

2016 ANNUAL REPORT



Advancing Health Equity

2021 East Hennepin Avenue, Suite 220
Minneapolis, MN 55413

rainbowhealth.org



A LETTER FROM THE EXECUTIVE DIRECTOR AND BOARD PRESIDENT

VOICES OF HEALTH 2016 Survey Results Snapshot:

2,219 LGBTQI Minnesotans completed the survey

2016 saw a **300% +** increase of online survey participants

8% had to teach their doctor about LGBTQ people in order to get appropriate care

8% avoided getting preventative care or needed medical care because of previous experiences of discrimination

22% of LGBTQ people currently smoke, compared to 14% of the general population

HOMELESSNESS



32% of respondents reported they had been homeless at least once in their lifetime. **3%** of respondents were currently homeless at the time they took the survey.

Dear Friends of RHI,

In 2016, we again collected statewide data on LGBTQ health and lived experiences. That report is available on our web-site. We also continued our education efforts to improve health care experiences for LGBTQ clients and offered resources to promote health access. And, of course we continue to promote tobacco policies and health equity advocacy.

Additionally in 2016, we completed a number of restricted projects. With the help of the Blue Cross Foundation, we were able to continue to build out our on-line Provider Directory and our Patient Toolkit. These resources help LGBTQ individuals find culturally responsive providers and prepare for their health care visit by providing advice and tools to empower people to be self-advocates. We also created a web-based workshop on navigating the insurance appeals process for Transgender folk.

The Bremer Trust funded a project that helped us create on-line e-Learning modules and to reach out to Greater Minnesota clinics to begin the implementation of the Standards of Inclusion.

Our Bush Community Innovation grant funded the creation and implementation of the MN LGBTQ Standards of Inclusion for HealthCare and Human Service Providers. These Standards offer a blueprint for providers to create inclusive spaces and help eliminate health disparities in LGBTQ communities.

Our relationships with various state agencies continue to deepen, offering us opportunities to participate in state hiring and grantmaking processes. We use all of our resources to advocate for the inclusion of the LGBTQ communities in conversations about health, education, employment and data collection.

The first annual Opportunity Conference was held on February 27-28, 2017 at the University of MN Continuing Education Center. Throughout 2016, the planning committee met to develop the content and format for the event. As it was assumed that this would be an annual event, we needed to create a name and format that would be applicable over time. The conference was wonderfully successful and plans are already underway for the 2018 Conference, March 26-27, 2018. Stay Tuned!

In 2015 we began a strategic planning process. In 2016 we had the opportunity to do some restricted special project funding. Our revenue streams will probably continue an ebb and flow based on restricted special project funding. This makes planning and sustainability challenging. Also in 2016, RHI began conversations with other LGBTQ organizations about strategic partnerships that may address these sustainability issues.

We know that the work we do is important, innovative and necessary. We are the only organization in the state that is focused specifically on LGBTQ health. We are committed to continuing that work while being open to expanding our focus. There are exciting moments ahead and they are only possible because we know that we have your support. Thank you for your contributions.

Joann M. Usher
Executive Director

Joan Higinbotham
Board of Directors,
President



WHO WE ARE

BOARD OF DIRECTORS

Joan Higinbotham
President

Thomas Knabel
Vice President

Joyce Bengtson
Treasurer

Larry Bussey
Secretary

Maria Orleny Arboleda

Mauricio Cifuentes

Wallace Swan

Amanda Richards

Dionne Hart

STAFF *(anytime during 2016)*

Joann M. Usher
Executive Director

Ron Brunk-Parker
Accountant

Dylan Flunker
Research and Policy
Manager

Heidi Johnson
Communications and
Marketing Manager

EJ Olson
Equity and
Inclusion Manager

John Parker-Der Boghossian
Equity and Inclusion
Education Manager

Emma Marchese
Graphic Designer

Deb LeMay
Operations Director and
Proud Recovery Manager

Jess Ngo
Shift MN Coordinator

Khin Oo
Shift MN Coordinator

Laura Henry
Shift MN Coordinator

Koal Williams
Shift MN Coordinator

Charlie Edgar
Shift MN Coordinator

RHI staff and volunteers attended **9 Pride events** across the state in 2016: Twin Cities, Golden Valley, Duluth-Superior, Pine City, Mankato, Rochester, St. Cloud, Brainerd, Fargo/Moorhead

Opportunity Conference: Advancing LGBTQ Health Planning Committee:

Phil Duran, Outfront MN

Phil Oxman, Psychologist

Joann Usher, RHI Staff

Kate Lehmann, LGBT Therapist

Amanda Richards, RHI Board Member

Joan Higinbotham, RHI Board Member

Joyce Bengtson, RHI Board Member

Larry Bussey, RHI Board Member

Tom Knabel, RHI Board Member

Rajeane Moone, Training to Serve

Heidi Johnson, RHI Staff

Mauricio Cifuentes, CLUES

MISSION

To improve the health of LGBTQ people.

VISION

A world in which all people's health needs are being served

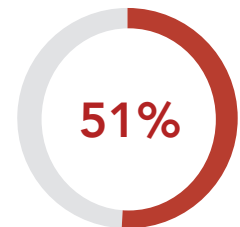
INITIATIVES

- Provide essential resources to improve community health
- Expand access to and availability of culturally responsive care
- Advocate for LGBTQ health equity

VALUES

- Respect
- Equity
- Inclusion

VOH16 SURVEY RESULTS SNAPSHOT:



51% of LGBTQ respondents reported that cost was a barrier to accessing health care, even if they had insurance.



2016 DONORS

SHIFT MN 2016

Five coordinators

Passed **four** tobacco free space policies

Created and executed 5 ways 5 minutes campaign

Hosted/participated events:

- Cirque du SoGay stop
- BBQ at Mondo Queer Beach Party
- Free Movie at the Tylon
- Care Fair
- Camp True Colors
- Q-Quest Youth Fest
- Minnesota Out College Conference, and more!

- | | | |
|---------------------------------|--------------------------------|-------------------------------------|
| Susan Albrecht | Dionne Hart | Lois Nyman |
| Bilal Alkatout | HealthEast | Al Oertwig |
| All God's Children MCC | HealthPartners | Glenn Olson |
| Gregory Allen | Jane Heer | Otto Bremer Foundation |
| Emil Angelica | Elissa Heilicher | Robert J. Owens |
| Anonymous Donor | Hendlin, Inc. | Phil Oxman and Harvey Zuckman |
| John and Scott Azbil-Salisbury | Joan Higinbotham | Peacemaker MN |
| Katie Barrett Wiik | Shari and Allen Holcomb | Ea Porter |
| Tom Becker and Kyle Kossol | Edwin Hoang | PRIDE Institute |
| Joyce Bengtson | Sanford Hunt | Don Quaintance |
| Samantha Bennett | Andrea Jenkins | RAAN |
| David Bjork and Jeff Bengtson | Heidi Johnson | Amanda and Stephen Richards |
| Alan and Ken Braun | Thomas Knabel and Kent Allin | Rebekah Richards and Mike Hvidstein |
| John Brentnall | Emily Kniskern | David Shannon |
| Steve Brinduse and Terry Cole | Laura Leffler-McCabe | Elizabeth Sheehy |
| Jessica Brown | Kate Lehmann | Nicky & Becky Simon-Burton |
| Ron and Charles Brunk-Parker | Ron Linde and Rob Ostrander | Mary Stephens |
| Bush Foundation | Lori Lippert and Jane Leonard | Wally Swan |
| Larry Bussey and David Handy | Alyssa Lochner | Kimmy Tanaka |
| Shadi and Belle Chakoutahi | Mark Lofstrom | Deborah Thorp and Kathleen Murphy |
| Mauricio Cifuentes | Romola Madsen | Tim Tormoen and Chris Rasmussen |
| Susan and Terry Cogger-Williams | Taylor Marit | Leo Treadway |
| Anna Davenport | Brian Marquis | Twin Cities Pride |
| Mark Dietz | Edward and Bill Martin-Chaffee | UnitedHealth Group, Inc. |
| Larry Fonnest and Jim Nepp | Sarah McCulloch | Joann Usher and Connie Nyman |
| Anna Freeburg | Kathleen McDonald | David Vagneur and Scott Rimmel |
| Alexa Groenke | Medica | Pamela Weiner |
| Clair Gustafson | Eric Meininger and Peter Kim | David Wells Jr. |
| David Gustafson | Randy Miranda | Mike and Donna Wolsted |
| Laurel Hall | Scott Mork | |
| | Heather Murphy | |
| | Dick and Joan Niemiec | |

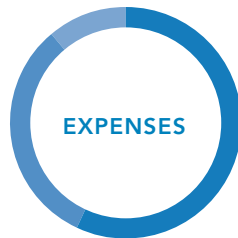




FINANCIALS



- 34% Government contracts
- 24% Contracts
- 2% Corporate/foundations
- 35% Restricted contributions
- 4% Contributions



- 57% Salaries and benefits
- 32% Program expenses
- 11% Management and fundraising

BALANCE SHEET

Current assets	\$212,960
Fixed and other assets	\$7,641
Current liabilities	\$90,087
Equity	\$130,514

REVENUE

Government contracts	\$226,252
Contracts	\$158,342
Corporate/foundations	\$13,011
Restricted contributions*	\$229,841
Earned income	\$2,842
Contributions	\$28,392

TOTAL \$658,680

EXPENSES

Salaries and benefits	\$300,592
Program expenses	\$168,314
Management/fundraising	\$57,100

TOTAL \$526,007

NET INCOME \$132,673 *

**Includes restricted funds from 2015 carried over to 2016 and to be carried over to 2017
Unaudited*

2016 Survey Results

— SNAPSHOT —

MENTAL HEALTH



61% of all LGBTQ respondents reported being diagnosed with depression.

45% reported being diagnosed with PTSD.

36% reported being diagnosed with some form of anxiety disorder.

HEALTH ACCESS



57% of LGBTQ respondents are "out" to their doctor or primary care provider. **17%** said they were not out to their doctor. **12%** reported being somewhat out to their doctor, and **5%** were unsure if they were out. **9%** reported having no primary care provider.



PROGRAM UPDATES

LGBTQ EQUITY & INCLUSION EDUCATION

In 2016, the Education Program had **16 events** with **708 participants** which included licensed care providers, medical students, college and university faculty, clinic administrators, and public health professionals.

The Minnesota LGBTQ Standards of Inclusion were finalized and published. An assessment tool was developed around the Standards to help clinics achieve implementation.

The Provider Directory and Patient Toolkit were upgraded with new marketing strategies that saw a sustained increase in web traffic. More LGBTQ folk in Minnesota are using these resources!

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- WWW.MNLGBTQDIRECTORY.ORG
 - WWW.TINYURL.COM/PATIENTTOOLKIT
 - WWW.SHIFTMN.ORG
 - WWW.5WAYS5MINS.ORG
 - WWW.OPPORTUNITYCONFERENCE.ORG

VOH16 SURVEY RESULTS SNAPSHOT: FOOD SECURITY

In the past 12 months in your household:

Did you or other members of your household ever cut the size of your meals or skip meals because there wasn't enough money for food? **25%**

Did you ever eat less than you felt you should because there wasn't enough money for food? **29%**

Were you ever hungry but didn't eat because there wasn't enough money for food? **24%**

COMMUNICATIONS

In 2016, RHI's Facebook page saw massive growth, jumping from 1650 to **3400 followers**.

RHI now oversees **five websites** spanning the ShiftMN program, the LGBTQ health conference, and RHI's various online resources.

Website traffic in general increased by **65%**, with many folks visiting the online MN LGBTQ Provider Directory and online Patient Toolkit.