



OUTRIGHT
VERMONT

**hope,
equity,
power!**

FOR LGBTQ+ YOUTH

A Time of Transformation

REFLECTING ON YOUR
IMPACT IN 2020



HELLO FRIEND,

Outright was founded in response to young LGBTQ+ folks dying because it was unbearable to navigate the present world around them. At our roots, we know how to be responsive.

But playing defense doesn't leave room to change the trajectory.

2020 showed us that we can't keep moving in the same ways when we need different results. Message received!

We must show up in right-sized ways so all LGBTQ+ youth have hope, equity, and power. We must be set up to create the world they tell us they need, and use that information to propel ourselves forward.

As we come out of pandemic times, let us recognize the ways in which harm manifests in the world. May the devastation of the past year (decades, centuries) never be in vain, and may we all be resourced with the trust that's needed to believe in a better tomorrow.

This past year we were given a collective context from which to practice deep resilience and survival, often apart, but never alone. Where connection was a lifeline, having you by our sides made all the difference.



Today we ready to go forward: new foundation, new growth, new strategies, new flair. Same spirit, same tenacity. Thanks to you, dear community, we are poised, and better positioned to go forward - mighty, multifaceted, and as marvelous as youth deserve!

Dana

Dana Kaplan, he/him, Executive Director

Thanks to You

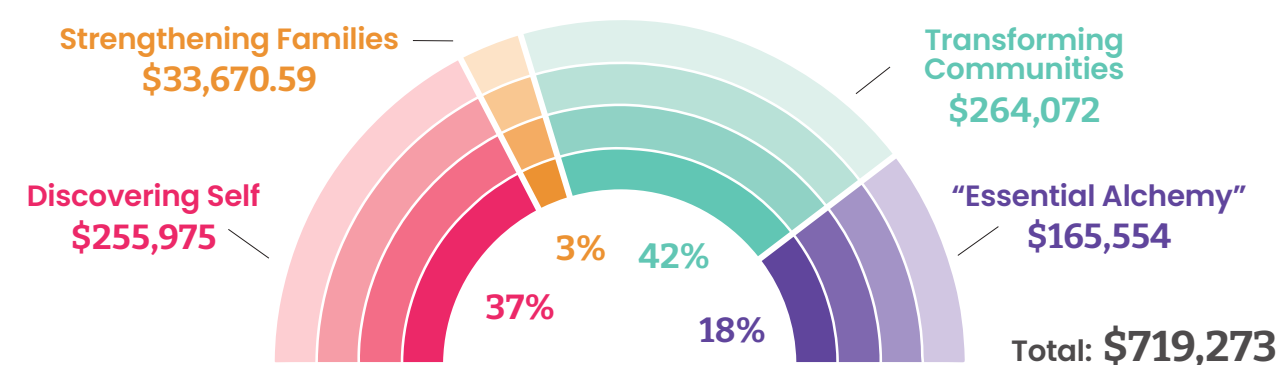
You showed us how profoundly you understood the needs of LGBTQ+ youth during the pandemic. Your candor and compassion kept us moving through the hardest days, so we could keep our focus on youth. Below you'll see how you are carrying us into brighter days ahead, by changing the trajectory. You helped us raise the bar on fundraising, creating a solid foundation to confidently amplify our impact in 2021. Please celebrate the successes below as your own!

MOVING (VIRTUAL) MOUNTAINS

1,932 Youth Attendees	91 Trainings	2 New Youth Discord Servers	4 Virtual Open Mics	3 Top Guest Appearances in a Zoom Meeting
2,367 Adult Attendees	2 Statewide Youth Needs Assessments	57 Boxes o'Camp mailed	1,863 Zoom meetings held	Hercules Beetle Piglet Chicken (in a bedroom)

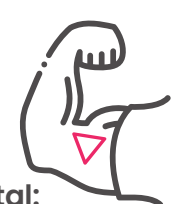
9,315 "I think you're on mute"

WHAT IT COST BY AREA OF WORK



WHAT YOU RAISED

Contributions	\$374,830
Government	\$222,957
Private Grants	\$457,362
Earned	\$22,464
Total:	\$1,077,613



Room to Breathe

Today we collectively have a very different understanding - and appreciation - for the power of masks and their capacity to save lives. What you may not know is the parallel between masks and gender affirming resources: binders, gaffes, wigs. They give trans people the ability to exist in the world. They too, are essential items.

The difference? They aren't widely available. Why not? That's what Outright's Youth Organizers wondered - and set out to change.

Their vision is nuanced and bold. They don't just want these resources available to youth - they want to create streamlined and steady access through schools, to ensure the need is seen, legitimized, and destigmatized. This is a strategy to increase belonging and change lives.

It's also the essence of what your support makes possible: youth-led solutions. Transforming schools into safe and affirming spaces. Supporting families. Changing peoples' trajectories. Here's more from the folks who know it best.

Charlie, Youth Organizer



I've been with Outright for years, first through Friday Night Group, then programs like Summit and Camp. I never missed an Outright event, which is how I learned about being a Youth Organizer.

One of my fellow organizers had the idea to distribute gender affirming resources. I'm a part of the campaign. My role is behind the scenes: making flyers, meeting with school Gender and Sexuality Alliances (GSAs), brainstorming ideas, learning about my community and available resources.

My hope is for youth to get these items safely and without health risk, whether they have a supportive home or not, and never on their own. **I had to learn so much alone, and now I can share what I know so other people won't have to struggle.**

Around 8th grade, I was feeling so isolated. I was just coming to terms with the fact that I might not be cis, and I might not be straight. I didn't really know who to go to, and didn't think anyone would help me. This was before I learned about Outright. I didn't really trust my school, I'd only been there a few months. There was no support there for trans kids.

Because of all that, getting a binder was kind of a weird deal. I wasn't able to get it as soon as I needed it. My parents weren't willing to help. I had to do my own research. It was a big learning experience.

Here's what people need to know: gender affirming resources are lifesaving. People don't understand the intense discomfort and anguish that can come from a person not feeling right in their own body. It's a feeling that you can't escape, because you can't run from your own body.

It's so important for these items to come through school. To increase youth access and reduce stigma, because other students seeing these items distributed normalizes their purpose and importance. Wearing this gear helps alleviate feelings of dysmorphia, and can even help you feel better about going to - or feel safer at - school. They may not seem connected, but they are.

Being part of this program is the coolest thing I've ever done. I feel like I am actually making a difference. Reading emails as students get their resources - I'm so grateful that they won't have to struggle. It's a really nice thing.

"I want people to know they are supported and valid. The feelings they have are real and important, and they deserve to feel ok in their body."

And I've gotten so much too. I've learned patience and effective strategies to help others, and I've relearned a lot of compassion. Before I was kind of numb - drained and emotionally empty. But meeting new people and learning their stories has really helped me continue to understand we've not just got this giant societal problem. This is individual and personal to a lot of people, too.

I want parents to know that you may not understand what your child is going through, but you need to look at them, really, and deep. **You don't have to understand your child's identity or their feelings - but supporting them doesn't mean understanding.** Support your child as a person, and their right to grow and be themselves.

I hope in the future people won't have to suffer because they can't get gender affirming gear. At least as far as I can reach! **I want youth to know they are supported, and valid, and their feelings are real and important. They deserve to feel ok in their body.** That's my biggest goal, for them to know that.

"When I got my first binder, I felt like I could breathe for the very first time."

Gender Affirming Resources Program Participant

V, Director of Youth Organizing

My work at Outright is to build youth power across the state. When the Youth Organizers and I met with GSAs to know what issues were most pressing for LGBTQ+ youth in schools, we kept hearing the same thing: transgender, nonbinary, and gender non-conforming youth didn't have access to the resources they needed to feel right in their bodies.

It became clear that the Gender Affirming Resources campaign would be the direct response to youth need. **Something we could build as a sign of solidarity and support for young folks across the state.**

We may not have ever known about this widespread need without the Youth Organizers. Youth asked them directly: "Do you know where I can get a binder?"

The youth all understood the need. It was up to us - here at Outright, and folks in their communities - to show up in solidarity by saying yes. When we are unflagging in support of youth self-determination, we can help them change the trajectory of their lives.



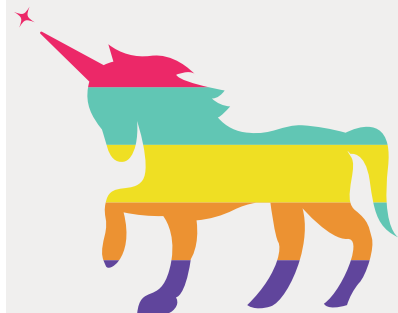
Ashlie, School Counselor, GSA Co-Advisor

I've been working with the Youth Organizers - we're a pilot school for the gender affirming resources campaign. **At every single meeting, they teach me so much.** It's not their job to educate me, yet they are so willing to share their perspectives. They are so mature, knowledgeable, and helpful.

They've shown me that having gender affirming resources in all our schools shouldn't be a privilege. It is very much a need. We are quite literally saving lives. The program has brought a newfound hope. We make students feel included, accepted, known, acknowledged, and heard. To me, that's a basic need, not an "extra," and imperative in the educational system, and society itself.



A Home(Base) of Our Own



Raised: **\$886,613**
Goal: **\$850,000**

"Outright is my home. I don't feel alone anymore."

Our origin story is one of collective action, calculated responsiveness, and a firm belief in a radically different, just future. In 1989, our founders each chipped in \$100 to pay the rent to ensure a year of having our own space. In 2020, you made that stability happen again, this time, in epic proportions!

You embraced our call, showing up powerfully and profoundly to help purchase and transform our home base. This IS the centerpiece of our shift from defense to offense. This is the foundation from which we'll soar to ever greater heights, so young people have everything they need to wholly and gorgeously be their truest selves. Thank you, thank you for helping to make it so.

Makeover with a Mission

As an LGBTQ+ youth organization, we recognize the value of being our most current and best selves. Sometimes we let go of containers that no longer fit. That's the youth-driven agenda we are here for.

As transformation **propels us forward**, we proudly reveal to you our new look: **bright, bold, clear, and rooted.**

This revolution of hope, equity, and power creates room for all our glorious sizes, colors, and shapes. It honors the both/and: strong and gentle, whimsical and sturdy, inside and out.

Welcome to this newest iteration of Outright today: full of confidence, forward motion, and always vibrant, queer joy. We pave our way forward, with you always, by our side.

Heck Yeah!

