



## **2021 ANNUAL REPORT**

Health Advocacy Community Giving

# A Message from Cece

I have heard people say they wish they could erase 2021, a year dominated by a worldwide pandemic. Maybe you feel that way as well. Resource Center certainly experienced the grief, anxiety, and impact of COVID-19; however, having persevered through an earlier pandemic — that of the HIV virus that causes AIDS — we drew lessons from our history and remained committed to the communities we serve.

With unwavering support from donors, volunteers, board leadership and community, we grew where we were needed most — in mental health counseling, STI and HIV testing, primary medical care and access to PrEP and PEP (HIV pre- and post-exposure prophylaxis). Volunteers were integral to our nutrition program, providing 18,000 "shops" to 1,204 clients and 16,070 nutritious, hot lunches to 1,048 clients. Additionally, when health safety protocols prevented us from seeing folks in person, we reached youth, seniors and others virtually to combat the isolation felt by many.

Our Advocacy staff provided education and enabled community members and supporters to send nearly 13,000 messages to elected officials during a legislative session that extended into three special sessions. In a relentless attack on our community, 75 anti-LGBTQIA+ bills were filed, the most ever in Texas. Center staff worked collaboratively with other organizations to beat back all but one bill. We continue to stand up every day for the rights of LGBTQIA+ persons and those living at the intersections of race, gender, national origin and other identities.

Even with the pressing needs of 2021, we continued to look ever forward, as the Center lays the foundation for the future by creating 84 units of affordable housing for LGBTQIA+ individuals and allies ages 55+. Construction starts soon, and the apartments are scheduled for occupancy in 2024. Known as Oaklawn Place, this thriving community will provide support and services in a welcoming environment for some of the pioneers of our movement — just after we celebrate the 40th anniversary of the Center in 2023!

I am proud of what the staff and volunteers of the Center have accomplished, and with your support, excited for our future. We need you and are grateful for you. I hope you enjoy these stories that illustrate the impact you make through your investment in the Center.

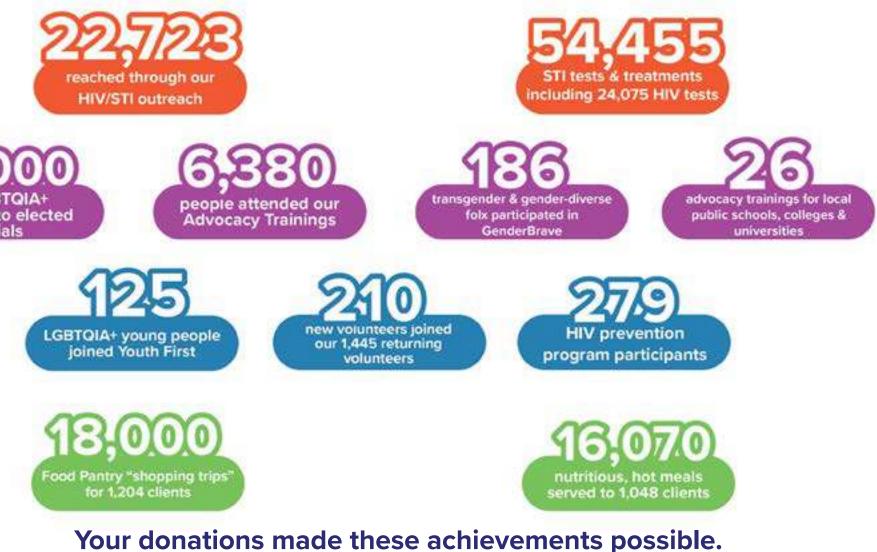
Best regards, Cece

> Cece Cox Chief Executive Officer



# 2021 Cornerstones

38 years of serving the community; 60,000+ people served



THANK YOU.

### **Board of Directors**

from October 1, 2020 to September 30, 2021

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### **Our Services**





Community Programming



**Mental Health Counseling** & Support Groups

### MISSION STATEMENT

Resource Center pursues societal equity by proudly offering LGBTQIA+ (lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual, plus) affirming resources designed to improve health and wellness, strengthen families and communities, and provide transformative education and advocacy.

### Dictionary.com 2021 Word of the Year ALLYSHIP (noun)

The status or role of a person who advocates and actively works for the inclusion of a marainalized or politicized group in all areas of society, not as a member of that group but in solidarity with its struggle and point of view, and under its leadership.



**Gender-Affirming Care** 



**Cultural Competency** Training



**Primary Medical Care** 



& more at myresourcecenter.ord

Micha was much sicker than he realized: he had AIDS. The staff at Nelson-Tebedo referred Micha to LGBTQ Health, Resource Center's primary care practice, where he had an appointment and started treatment the very same day. Six months later, Micha got the best news of all: he was declared HIV "undetectable." At this point, HIV providers would say that Micha no longer has AIDS, but is managing an undetectable HIV infection that he can no longer transmit to others.

Micha credits Resource Center with saving his life. "I was in a bad place, but things are looking up for me. Resource Center is really helping me," Micha says with a smile. He's optimistic about what the future holds, and continues his medical care at LGBTQ Health.

## You Helped Save Micha's Life

"It started slowly," says Micha\*, "I just didn't feel like my normal self. I was having night sweats and lots of stomach pains and things like that. I didn't want to do anything, and I was always tired." His weight had dropped precipitously – down 35 pounds. Micha, a 32-year-old gay man, had never been tested for HIV. After suffering for a year, he started looking for an LGBTQIA+ friendly clinic. "That's when I came across Nelson-Tebedo," Micha says.

Accessible primary healthcare, including HIV/AIDS treatment, car change outcomes and save lives. Your support helps us take care of people like Micha.



### Taking HIV/STI Testing on the Road

SexyHealth, our new mobile testing unit, brings HIV/ AIDS and STI testing along with educational services to underserved areas in and around Dallas. Going where sexual health resources are needed most, SexyHealth addresses the challenges of accessibility, transportation and stigma in the fight against HIV.



### **Advocacy**

# **Just Seven Little Words**

**Cultural Competency Training: Building Inclusion from the Ground Up** 

"Sexual orientation, gender identity and gender expression' just seven little words," says Leslie McMurray, Transgender Education & Advocacy Associate at Resource Center. Through the team's training sessions with local organizations of all kinds — businesses. schools, sports teams, big brands, nonprofits, health providers and more — she builds more inclusive and affirming cultures. And when she's there. Leslie advises organizations to add those seven little words to their employment policies.

"There are Supreme Court decisions that protect all seven words, and it is considered a best practice to enumerate them in your employment policy," Leslie says. "And many organizations in Texas haven't updated their policies because they don't even realize that they should."

<sup>1</sup> https://www.glsen.org/sites/default/files/2019-11/Texas\_Snapshot\_2017\_0.pdf

In 2021, Leslie and her colleagues conducted 89 advocacy training sessions — almost all virtual, of course — which were attended by 6,380 people. Importantly, almost one-third of these sessions were held for local public schools, colleges and universities, where many LGBTQIA+ youth struggle to fit in, make friends and live authentically. Nearly half of LGBTQIA+ students in Texas regularly hear school staff make negative remarks about someone's gender expression,<sup>1</sup> which illuminates the need for more advocacy training in our educational institutions.

"I was thrilled to see there are now medical fields for 'Sex Assigned at Birth,' 'Legal Sex' and 'Identified Gender.' My hope is that this innovation is picked up in many more places." - Leslie McMurray, Resource Center Transgender Education & Advocacy Associate

> Leslie McMurray. **Resource Center Transgender Education & Advocacy Associate**



Thanks to the donations from supporters like you, **Resource Center has been able to expand its offerings to** include a wider array of topics in 2021, including:





LGBTQIA+ 101 **Cultural Competency** 

LGBTQIA+ 101 Workplace Allies



LGBTQIA+ 101 **School Allies** 



**Transgender 101 Cultural Competency and Issues** 



**Out For Safe Schools for** teachers, administrators and school staff

Sex Education for **LGBTQIA+** Students

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**Gender Marker &** Name Workshop



LGBTQIA+ on TV & representation in media

For more information about how to get your company involved, contact Kristin McLaughlin at

kmclaughlin@myresourcecenter.org

# **An Interview with Timothy Leduc**

You've probably heard of Timothy LeDuc. They are the first openly queer skater to win the pairs title at the U.S. Figure Skating Championships, and the first openly non-binary athlete to qualify for the Winter Olympics. As a trailblazer, Timothy has been featured in hundreds of media outlets, including CNN, ESPN, NBC Sports, Out Magazine, People and — because they were born in Cedar Rapids, Iowa — the Des Moines Register.

After working on cruise ships to save money, Timothy moved to Dallas in 2016 to restart their skating career. It took two years before they discovered the FUSE program at Resource Center, but since then, Timothy has been a dedicated participant and volunteer. They graciously agreed to an interview to talk about how FUSE changed their life.

#### Can you tell us more about your FUSE experience? How old were you? How did FUSE help you?

I joined FUSE in March 2018, when I was 27 years old. I found FUSE through a Facebook ad for one of their Tea Time conversations. From the moment I entered the FUSE space, I felt at home and very comfortable with the staff and participants. It became such a fun place to meet people and build friendships, and also such a great place to learn. Participating in FUSE has taught me so much about the world we live in, about my fellow queer folx, and about the kind of leader I want to be.

## You still volunteer for FUSE. What compels you to do so?

I was a FUSE Core Group Member from March 2018 to March 2021. From the moment I entered the FUSE space for the first time, I knew I wanted to be a part of it in meaningful ways. I so strongly believe in FUSE and what it does for our community. That's why I was so honored to be a part of Core Group and to be able to participate in shaping the program.

#### You made the decision to use "they" pronouns in 2020. How did you decide to share this with the media, and how did it go?

I identify as queer and nonbinary. I've known my whole life that I wasn't a boy, but didn't have the vocabulary to express it fully. I give so much credit to FUSE and specifically to Tres Brown (FUSE coordinator at the time I started in the program) for giving me the tools to express my gender, and also for creating a space where I felt comfortable being myself.

I have received very mixed reactions since coming out publicly as nonbinary, but I can always count on FUSE to be a space where I feel only love and acceptance. My hope in coming out publicly is that it will give more people the agency to lead with who they are authentically, rather than altering themselves to fit an outdated framework.

# Volunteer Spotlight: Blue-Rei-Sun

Blue-Rei-Sun loves volunteering at Resource Center. "Not only is this a part of my community and extended family as a gay individual," they explain, "but the fight for human rights has always been important to me, especially now with the attacks on transgender youth healthcare, the right to say "gay," and the violence against trans individuals."

Blue-Rei-Sun is often the first person visitors meet at the Center's front desk. Here's how they describe what they love about this role: "My favorite aspect of volunteering is being able to communicate with individuals and point them in the right direction for services. Resource Center receives lots of calls regarding housing, healthcare, mental health and social support and serves as a lifeline for many. That is the best part of serving. I know that the work being done at the Center is literally saving lives, and I want to help in that."

Fielding everything thrown their way requires active listening, immense knowledge and real compassion. Thank you, Blue-Rei-Sun, for all of the hours — and all of your heart — that you've given to Resource Center!

#### A Social Framework for Safe Sex

FUSE is a gathering space for young gay, bisexual, queer and questioning men of all races and ethnicities, ages 18 to 35. Our monthly "So I Met This Guy..." conversations candidly cover what it's like meeting guys, dating, and hooking up these days, all while following safe sex practices. Learn more about FUSE at dfwfuse.com

Timothy Leduc, FUSE Participant

### Community

Want to get involved? Learn about volunteering at Resource Center: myresourcecenter.org/give/volunteer



Blue-Rei-Sun Volunteer



# The Senior Housing Capital Campaign A Blueprint for Growing Older with Grace and Authenticity

Our Senior Housing project grew out of the need for affordable housing at a time when the number of LGBTQIA+ seniors — ages 50 and up — is increasing rapidly in North Texas. There are currently over 13,300 LGBTQIA+ seniors in our community; by 2031, there will be over 30,000. This group has grown up with pervasive discrimination at home, school and work. The cumulative result? Nearly one-third of LGBTQIA+ people over 65 live in poverty.

> At Resource Center, we are addressing these issues head-on by building a residential campus, Oaklawn Place, that provides housing, care and community for aging members of our community.

### **Oaklawn Place features**

Located on Sadler Circle, the two-acre site boasts green space and a creek view.

84 units will feature senior-minded details such as step-in showers and wheelchair-wide doors.

On-site Resource Center staff will host a wide array of social and educational activities.

# Big Thanks to Steven and Scot Laying the Foundation: Giving to the Senior Housing Capital Campaign

Steven Rayl and Scot Presley were doing some estate planning when the conversation turned to Resource Center. "We originally intended to leave a donation to the Center in our estate plan," says Steven, "but we talked about it and decided that there wasn't a better time to see the impact of our gift than today."

That conversation led to a \$500,000 donation to the Center's Senior Housing Capital Campaign. "We asked ourselves," Scot says, "'If you have the means, why don't more people do this now, while they're still alive? Why wait?" In addition to seeing a greater impact in the community, Steven and Scot wanted to enjoy the project during their lifetimes. And thanks to their generous donation, the capital campaign crossed the \$2,000,000 mark during FY 2021.

In addition to this monetary donation, this Dallas couple has supported Resource Center with thousands of hours of their time. Steven previously served as the Center's treasurer, has volunteered on the Ryan White Council for five years, and was on the Building Committee for the Center's Community Center Capital Campaign. Scot has dedicated his time to serving on the Center's Marketing Committee and co-chairing the Toast to Life Committee. "We have enjoyed being able to financially support the Center over the years," says Scot. "We've also enjoyed being involved and seeing their success along the way. We hope this donation will inspire others to give as well." For more information on the Center's Senior Housing capital campaign or to include Resource Center in your estate plans, visit myresourcecenter.org/give.



# **Financials Snapshot**

### Statement of financials for period October 1, 2020 to September 30, 2021



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## Thank You

#### All donations at Resource Center make a difference and are appreciated. The Center makes every effort to acknowledge contributions. Donations acknowledged in this annual report were made during the period of October 1, 2020 though September 30, 2021.

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### **Thank You**

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# LOCATIONS



#### **Community Center**

Headquarters: Administrative Staff; Community Center; Meeting Space; Behavorial Health Services; THRIVE; Women With Pride; Youth First 5750 Cedar Springs Rd. | Dallas, TX 75235

Phone: 214-521-5124 Email: info@myresourcecenter.org





#### Health Campus

Nutrition Services; Food Pantry; Hot Meals Program; Behavioral Health Services; Cyber Center, Insurance Assistance; LGBTQ Health

2701 Reagan St. | Dallas, TX 75219 Phone: 214-528-0144 Email: info@myresourcecenter.org

### **Dental Health**

Comprehensive oral health services for people living with HIV/AIDS

9535 Forest Ln.,Ste. 230 | Dallas, TX 75243

Phone: 214-540-4463 Email: dental@myresourcecenter.org

Resource Center operates one of the largest LGBTQIA+ community centers in the United States and provides programs and services for health, community, education and advocacy with a focus on the LGBTQIA+ community and all people affected by HIV/AIDS.

Your generous donations provide these essential, life-saving services for our LGBTQIA+ community. Please visit www.myresourcecenter.org/donate-now to give an additional gift today.

Kristin McLaughlin Chief Development Officer 214-540-4421



#### **Nelson-Tebedo**

HIV/STI Testing, Treatment & Prevention; Gender-affirming Health; PrEP Access Program; SexyHealth Mobile Testing 4012 Cedar Springs Rd. | Dallas, TX 75219 Phone: 214-528-2336 Email: nelson-tebedo@myresourcecenter.org



#### **Mpowerment Space**

FUSE, GenderBrave and United Black Ellument (UBE) 2600 N. Stemmons Frwy. I Dallas, TX 75207 Phone: 214-760-9718 Email: ube@myresourcecenter.org fuse@myresourcecenter.org genderbrave@myresourcecenter.org

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