

2023-2024 IMPACT REPORT



POSITIVE **IMAGES**



A MESSAGE FROM THE EXECUTIVE DIRECTOR

As we reflect on the past year at Positive Images, I want to begin by acknowledging the gaps in intersectionality and accessibility that have historically existed in LGBTQIA+ services. We have taken time for thoughtful reflection about how queer spaces have centered whiteness and privilege, and we have recommitted ourselves to the creation of a space that genuinely embodies our values. We strive to create a space that not only centers diverse community voices but also ensures that individuals can walk through our doors as their full authentic selves.



I am thrilled to share the significant strides Positive Images has made in the past year. We've experienced transformative growth, expanding our team from 3 to 12 dedicated individuals who bring a wealth of expertise and passion to our center. This expansion has empowered us to increase our impact and enhance the depth of support that we offer to Sonoma County's LGBTQIA+ community.

One major accomplishment that we take pride in is the successful completion of our pilot program, the LGBTQIA+ Therapy Fund. In collaboration with our partner, On the Margins, we now provide free, culturally and linguistically responsive therapy to our clients. **This initiative was the first time we have provided one-on-one therapy in Positive Images' 33-year history**, and reflects our commitment to accessible mental health supports that are specific to the unique needs of our community. Our partnership with On the Margins is thoughtful and intentional, and we are proud to be in relationship with a Queer, Latina-led organization that is dedicated to healing justice and liberatory practices.

This year also brought with the launch of our

bilingual and bicultural programming, **crafted by and for queer people of color.** The incredible dedication of our Bilingual Programs team has been remarkable, and their work has been transformational. Their passion and energy supports our community while upholding language justice and creating a space that is accessible to Queer Latine folks and their families.

Expanding Positive Image's training offerings has also been a high priority. **As our political landscape shifts towards more oppressive anti-LGBTQIA+ legislation and more visible hate, we believe that education is a powerful tool to deconstruct harmful myths and systems of oppression.** Through the expansion of our training program, we work to provide professionals with the knowledge and skills necessary to serve the LGBTQIA+ community with cultural consciousness and sensitivity. By doing so, we aim to cultivate a more informed and supportive community where LGBTQIA+ individuals can receive the understanding and care they deserve.

I'm proud of the progress we have made and the foundation we have laid for an even brighter future. **We are creating a new era of Positive Images and none of this would be possible without the support of our community.** Together, we will continue to build a Positive Images that reflects the strength, diversity, resilience, and joy of the LGBTQIA+ community in the North Bay as we work towards collective liberation.

In joy and justice,



A handwritten signature in black ink, appearing to read 'Kimi Barbosa'.

Kimi Barbosa
Executive Director



A NOTE FROM THE BOARD

As we reach the end of 2024 and the cusp of our 35th anniversary, PI has so much to celebrate. At the end of 2023, we expanded our capacity tremendously, growing our staff from just three people to more than 10, led by our Executive Director Kimi Barbosa. This year, Kimi and the team have been focused on new programs and on sustaining our growth.

One of our organization's proudest accomplishments is the work of Laura LeCave, Ronimar and Alex. For decades, most of PI's programs and resources were only accessible to English speakers. Today, our Bilingual Baddies team is creating original programs and partnerships to connect with support Spanish-speaking LGBTQIA+ folks and Latine families. These connections happen during drop-in hours at the center, at bilingual and bicultural support groups, in partnership with La Familia Sana and other groups throughout the county, and at celebrations at Mitote and Andy's Unity Park. These programs mark a new chapter of bringing language justice to PI and to Sonoma County's intersectional LGBTQIA+ community.

Our expansion also allowed us to provide more LGBTQIA+ cultural consciousness trainings than ever before. In 23/24, we provided 105 trainings to 3,072 Individuals! Through this work, we're equipping our schools, community groups, businesses and healthcare providers with the tools to create and sustain more equitable environments for all queer folks. Our trainers Drew Crawford and Vanessa Hamill-Meeryakerd worked closely with Sonoma Valley Unified School District this year to implement new policies that benefit queer and trans students navigating gender identity, depression, bullying and harassment.

Deepening our impact and broadening our reach as we have takes hard work, community trust and funding. We're fortunate to have the support of an incredible group of donors, partners, and community members. Your generosity is what allows us to be there for those who need us most. The journey isn't over, but together, we're making real progress.

Thank you for trusting us, for supporting us, and for being a part of this community.

We couldn't do this without you.

In community,



Chelsea Kurnick
Outgoing Board Chair



KEY MILESTONES

EXPANSION OF STAFF:

- Executive Director
- Director of Development
- Bilingual Team
- Expansion of Training Team

IMPLEMENTATION OF BILINGUAL AND BICULTURAL TEAM

COALITION BUILDING

- NAACP
- Latino Service Providers
- North Bay Organizing Project
- La Familia Sana
- La Plaza
- LGBTQ Connection
- and more!

**COMPLETION OF 1:1
LGBTQ THERAPY
PILOT PROGRAM IN
COLLABORATION WITH
ON THE MARGINS**

**13 PROGRAMS
HELD IN
SPANISH
and counting**

but that's just
the tip of the iceberg...

DROP-IN CENTER

204 DAYS OPEN
or **1,006** HOURS
with a total number of
548 DROP-IN SESSIONS

BILINGUAL OUTREACH AND SERVICES

35 EVENTS HELD
BILINGUALLY
and **THREE** new recurring
monolingual spanish events

60% MORE SPANISH
SPEAKERS
utilizing our center than last year

all possible because of
3 DEDICATED BILINGUAL
& BICULTURAL STAFF
forming **ONE** NEW BADASS TEAM

SUPPORT GROUPS

49 ADULT SUPPORT GROUPS
serving **214** INDIVIDUALS

50 YOUTH SUPPORT GROUPS
serving **105** INDIVIDUALS

99 YOUTH LEADERSHIP
DEVELOPMENT SESSIONS
serving **29** INDIVIDUALS

96.3% reported increased feelings
of connectedness.

OUR IMPACT BY THE NUM B3RS

TRAININGS

105 PRESENTATIONS
to community partners,
clubs, organizations, school
admins, teachers, and
students over a total of

99 or **5,940**
HOURS MINUTES
making contact with

3,072

INDIVIDUALS, of which
96.26% reported an
improved
understanding of the
queer community.

OUT IN THE COMMUNITY

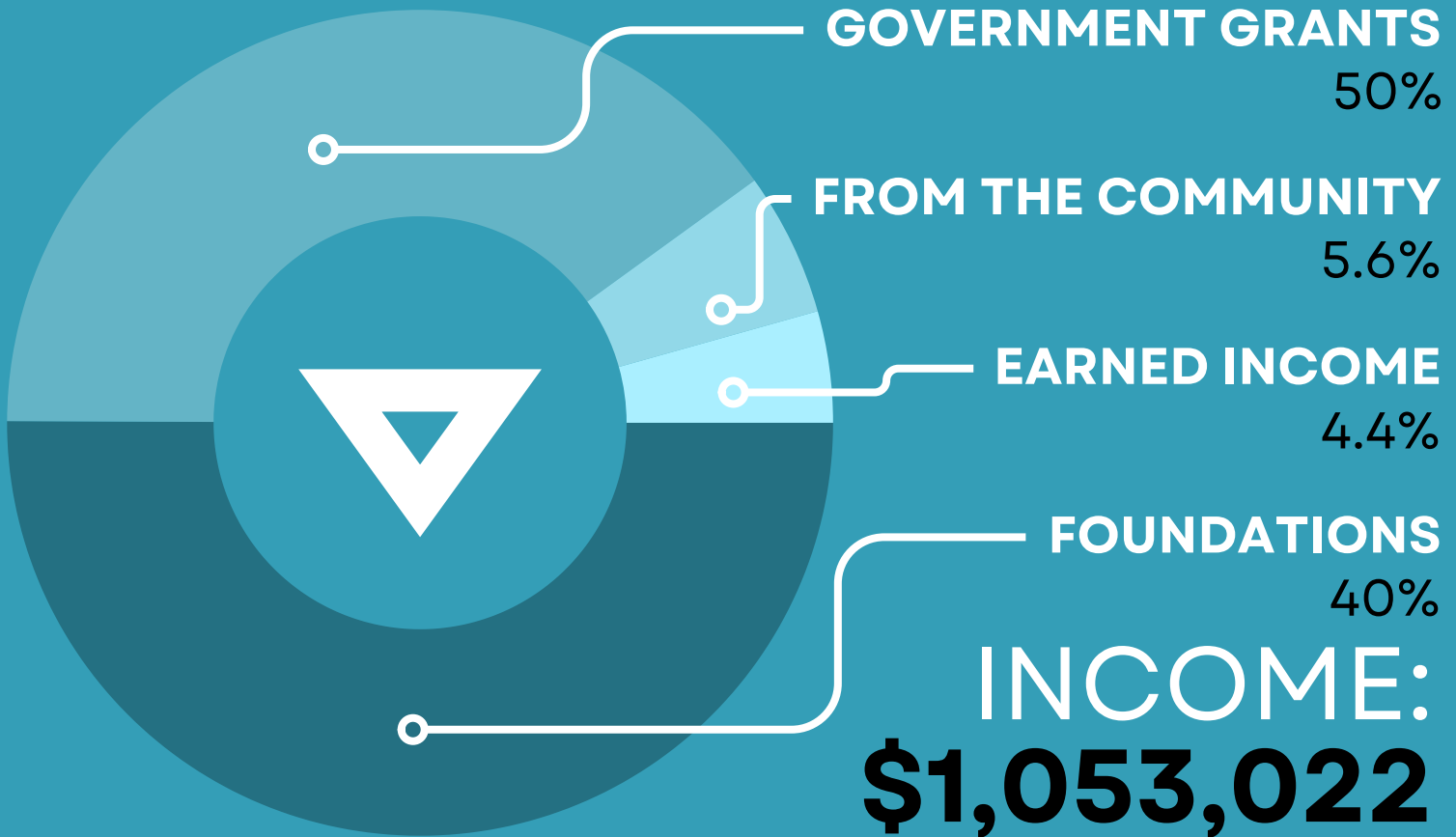
51 OFF-SITE EVENTS
AND PROGRAMS



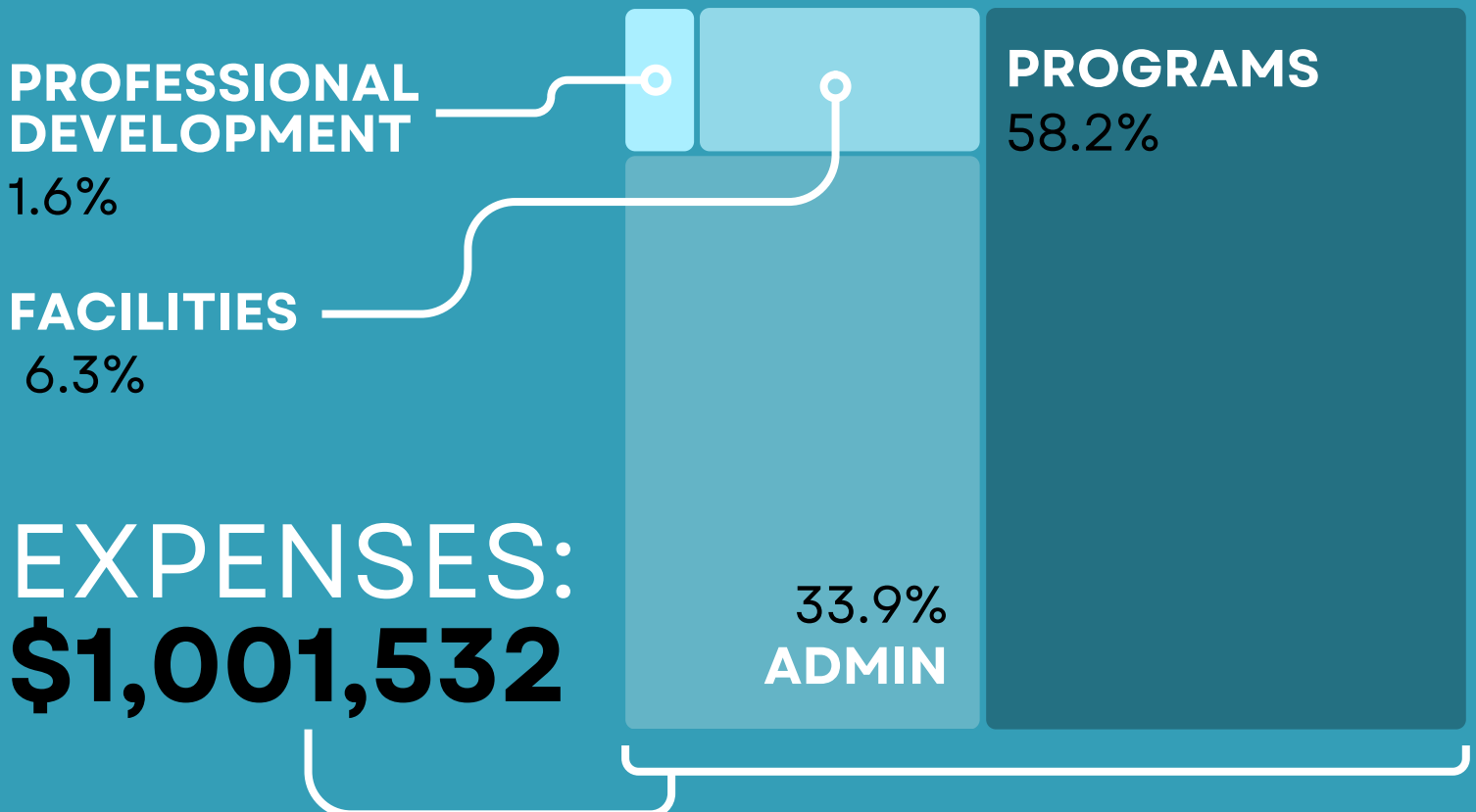
with an emphasis on rural communities

7,078 INDIVIDUALS SERVED
across our organization

THANK YOU FOR INVESTING IN US



INVESTING IN OUR COMMUNITY



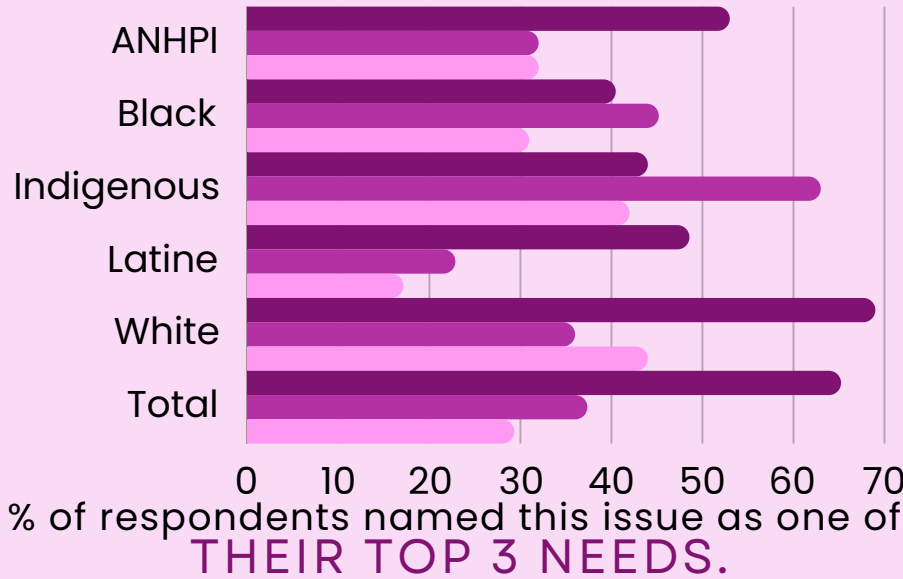
*THESE NUMBERS EXCLUDE INCOME AND EXPENSES RELATED TO OUR FISCAL SPONSEES

IN 2024 POSITIVE IMAGES SET OUT TO ASSESS THE NEEDS OF OUR COMMUNITY

#WhatIsYourSoCoQueerNeed?



Community
 Housing
 Economic Resources



PRELIMINARY RESULTS reveal that Community, Housing, and Economic Resources rank among the highest needs across race, geographic location and income demographics.

ADDITIONALLY, our team worked with community leaders to conduct key informant interviews to further capture the unique needs of individuals living or working in Sonoma County.

JOIN US IN EARLY 2025 for an unveiling of our final results: **QUEER INSIGHTS** an actionable path to a more inclusive Sonoma County

I HAVE THIS DREAM WHERE I'M SWIMMING IN THE OCEAN AND AT FIRST IT'S WARM AND BUOYANT, BUT AS THE SUN SETS, IT STARTS TO GET COLD AND CHOPPY. I CAN KEEP SWIMMING, BUT I STOP AND TREAD WATER, LOOKING AROUND ME, PANICKING A BIT WHEN I REALIZE I CAN NO LONGER SEE THE SHORE. THE SKY IS DARK WITH CLOUDS; NO MOON OR STARS. I FEEL THE ANXIETY MELT INTO THE WATER AROUND MY BODY. I AM RESIGNED. SOMETHING TOUCHES MY ANKLE.

FROM THE COMMUNITY

"It's given me something to look forward to, and has provided me with a sense of **connection** with the community and others. **It makes me feel like I have a community.**"
-Support Group Participant

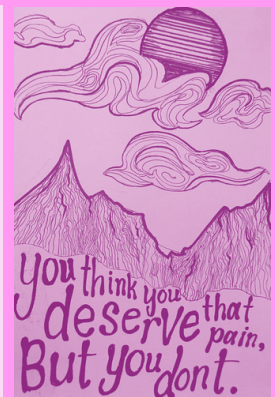


"You know, I love that the children can normalize the rainbow flag. **Thank you for being here and bringing such positive energy.**"
-Bilingual and Bicultural Programs Participant

"**PI is home**, PI feels like a place where I can just be me, I can take off my mask."
-Drop-In Center Participant



"Just knowing that **Positive Images is here for me whenever I need them**



"[Youth Leadership Development] has given me the **skills and strength to advocate for and take care of myself**" -Youth Leadership Participant

reminds me that **I am not alone and that I am cared-for.**"
-Social Saturday Participant



13 STAFF MEMBERS
with **9** FULL TIME and
FOUR PART TIME



8 MEMBERS
of the
BOARD

100 %
QUEER
board and staff

1 TEAM
united
in service
of our
vision

VALUES

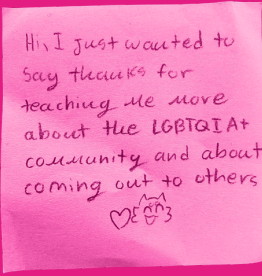
- ACCESSIBILITY
- ACCOUNTABILITY
- COMMUNITY
- CREATIVITY
- EQUITY & ANTI-RACISM
- INTERSECTIONALITY
- LIBERATION

HONORING our past for the groundbreaking work of our predecessors drives us to continually evaluate and redesign how we can do better by our community and strive to center the voices of our community who are furthest from opportunity.



LIVING INTO OUR VISION

BRING A TRAINING TO YOUR ORGANIZATION OR SCHOOL email drew@posimages to learn more today.



FIND YOUR COMMUNITY @ PI

/PosImages

@positiveimages

@positive.images

follow us on social media to stay up to date with upcoming events

OR

drop by the center between noon and 6pm tuesdays through fridays



MAKE A DONATION TO SUPPORT OUR VISION OF 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.

BY SCANNING THE QR OR SENDING A CHECK TO

200 MONTGOMERY DR, STE C
SANTA ROSA, CA 95404