

POSITIVE IMAGES

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Positive Images Reaffirms Commitment to LGBTQIA2S+ Community Amid Shifting Political Landscape

Positive Images, an LGBTQIA2S+ Community Center, dedicated to supporting LGBTQIA2S+ individuals in Sonoma County, has announced its strategic plan to strengthen its commitment to accessibility, belonging, and resilience during a time of increasing challenges for the LGBTQIA2S+ community. The announcement comes in light of recent federal policy changes and rhetoric targeting gender diversity.

We envision a North Bay where all LGBTQIA2S+ individuals, especially those living at the intersection of multiple marginalized identities, have equitable access to resources and feel a sense of belonging rooted in communities of care.

Kimi Barbosa, Executive Director of Positive Images: "Our commitment to create safe, affirming spaces is more urgent than ever, and we need your support."

Highlights from the Strategic Plan:

Accessibility: Positive Images is committed to dismantling barriers that disproportionately impact QTBIPOC, neurodivergent, and disabled LGBTQIA2S+ individuals. This includes:

- Expanding bilingual programming to ensure language accessibility.
- Prioritizing ADA-accessible spaces.
- Integrating disability justice practices into programs and services.

Laura LeCave, Bilingual and Bicultural Programs Manager, "We work for Language Justice to make sure that our programs are not only accessible to Spanish speakers, but also a place where they can build deep connections."

Belonging: The organization will build connection and community care by:

- Creating culturally and linguistically responsive programming designed with input from the community.
- Hosting support groups, leadership programs, and safe spaces that affirm all identities.
- Partnering with values-aligned organizations to expand outreach to underserved areas.

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Resilience: Positive Images' programs empower individuals by:

- Utilizing healing justice practices into all services to address mental health needs.
- Supporting youth leadership development.
- Providing ongoing training for staff and volunteers on trauma informed care.
- Training Programs to build inclusion in the greater community.

Education: Positive Images continues to expand its educational initiatives, offering LGBTQIA+ cultural competency training for educators, service providers, and community organizations. These programs create brave spaces where participants can engage in meaningful dialogue, ask difficult questions without fear of judgment, and gain the tools needed to create inclusive spaces.

"Education is one of the most powerful tools we have to counter misinformation and promote empathy," said Drew Rose, Trainings and Education Manager.

Showing Up During Challenging Times:

In response to recent anti-LGBTQIA+ policies and rhetoric, Positive Images has reaffirmed its commitment to advocacy, accessibility, and healing. Key initiatives include:

- Partnering with schools to implement affirming policies and create safer spaces for LGBTQIA2S+ students.
- Expanding outreach to rural and underserved communities to provide vital resources and support.
- Empowering youth leaders to co-design programming and shape the future of Positive Images.

"While the political landscape may be uncertain, our commitment to this work is guaranteed," said Jess Carroll, Director of Programs, "We believe that our collective liberation is interconnected, and we will continue to advocate, educate, and provide resources to ensure our community thrives."

Join Us in the Work:

Positive Images invites supporters, community members, and allies to join in its movement by:

- Attending upcoming training sessions and events.
- Volunteering or contributing to programs that support LGBTQIA2S+ individuals.
- Sharing resources and spreading awareness about Positive Images' work.
- Making a donation to support our work.

For more information about Positive Images, its strategic plan, and ways to get involved, please visit www.posimages.org

Positive Images is a nonprofit organization based in Santa Rosa, CA, dedicated to providing support, advocacy, and education for LGBTQIA2S+ individuals and allies in Sonoma County. Since its founding, Positive Images has been a safe haven and resource hub, fostering connection, growth, and healing for all members of the LGBTQIA2S+ community.

Vision Statement

A North Bay where LGBTQIA2S+ people, especially folks living at the intersection of multiple marginalized identities, have equitable access to resources, feel a sense of safety and belonging rooted in communities of care, and can live authentic, thriving, interconnected lives.



Commitment Statement

PI is committed to creating the conditions for collective liberation for and with all the intersections of the LGBTQIA2S+ community by:

- Cultivating spaces for community care, connection, and belonging
- Partnering strategically to better serve our trans, non-binary, Latine, neurodivergent, and disabled community members, and
- Educating and organizing ourselves and our allies.

Values

Community

We are dedicated to building community through grassroots engagement.

Positive Images is deeply committed to building community in the North Bay. After seeing a need for a sense of community among LGBTQIA+ youth in the 1990s, our founder, Jim Foster, LMFT, created a safe space of belonging in his very own living room. We have expanded his vision to create a space where individuals can authentically belong, knowing that all aspects of their identity are welcome and honored.

Ideological Ancestors: Jim Foster, Sisters of Perpetual Indulgence of the Russian River, Brayan Alain Rodriguez, Crystal Labeija

Intersectionality

We recognize diverse experiences, while addressing interconnected discrimination and interrelated oppression and injustice in order to celebrate, honor, and acknowledge complex identities.

Intersectionality, a framework developed and expanded on by brilliant thinkers such as Kimberlé Crenshaw, is rooted in the acknowledgment of multifaceted identities of Black Women. Uplifting and acknowledging the contributions of such intellectuals of color and making a commitment to confronting oppressive structures are essential components of embracing intersectionality. This means recognizing the range of experiences that exist within our community, resolving prejudice that is connected to other forms of discrimination, and promoting justice and belonging at Positive Images.



Intersectionality (cont.)

"There is no such thing as a single-issue struggle because we do not lead single-issue lives." —Audre Lorde

Ideological Ancestors: Kimberlé Crenshaw, Audre Lorde, Gloria Anzaldúa, Alok Vaid-Menon

Accessibility

We recognize society's intentional exclusion and harmful impacts on BIPOC, disabled, mad, and neurodivergent queer and trans communities. We work to uphold the rights of people with disabilities, ensure accessibility, and increase awareness in order to better serve our community.

We at Positive Images recognize that our society is intentionally exclusionary and perpetuates harmful systems that impact QTBIPOC, disabled, mad, and neurodivergent queer and trans folks at a disproportionate rate. By honoring disability justice practices and making our spaces as accessible as possible to our disabled siblings, we actively work to dismantle barriers and increase access for everyone. While expanding our understanding of accessibility to encompass barriers that include the diversity of ability needs, we honor the work of the disability justice movement.

"We meet each others' needs as we build toward liberation, knowing that state solutions inevitably extend into further control over lives." —Sins Invalid, 10 Principles of Disability Justice

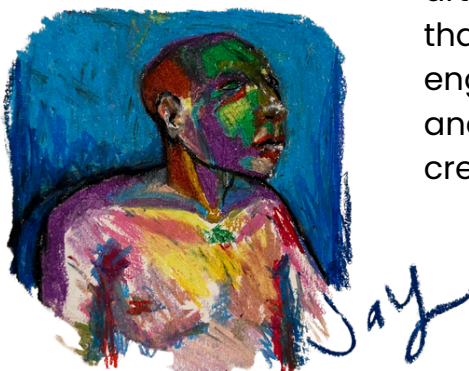
"As brown, black and queer-bodied disabled people we bring flexibility and creative nuance that go beyond able-bodied/minded normativity, to be in community with each other" —Sins Invalid, 10 Principles of Disability Justice

Ideological Ancestors: Sins Invalid, Alice Wong, Judy Heumann, Brad Lomax

Creativity

We promote a collective artistic exploration of LGBTQIA+ themes and culture through diverse creative expression, while honoring queer ancestors as well as centering local artists.

At Positive Images, our community-driven programs are rooted in healing through the arts; often honoring queer ancestors, as well as centering local queer artists and creatives who inspire us to envision a world that embraces everyone. Together, we promote engagement in artistic exploration of LGBTQIA+ themes and intersectional culture through diverse forms of creative expression.



Ideological Ancestors: D'mitra Smith, Joesphine Baker, Keith Haring, Janelle Monet, Danez Smith, Leigh Bowry, Kehinde Wiley



Equity & Anti-Racism

We cultivate intentionality and belonging, working to actively dismantle oppressive systems, while centering our most impacted community members.

At Positive Images, centering our community means uplifting and centering those who are most impacted and affected by oppressive systems. Together, we create the seats at the table, continually and collaboratively building and redefining our space. We value diverse lived experiences and actively work to dismantle systems of oppression that shape the very rooms where these tables sit.

“Those closest to the problem are closest to the solution” – Glenn E Martin

Ideological Ancestors: D’mitra Smith, Alegría De La Cruz, Rosa Perez, Glenn E Martin, Leslie Feinberg

Accountability

Positive Images remains committed to adjusting our approach based on feedback and outcomes.

Rather than assuming our expertise, we see ourselves as stewards, responsible for navigating shared spaces and taking an important role in our community, taking initiative and making space with humility.

“For me, forgiveness and compassion are always linked: how do we hold people accountable for wrongdoing and yet at the same time remain in touch with their humanity enough to believe in their capacity to be transformed?”– bell hooks

Ideological Ancestors: Kirstyne Lange, Jerry Threet, bell hooks, Richard Oakes, César Chávez

Liberation

Our freedom is interdependent, and collectively we can dismantle oppressive systems and build a just, thriving future.

At Positive Images, we believe that true liberation is inherently collective and deeply interconnected.

Liberation is about dismantling systems of oppression, imagining radical possibilities for freedom, and building a future where every individual can thrive. It calls us to recognize that our liberation is

interdependent so we can find the strength to transform our world into a more just and equitable place.



“We’re not free til we are all free” – Fannie Lou Hamer



Liberation (cont.)

"If you have come here to help me, you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together." — Lilla Watson

Ideological Ancestors: Cochina Rude, Tré Vasquez, Dra. Danny Domínguez, Cara Page, Erica Woodland, Adrienne Maree Brown, Alicia Garza, Fannie Lou Hamer, Lilla Watson, and so many many more

Preconditions

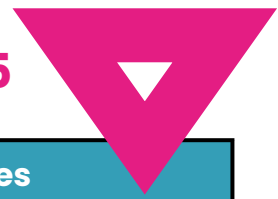
Preconditions are the conditions that would have to be in place for our vision to be fully achieved. Positive Images' commitment statement, goals, objectives, and strategies, are aimed at addressing the preconditions related to "heart & spirit" and "growth & action," while kindred organizations work to address the remaining preconditions.



Body and Movement	Heart and Spirit	Growth and Action	Abolition	(Re)generation
People have their physical safety needs met.	People have their emotional safety needs met within the context of communities of care.	People have what they need to learn, grow, and thrive on their own terms.	Communities are unbound by systems of harm.	Communities can flourish and re(claim) their birthrights.

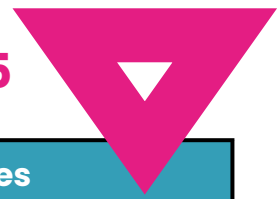
Goals, Objectives, & Strategies

Goals	Objectives	Strategies
<p>Goal 1: Members of the Sonoma County LGBTQIA2S+ community experience a sense of belonging, and have their mental and emotional health and wellbeing needs met in culturally and linguistically responsive ways.</p>	<p>Objective 1.1: Safe spaces within and beyond the walls of Positive Images' center create opportunities for community care, connection, peer support, and joy.</p>	<p>Strategy 1.1a: Create and sustain opportunities for community care and connection in the form of queer gathering spaces and programming (both inside and) outside of the physical PI center.</p>
	<p>Objective 1.2: Programming at these locations, such as community activities and support groups, will be culturally and linguistically responsive to the stated needs and priorities of PI's community members and accessible to LGBTQIA2S+ community members throughout the North Bay.</p>	<p>Strategy 1.2a: Create and implement an iterative, intersectional, culturally and linguistically responsive process to center the wisdom of community members in program design, implementation, and evaluation.</p>
		<p>Strategy 1.2b: Create accessible, reliable, and consistent programming (at accessible, reliable, and consistent locations) that reduces barriers and makes it easier for community members to engage with us.</p>



Goals	Objectives	Strategies
<p>Goal 1 (cont.): Members of the Sonoma County LGBTQIA2S+ community experience a sense of belonging, and have their mental and emotional health and wellbeing needs met in culturally and linguistically responsive ways.</p>	<p>Objective 1.3: Programming will serve the queer community by applying affirming, healing practices that center the unique mental health needs and experiences of LGBTQIA2S+ community members.</p>	<p>Strategy 1.3a: Infuse healing-informed processes and practices that support the unique mental and emotional health needs of people who identify as LGBTQIA2S+ into programming and space design.</p>
	<p>Objective 1.4: Evaluation practices will center community wisdom, inform future programming decisions, and protect community members' safety and wellbeing.</p>	<p>Strategy 1.4a: Use data to help us track the efficacy and responsiveness of our programs while making sure that we protect people's privacy and their agency around data use.</p>
<p>Goal 2: LGBTQIA2S+ community members and allies have what they need within institutions in order to learn, grow, and thrive on their own terms.</p>	<p>Objective 2.1: Institutions in which our community members engage have affirming policies and practices in place that center the unique needs and experiences of LGBTQIA2S+ community members.</p>	<p>Strategy 2.1a: Partner with educational institutions to create policy that LGBTQIA2S+ students, the adults serving them, their families, and their peers need in order to create spaces of belonging and safety.</p>
	<p>Objective 2.2: People within institutions (staff, service providers, caregivers, students, participants) that serve our community members have the necessary skills to adhere to policy shifts and support LGBTQIA2s+ folks.</p>	<p>Strategy 2.2a: Partner with educational institutions to provide the support (in the form of culture and behavior shift) that LGBTQIA2s+ students, the adults serving them, their families, and their peers need in order to create spaces of belonging and safety.</p>
		<p>Strategy 2.2b: Partner with service providers to ensure that they are providing affirming care that centers the unique mental healthcare needs of LGBTQIA2S+ patients and clients.</p>
<p>Strategy 2.2c: Create a mechanism that helps us track the efficacy and responsiveness of our outreach to and relationships with schools.</p>	<p>Strategy 3.1a: Create, maintain, and resource authentic, reciprocal relationships with values-aligned organizations to cross-train and support each others' commitments in an effort to build power and move towards collective, intersectional liberation.</p>	
<p>Goal 3: LGBTQIA2S+ community members and allies have what they need within PI in order to learn, grow, and thrive on their own terms.</p>		<p>Objective 3.1: PI staff have the necessary skills to engage in intersectional work and support all members of the LGBTQIA2S+ community, including folks who live at the intersection of racial, economic, language, cultural, gender, ability, neurodivergence, etc. identities that have often been erased or marginalized.</p>

Strategic Plan 2025



Goals	Objectives	Strategies
<p>Goal 3 (cont.): LGBTQIA2S+ community members and allies have what they need within PI in order to learn, grow, and thrive on their own terms.</p>		<p>Strategy 3.1b: Mandate internal staff training on emerging topics.</p>
	<p>Objective 3.2: Spaces and opportunities exist for LGBTQIA2S+ community members, especially youth & QTBIPOC, to work together to co-design priorities for the organization.</p>	<p>Strategy 3.2a: Work with PI youth to develop leadership, self-advocacy, and peer support skills so that they can work to inform changes in PI programming today and be change agents moving forward.</p>

As Positive Images moves forward with our 2025 Strategic Plan, we remain deeply committed to creating conditions where LGBTQIA2S+ individuals and communities can thrive. Guided by the principles of accessibility, belonging, and resilience, we are dedicated to dismantling systemic barriers and nurturing spaces that honor the inherent strength and wisdom within our community.

We believe that the seeds of liberation already exist within those we serve. Our role is to provide the resources, spaces, and opportunities that allow those seeds to grow and flourish. Together, we are building a future rooted in equity, care, and interconnection.

To learn more about Positive Images and join us in this work, please visit www.posimages.org.

