and bullying in schools. That's why the work of One Colorado Education Fund is so vital.



### POLICY

During the 2011 legislative session, we developed and led a coalition to successfully advance a statewide anti-bullying law specifically protecting LGBT youth. We built bipartisan support and engaged every major education association in the state. Since then, we have continued our work to ensure full implementation at the district level, so the policy specifically protects students based on their actual or perceived sexual orientation and gender identity. And we've been proud to collaborate with groups like Padres Unidos to end harsh discipline and student conduct policies that disproportionately affect LGBT youth and students of color.

### GSA DEVELOPMENT

Many young people are eager and ready to create real change in their schools. So we've been empowering and equipping them as they start Gay-Straight Alliances (GSAs) in communities across the state. In just two years of work, we helped to grow the number of GSAs by 60%—providing more than 155,100 students with access to a GSA in Colorado schools. We helped start 68 new Gay-Straight Alliances in high schools—a 55% increase to a total of 176 high school, middle school, and college GSAs statewide. In the coming months and years, we'll continue supporting young leaders as they grow and develop their local organizations and resources.

### EDUCATOR TRAINING

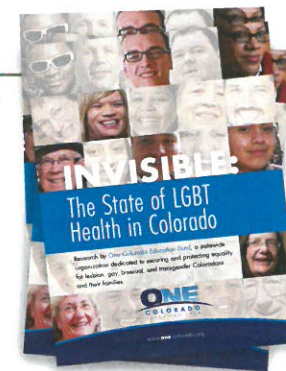
Trained educators who know how to respond to the needs of LGBT students are vital to ensuring that our schools are safe. Through our partnerships with statewide education associations, we've trained more than 2,500 educators on law and policy, bias-based bullying, intervention strategies, transgender inclusivity, and more.

One Colorado Education Fund's vision is clear: a Colorado where LGBT students can be out, respected, and affirmed in safe and supportive schools throughout the state. We will continue our work until we've achieved just that.

## EXPANDING ACCESS TO HEALTH SERVICES IN COLORADO

All across Colorado, people struggle to gain access to the affordable, quality health care they need. In particular, the stories we've heard from our community underscore the unique obstacles that LGBT people face when seeking care.

In 2012, we released "Invisible: The State of LGBT Health in Colorado," based on a health care survey of nearly 1,200 LGBT respondents. We secured funding to hire a Health Policy Director to implement our LGBT health advocacy plan. We began a collaborative project with the Colorado Medical Society to measure the knowledge of health care providers and develop educational resources on LGBT Coloradans. In addition, One Colorado Education Fund formed a physician steering committee to assist in writing and implementing a study of Colorado physicians' knowledge, practices, and willingness to change their care to be more LGBT-friendly.



We know that like many Coloradans, LGBT people worry about paying for their health care needs and struggle to finance their care. But LGBT Coloradans report unique challenges to accessing LGBT-friendly care from providers. Some of us decide to hide our sexual orientation or gender identity out of fear that we will not be treated with respect by health care professionals.

Obstacles to accessing friendly care are particularly difficult for transgender Coloradans—more than 50% of whom have been refused care. With health plans consistently refusing to provide them coverage, transgender Coloradans are blocked at every turn from getting the care they need to live authentic and healthy lives.

In response to the concerns and health disparities of LGBT Coloradans highlighted in the "Invisible" report, One Colorado Education Fund has partnered with the Colorado Consumer Health Initiative to work on policy changes to eliminate these barriers. Transgender Coloradans should have the same access to medically necessary care as non-transgender Coloradans.

Following our research, One Colorado Education Fund continued to address the overwhelming disparities we uncovered. Going



forward, we'll be advocating for full inclusion of LGBT Coloradans in implementation of health care reform, including the Colorado Health Benefits Exchange and Medicaid expansion—working with public and private insurers to address the challenges our community has experienced, and advancing nondiscrimination policies among health institutions.

Through this work, we seek to get closer to our vision: a Colorado where LGBT people and their families are physically, mentally, and emotionally healthy and thriving.



## BUILDING ALLIANCES

It's simple: LGBT people won't be equal until all people are equal. That's the guiding principle behind our alliance-building work at One Colorado Education Fund.

### JUSTICE FOR LGBT PEOPLE OF COLOR AND TRANSGENDER COLORADANS

For decades, the hopes and experiences of LGBT people of color and transgender people have been excluded from the movement for LGBT equality. It's a sad history—one that we are working to address. In collaboration with our Community Advisory Committee, we are working hard to address racism and transphobia within the LGBT community.

### IMMIGRANT RIGHTS

LGBT immigrants live in a world that treats them unjustly, both because they are LGBT and because they are immigrants. We need to change our laws to ensure that we treat all people fairly—regardless of sexual orientation, gender identity, or immigration status. At One Colorado Education Fund, we're doing our part by building support for immigrant rights among the LGBT community—as part of a joint organizing program with the Colorado Immigrant Rights Coalition.

### FAITH ORGANIZING

For far too long, the faith community has been pitted against the LGBT community. But the fact is that hundreds of faith leaders and thousands of Coloradans of faith from across the state support equality. In partnership with the Interfaith Alliance of Colorado, we're working to organize within faith communities, to build support among faith leaders, and to engage LGBT people of faith in creating change within their own places of worship.

## SUPPORTING OUR WORK

One Colorado Education Fund depends on support from people like you. We couldn't do our work without the generosity of a variety of institutional and individual donors, who believe in our vision and are willing to invest in it.

We are incredibly thankful for the thousands who have invested in One Colorado Education Fund, and who have supported our work to protect our families, create safe and inclusive schools, expand access to health care, and build alliances.

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## BY THE NUMBERS

### IN 2012, ONE COLORADO EDUCATION FUND CONTINUED TO BUILD OUR BASE OF SUPPORT:

- **More than 30,300 total supporters** statewide with more than 18,250 email members, more than 5,500 Facebook members and more than 1,850 Twitter followers
- **125 messengers** in target communities to speak with print, television, radio, and online media to share their stories
- Blocked a so-called **"Religious Liberty" ballot measure** through a smart legal advocacy strategy
- Helped start **68 new Gay-Straight Alliances** in high schools—a 55% increase to a total of 176 high school, middle school, and college GSAs statewide
- Increased the number of students with **access to a GSA to 60%**—providing more than 155,100 students with access to a GSA in their school
- Trained **more than 2,500 educators** to better meet the needs of LGBT students
- Released **"Invisible: The State of LGBT Health in Colorado"** based on a health care survey of nearly **1,200 LGBT respondents**
- Secured funding for and hired a **Health Policy Director** to implement our LGBT health advocacy plan
- Began a collaborative project with **Colorado Medical Society** to measure the knowledge of health care providers and develop educational resources on LGBT Coloradans
- Expanded a coalition to **140 organizations representing 1.2 million Coloradans** in support of civil unions
- Identified more than **200 faith leaders** in support of civil unions in partnership with Interfaith Alliance of Colorado
- Generated nearly **30,000 contacts** with elected officials through email, calls, personal visits at Lobby Day, Parents' Day, faith leader visits, and in-district meetings
- Trained **100 people** at the second annual LGBT People's Caucus on cross-issue education and anti-oppression frameworks
- Launched a joint organizing project, **"Colorado Love Knows No Borders,"** with the Colorado Immigrant Rights Coalition
- Conducted a survey of **650 members** and **released a report on attitudes of LGBT people about immigration**

- Collected more than **4,000 petition signatures** at Pride festivals in support of an inclusive Violence Against Women Act
- Hosted **community events focused on inclusion** with anti-oppression working groups, including "Unity Across our Community," *Mosquita y Mari*, and *TRANS*
- Expanded our major donor club to **123 members: 89 Centennial Club members** and **34 Young Leaders members**
- Expanded our donor base to **1,650 individual donors**, including **145 monthly donors**



FUNDING BY SOURCE	2012	2012	2011	2011
Grant Income—Restricted	75,000	11.4%	300,000	40.3%
Grant Income—General Operating	392,500	59.8%	267,000	35.9%
Individual Donations	115,969	17.7%	115,678	15.5%
Event Revenue	55,475	8.5%	48,988	6.6%
Corporate Donations	17,473	2.7%	13,100	1.8%
<b>Total</b>	<b>656,417</b>	<b>100.0%</b>	<b>744,766</b>	<b>100.0%</b>
Interest	720		647	
<b>Total</b>	<b>657,137</b>		<b>745,413</b>	

EXPENSE DETAIL	2012	2012	2011	2011
Program	499,170	76.8%	427,513	75.6%
Fundraising	71,806	11.0%	84,066	14.9%
Administration	78,942	12.1%	53,703	9.5%
<b>Total</b>	<b>649,918</b>	<b>100.0%</b>	<b>565,282</b>	<b>100.0%</b>





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