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Astraea LESBIAN FOUNDATION FOR JUSTICE

Activists protest the Indian Supreme Court’s reinstitution of the country’s colonial era anti-sodomy law. Image courtesy of Sappho.

VISION/MISSION

In 1977 a group of women came together across racial and class differences to build a truly just social movement that prioritized the needs and vision of lesbians and women of color. In order to do so, they realized they would need to fund the work themselves. Their uncompromising vision became the Astraea Lesbian Foundation for Justice.

Astraea remains true to this founding lesbian feminist ethos, supporting movement building through four strategic pillars:

1. Grantmaking
2. Capacity Building and Leadership Development
3. Media and Communications
4. Philanthropic Advocacy

Today, Astraea works at the intersections of racial, gender and economic justice, connecting across issues, borders and generations to secure human rights and dignity for LGBTQI people everywhere.
DEAR FRIEND,

So much of our work is centered on long-term systemic change. Still, there are moments when our reach across borders, movements, stakeholders and strategies provides immediate insight that our unique role is not only necessary but working. It was a joy to lead Astraea through a year when the seeds of collaboration, advocacy, artistic intervention, research, travel, and community organizing bore so much fruit.

Astraea has been making grants for thirty-seven years. In 2014 we not only had our largest grantmaking cycle ever, but also awarded over 40% of our grants to first-time grantees! We’re leaning into our expertise to reach more folks, support more work and remain nimble and relevant.

We take our table-setting seriously! When we talk about our philanthropic advocacy, we recognize the responsibility of being the only and longest-running public foundation in the world doing this work. How do we leverage the strengths of individuals, institutions, governments, artists and activists to ensure more resources flow where they are most needed? Through partnership and collaboration.

This was the inaugural year of Funding Queerly, a dynamic group of philanthropists under the age of 40, who believe the best resources are those that get to the frontlines of social change. Astraea is home to the LGBTQ Racial Justice Fund, a collaborative fund dedicated to ending racial disparities in the United States; we proudly chair the Global Philanthropy Project, a consortium of international funders of LGBTQI rights; and 2014 marked the second year of our LGBT Global Development Partnership with USAID.

Our grantee partners continue doing the most groundbreaking work around the globe. Astraea is committed to developing leadership and building capacity in order to sustain movements and momentum despite repressive laws, unequal access to services and health care, employment discrimination, the lack of family recognition, challenges to the ability to organize, racial and gender profiling, and the ongoing threat of violence and incarceration.

Astraea insists innovation is often born where the need is the greatest. Our media and communications efforts were hugely successful in 2014. CommsLabs, our media, communications and technology initiative, came out of incubation. Fifty technologists and LGBTQI human rights defenders came together in Bogotá, Colombia for our first lab successfully sharing skills and strategies across analog and digital technologies, and geographic and political borders.

And finally, the collaborations without which none of this stellar work could happen: 890 individuals and institutions invested from $5 to $1.7 million dollars because of their confidence in the efficacy of our work! I remain humbled and thrilled by the possibility of our co-creation. Please enjoy reading this glimpse into the incredible year we’ve shared.

In deep solidarity,

J. Bob Alotta
Executive Director
This year Astraea and grantee partners:

- **Broke grantmaking records.** 2014 was our biggest grantmaking year yet. We made over $3 million in grants to 81 partners in 35 countries.

- **Monitored and closed “de-homosexualization clinics” in Ecuador and advocated to reform the health code to regulate private and public clinics.**

- **Fueled the #BlackLivesMatter movement for racial justice** via radical community organizing and uplifting the voices of black queer leaders.

- **Promoted the enforcement of Supreme Court rulings on trans* rights in India, including the creation of state welfare boards for trans* Indians.**

- **Passed the New York Community Safety Act**, the first law in the US to create an enforceable ban against police profiling based on sexual orientation and gender identity.

- **Led a constitutional challenge** that successfully overturned the Anti-Homosexuality Act in Uganda.

- **Received a four-star rating from Charity Navigator.** Astraea received a four-star rating from Charity Navigator, America’s largest and most-utilized independent evaluator of charities.

- **Guaranteed relief to some 4 million undocumented immigrants in the US via vibrant queer and trans participation in #Not1More campaign, which encouraged President Obama to take executive action in November 2014.**

- **Started to build the legal foundation** for a challenge to criminalization of LGBTQ communities in Kenya.

- **Launched Fueling the Frontlines**, a three-year $20M campaign to support the incredible work we do worldwide.

- **Raised national profile of trans* women in immigration detention and held direct actions to demand alternatives.**

- **Secured the first-ever resolution at the African Commission on Human and People’s Rights** on sexual orientation and gender identity (SOGI) issues, condemning violence based on SOGI in Africa.

- **Fueled the largest march for trans* rights in Turkey.**

- **Secured partial adoption rights for same sex couples in Colombia.**

- **Achieved a seventh resolution on LGBTI rights in Latin America.**

- **Created the first CommsLabs.** Astraea launched the first-ever Media, Communications and Technology Lab (CommsLabs) in Bogotá, Colombia as part of the LGBT Global Development Partnership with the USAID.

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**Trans* is a term used to refer to the entire range of possible gender identities that fall under the broad definition of trans*, including many specific to local cultures and contexts.**

**LGBTQI** is the inclusive term Astraea uses to refer to Lesbian, Gay, Bisexual, Trans*, Queer and Intersex communities.
UNIQUE COLLABORATIONS FUELED THE GLOBAL MOVEMENT FOR LGBTQI RIGHTS

“I’m excited to be a donor to Astraea and part of the Funding Queerly Giving Circle they support because of its history of funding the most courageous and boundary-pushing organizing in the LGBTQ community.”

—Jason Franklin, Astraea donor and member of Funding Queerly Giving Circle, 2014

The LGBT Global Development Partnership Model

The LGBT Global Development Partnership harnesses Astraea’s track record as a leading philanthropic advocate, representing the first-ever relationship between the federal government and a public foundation to expand international LGBT rights. The Partnership brings together the United States Agency for International Development (USAID), the Swedish International Development Cooperation Agency (Sida), the Astraea Foundation, the Gay & Lesbian Victory Institute (GLVI), the Williams Institute, and Olivia Companies in an initiative dedicated to furthering LGBT equality in targeted countries, including Colombia, Ecuador, Honduras, India, Kenya, Peru, South Africa, Albania, Bosnia & Herzegovina, Kosovo and Serbia.

Philanthropic Advocacy

As a philanthropic advocate, Astraea advances the work of preeminent institutional partnerships: the LGBT Global Development Partnership, the Global Philanthropy Project (GPP), the LGBTQ Racial Justice Fund (RJF) and the Funding Queerly Giving Circle—all dedicated to increasing resources for LGBTQI human rights.

Astraea works closely with RFSL, the Swedish Federation for Lesbian, Gay, Bisexual and Transgender Rights, in the development and implementation of their Rainbow Leaders training. Rainbow Leaders is an intensive leadership development program for emerging and experienced LGBTI activists alike. As a result of Astraea’s outreach, nearly half of the participants in the May 2014 training came from Astraea grantee partners in Partnership countries.

Astraea grantee partners and other LGBTI leaders at a Rainbow Leaders convening in Sweden.
COMMSLABS: DEFENDING HUMAN RIGHTS THROUGH MEDIA AND TECH

In July 2014 Astraea launched the first-ever Media, Communications and Technology Lab (Comms-Labs) in Bogotá, Colombia, as part of the LGBT Global Development Partnership with USAID. With more than 35 activists from Latin America and 12 technologists and communications practitioners from around the world, the group worked together to create new media strategies and digital advocacy tools specifically designed to meet the needs of LGBT human rights defenders.

At the CommsLabs in Colombia, Astraea grantee Red Lésbica CATTRACHAS, a collective whose main objective is to advance and protect the human rights of LGBT people in Honduras, presented their Observatorio tool. The Observatorio is a database that CATTRACHAS has used since 2008 to monitor and identify trends in human rights violations and violence against LGBT people; it works by grabbing tagged words (murder, gay, homicide, lesbian) from online newspapers and media outlets.

CATTRACHAS then follows up, opens a case and provides support with reporting and services for the survivors. Astraea grantee partners Colombia Diversa, Caribe Afirmativo and Santamaría Fundación were also present at the CommsLabs. These organizations have been collaborating with CATTRACHAS since 2011, using the Observatorio to track human rights violations in Colombia. Together they’ve built a robust system that allows them to monitor violence and hate crimes against the LGBT community. Other organizations, such as No Tengo Miedo, a Peru-based grantee partner, and Mujer y Mujer, an Ecuador-based grantee partner, learned about the Observatorio and its regional impact for the first time at CommsLabs, and have made plans to implement it in their countries. As a direct result of the CommsLabs, CATTRACHAS strengthened the Observatorio with support from one of the trainers, and was able to make it available online for other organizations to use.

The CommsLabs project aims to:

1. **Develop social networks**, communications and organizational strategies that are accessible, secure, and relevant;
2. **Increase skills** among the next generation of LGBTQI activists;
3. **Create a radical network** of activists and technologists that strengthens the defense of LGBTQI human rights;
4. **Solidify partnerships** and alliances between LGBTQI communities and human rights defenders using technology; and,
5. **Build innovative tools** to monitor incidents of violence against LGBTQI people.

“I’m particularly excited about the work Astraea is doing around building the technology and communications capacity of community based organizations.”

—Surina Khan, Astraea donor
“I see the Internet and social media in general as a tremendous tool for movement building and information sharing. But I also see the importance of face to face organizing, research and publishing, convening (especially across difference), and sharing of every sort. A movement cannot rely on just one of these forms of networking and strategizing.”

—Jean Hardisty, Astraea donor
ASTRAEA SUPPORTED 81 GRANTEE PARTNERS IN 35 COUNTRIES, MAKING $3.1 MILLION IN GRANTS

Grantmaking

Astraea funds grassroots LGBTQI organizations working for racial, economic and gender justice. In all of our grantmaking, we prioritize the leadership of lesbians, trans* people, and people of color. This year, our grantmaking strategically focused on the following thematic concerns:

**Anti-Criminalization and Freedom from Violence** Astraea supports groups led by LGBTQI youth, sex workers and people of color that organize against police and state violence, educate communities about their rights, and fight laws and policies that criminalize LGBTQI lives.

**Anti-Discrimination Protections** Astraea supports grantee partners working to change laws and policies so LGBTQI people can live with safety and dignity, including family protections, anti-discrimination provisions, and equality in health and education.

**Arts and Cultural Change** Because societies must change along with laws and policies, Astraea supports progressive LGBTQI artists and organizations that use arts and media as tools for transforming social attitudes and envisioning new realities.

**Immigrant Rights** In the United States, Astraea fuels the grassroots LGBTQI immigrant movement that is building a new generation of leaders, fighting harsh deportation and detention policies, and demanding self-determination for all.

**Trans* Rights** As a feminist and gender justice funder, Astraea supports trans* activism that works to build the power of trans* communities and secure human rights for trans* and gender non-conforming people.

**Economic Justice** Astraea supports organizations and campaigns advancing economic justice for LGBTQI communities, including securing access to housing, education, employment and welfare.

*Astraea grantee partners work on multiple issues, so a single grant often contributes to multiple thematic areas.*
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Organización Trans Reinas de la Noche
Guatemala City, Guatemala

Red Lésbica ‘CATTRACHAS’
Tegucigalpa, Honduras

Santamaría Fundación GLBT
Cali, Colombia

Society Against Sexual Orientation Discrimination - SASOD
Georgetown, Guyana

United and Strong
Castries, Saint Lucia

Woman’s Way Foundation
Paramaribo, Suriname

MIDDLE EAST
alQaws for Sexual and Gender Diversity in Palestinian Society
Jerusalem, Israel

Aswat - Palestinian Gay Women
Haifa, Israel

Istanbul LGBTT
Istanbul, Turkey

UNITED STATES
Affinity Community Services†
Chicago, IL

All Out
New York, NY

AllGo†
Austin, TX

Arcoiris Liberation Team
Phoenix, AZ

Arizona Queer Undocumented Immigrant Project – AZ QUIP†
AZ

Audre Lorde Project
New York, NY

Black and Pink
Boston, MA

BreakOUT†
New Orleans, LA

Casa Ruby
Washington, DC

Chicana Latina Foundation
Burlingame, CA

CODE2040
San Francisco, CA

Colorado Anti-Violence Project
Denver, CO

EDGE Funders Alliance
San Francisco, CA

EI/La Para Translatinhas
San Francisco, CA

Familia: Trans Queer Liberation Movement
Los Angeles, CA

Freedom Inc.†
Madison, WI

Funders for LGBTQ Issues††
New York, NY

Gay-Straight Alliance Network††
San Francisco, CA

Gender Expansion Project†
Missoula, MT

Gender Justice Los Angeles†
Los Angeles, CA

Grantmakers Concerned with Immigrants and Refugees
Sebastopol, CA

Hearts on a Wire Collective
Philadelphia, PA

Immigrant Youth Coalition
Los Angeles, CA

International Gay and Lesbian Human Rights Commission
New York, NY

International Human Rights Funders Group
New York, NY

Juvenile Justice Project of Louisiana††
New Orleans, LA

Making Money Make Change / Resource Generation
New York, NY

Missouri GSA Network†
St. Louis, MO

National Center for Lesbian Rights
San Francisco, CA

New Orleans Workers’ Center for Racial Justice††
New Orleans, LA

Nollie Jenkins Family Center, Inc.††
Jackson, MS

PFLAG Portland Black Chapter†
Portland, OR

Power Inside
Baltimore, MD

Project South: Institute for the Elimination of Poverty and Genocide††
Atlanta, GA

Providence Youth Student Movement-PrYSM†
Providence, RI

Racial Justice Action Center††
Atlanta, GA

Resource Generation
New York, NY

Southerners on New Ground
Atlanta, GA

Trans Youth Support Network†
Minneapolis, MN

Transgender, Gender Variant, and Intersex Justice Project†
Oakland, CA

United We Dream Network – Queer Undocumented Immigrant Project
Washington, DC

Victory Institute
Washington, DC

Williams Institute
Los Angeles, CA

Donor Advised Fund Grantees

MARSHA DAY MEMORIAL FUND
BRAC USA
New York, NY

Fractured Atlas
New York, NY

Grameen Foundation
Washington, DC

African Women’s Development Fund USA
San Jose, CA

The Feminist Press
New York, NY

The Middle Project
New York, NY

Project Enterprise
New York, NY

Sirleaf Market Women’s Fund – SMWF-USA
New York, NY

PASS THE BUTTER FUND
Coalition on Homelessness
San Francisco, CA

ROOTS AND WINGS FUND
Lambda Legal Defense and Education Fund
New York, NY

Lesbian Herstory Archives
Brooklyn, NY

National Center for Lesbian Rights
San Francisco, CA

National Women’s Health Network
Washington, DC

The Lesbian, Gay, Bisexual and Transgender Community Center
New York, NY

†In partnership with the Funding Queerly Giving Circle
††In partnership with the Racial Justice Fund
ART TO END SILENCE

In 2011, in rural West Bengal, India, Swapna Mondal, 23, and Sucheta Mondal, 19, lay down in a field, their waists tied together with a hand-woven towel. They drank from a bottle of pesticide and were discovered dead the following morning, along with a five-page suicide note.

“We love each other,” the note read. “We decided to commit suicide as our relationship was not accepted by society. We request that we be cremated together.”

The two women had been in a relationship for four years. After villagers began to suspect that the two were romantically involved, Sucheta’s parents forced her to marry a neighborhood boy. Six months later, the lovers killed themselves. Local newspapers printed contradictory reports, some claiming that the deaths were murders.

That’s when Sappho, a West Bengal-based group that works primarily with lesbians, bisexual women and trans men, decided to launch its own investigation. Sappho members interviewed Swapna’s parents, Sucheta’s mother and husband, local police and neighbors.

Sappho created a 16-minute documentary about the facts, subsequently producing a narrative film that imagines what Swapna and Sucheta’s lives would have been like if they’d lived.

“The film is part of the public program held in rural villages,” said one of Sappho’s founders, Shubhaghata Ghosh. “We screen the fact and the fantasy. After the screening we host a public conversation with the students and their parents and friends.” This is radically different from when Sappho was formed in 1999. “Back then,” according to Ghosh, “discussing sexuality was a taboo and the word lesbian was not recognized.”

But the struggle continues: in 2013, India’s Supreme Court overturned a 2009 Delhi High Court decision that decriminalized homosexuality, reinstating a section of the Indian Penal Code that criminalizes sexual activities “against the order of nature.”

“We can only plan two years at a time because we don’t even know if we will be shut down,” says co-founder, Minakshi Sanyal. “Activists and academics are expecting a lot from Sappho. Despite our grief, we have to hope for the best and see what happens in 2016.”

Astraea has been funding Sappho for 8 years (1996-present).
**BUILDING AN LGBTQI MOVEMENT IN WEST AFRICA**

“We realized there was no magazine that was bringing in different voices and perspectives of queer life or showing the richness of queer life on the African continent,” says Mariam Armisen, founder of Queer African Youth Network (QAYN) and Q-zine, the only arts and culture publication for LGBTQI African youth. When so much of the discourse about LGBTQI life in Africa is negative, oversimplified and generated outside the continent, Q-zine provides a creative forum for queer communities “to talk about our lives and to take ownership over the discourse that shapes our identities and lived realities.”

This kind of platform is particularly meaningful in West Africa, a region that is deeply under-resourced and where nascent LGBTQI organizers face significant isolation. Based in Ouagadougou, Burkina Faso, QAYN was founded in 2010 to build a movement and community of queer activists to end this isolation. They are a feminist and queer women-led network working to support and build the leadership of young LBQ women (ages 17-35) in the region. They’ve run a successful leadership incubator program since 2012, and their Q-zine magazine reaches close to 7,000 readers. They build knowledge by producing research on the landscape for LGBTQI rights in francophone West Africa, and their work is helping to open up space for LGBTQI activism to grow and flourish.

They recently ran a powerful 16 Days of Activism social media campaign with audiovisual narratives highlighting violence against gender non-conforming queer women. QAYN brought together researchers, interviewers, illustrators, audio technicians and survivors of violence to produce 16 personal stories of LBQWSW* survivors of violence, which were published and amplified each day of the campaign. The overwhelmingly positive response garnered 400 new followers and sparked much discussion.

In their print publication on the campaign, QAYN wrote: “This campaign is a call to action...to ensure that victims of violence no longer suffer, in silence, in shame and guilt - and above all, they are not resigned to this reality.”

*QAYN uses the acronym LBQWSW for “lesbian, bisexual and queer women, and women who have sex with women” to include those who may not self-identify as LBQ women.

Astraea has funded QAYN (Queer African Youth Network) for 2 years (2013-present).
“LGBTQI people are not outsiders, we are not ‘things,’ and we are tired of being asked to prove that we are not ‘criminals.’ We live in a country that criminalizes our very existence,” said Astraea grantee partner **Southerners on New Ground** (SONG) in a recent statement. SONG works to highlight the impact of immigration enforcement on LGBTQI people in the American South, a region that has seen a striking number of anti-immigrant measures in recent years. Because queer and trans* immigrants are more likely than their peers to come into contact with law enforcement, and less likely to have access to status through family relationships, they are disproportionately undocumented, detained and deported.

This year, **SONG** joined the #Not1More campaign to bring an end to unjust deportations. LGBTQI immigrants in detention centers experience appalling human rights violations, including violence, rape, and torture in the form of solitary confinement. While trans* women make up only 1 out of 500 detained immigrants in the US, they comprise one-fifth of all confirmed sexual assault cases in state detention facilities. Further, findings by the Congressional Research Service showed that as many as 40 percent of sexual abuse allegations occurring in state ICE detention centers are not reported. Dispirited by the abuse and their lack of legal recourse, **SONG, Familia: Trans Queer Liberation Movement**, and ally **Transgender Law Center** report that “many LGBTQI detainees simply give up, accepting deportation rather than continuing to fight for the asylum for which they qualify.”

In part due to organizing efforts from the #Not1More campaign and others, President Obama took executive action in November 2014, offering limited relief to some 4 million undocumented immigrants. Astraea grantee partners celebrated this victory brought about by the determination and sustained organizing of communities coming together. Unfortunately, many LGBTQI people will be excluded from the President’s relief because they cannot access family reunification and because they continue to be profiled and targeted by law enforcement. Astraea grantee partners **SONG, Familia** and many others will continue to fight until LGBTQI immigrants no longer have to live in fear.

“Astraea has been funding **SONG** for 19 years (1996-present). Astraea began supporting **Familia** in 2014 through our newly launched LGBTQI immigrant rights cohort.

“**We support Astraea because we are able to reach small grassroots organizations doing vital work fighting gender and sexuality-based oppression, both in the US and around the world, that we would never be able to find on our own.**”

—Astraea donors, Hosea Baskin and Sarah Buttenweiser
IN COLOMBIA, TRANS* WOMEN DEMAND CHANGES FROM COPS

A common issue faced by Colombian trans women is extremely high levels of violence: between 2008 and 2013, the number of murders of trans people in Colombia was fourth-highest in the world. Despite these deaths and other violent assaults, no one person has been charged, according to Santamaria Fundación’s Director of Institutional Processes, Déborah Skenassy, “trans women don’t have access to health or justice because our bodies aren’t legitimized. We exist at the margins of the state.”

The police, she adds, are often part of the problem, denying help or arresting trans women without justification. Santamaria Fundación has documented 150 accounts of police abuse that have so far been ignored by superiors.

To counter this trend, Santamaria Fundación met with 35 trans women to discuss recent violations by the police. Their recommendations comprised a formal proposal to be presented by members of Santamaria Fundación to Cali’s police captain.

Santamaria Fundación builds trans women’s leadership by offering programs like the escuela de formación políca, or political education. Twice a month the initiative brings together about 40 women of diverse ages and ethnicities to explore topics such as civil rights, sexuality and gender diversity, and political participation.

“Thanks to Astraea, we have an office to talk about all this stuff and politicize ourselves,” Skenassy said. “More than an office, it is actually our home.”

MORE THAN 1,250 MURDERS OF TRANS PEOPLE HAVE OCCURED IN CENTRAL AND SOUTH AMERICA SINCE 2008.

Source: Transgender Europe’s Trans Murder Monitoring Project, 2014

Astraea is Santamaria Fundación’s most constant funder and the only one providing general operating support. Astraea has funded Santamaria Fundación for 4 years (2011-present).
THANK YOU!

Astraea supports activists and organizations globally where the opportunities, the needs, and, often, the risks are greatest. And we could not do it without you. Your generosity empowers change-makers all over the world, fostering powerful collaborations, growing leadership capacity, and fueling the grassroots movements required to create a world where everyone can live with dignity.¹

**Fueling the Frontlines** is the Astraea’s 3-year, $20 million campaign to provide critical resources and support to grassroots LGBTQI activists and organizations across the globe. The campaign supports activism and action in areas where the need for resources is greatest, with Astraea’s support often representing the first major infusion of funding for a vast majority of our grantee partners. Campaign supporters are individuals, institutions, government agencies, donor alliances and private-sector companies committed to achieving justice, respect and equality for everyone. We invite you to join us in this work.

### LEADERSHIP GIVING CIRCLE: VISIONARY ($25,000 +)

- Anonymous (2)
- Adam & Rachel Albright/ARIA Foundation
- Arcus Foundation
- Kobi Conaway & Andrew Owen
- Dreilinden gGmbH
- Ford Foundation
- Institute of International Education
- Amy Mandel & Katina Rodis/Morton and Barbara Mandel Family Foundation
- New World Foundation

### LEADERSHIP GIVING CIRCLE: CATALYST ($10,000+)

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- Henry van Ameringen Foundation
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### Leadership Giving Circle: Visionary ($25,000+)

- Denise Sobel
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### Leadership Giving Circle: Catalyst ($10,000+)

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- Levi Strauss Foundation
- Libra Foundation
- Kerry Lobel & Marta Drury/girls just want to have fun/D Horizons Foundation

¹Astraea is deeply grateful to everyone who has contributed money, time, or talent to support this work. We have taken great care to check all names and giving levels in this report. We apologize for any errors, and ask that you please let us know if our records are not correct.
Leadership Giving Circle: Groundbreaker ($5,000+)
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Aquila Fund  
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Michael Seligmann  
John & Mary Taylor  
Butch Weaver  
Shana Weaver

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Alix Ritchie & Marty Davis  
Michael Seligmann  
John & Mary Taylor  
Butch Weaver  
Shana Weaver

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Gillian Francis & Sarah Salm  
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Pan Haskins & Judith Heffand  
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Jonathan Lehman & Zachary Huelings/New Prospect Foundation  
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Hannah Mason & Natalie Mattison  
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Metropolitan Tennis Group, Inc.  
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Barbara P. Rothberg & Cynthia Rothschild  
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Lisa Sbrana  
Katrina E. Schaffer  
Ernest Schultheiss  
Nan Schwanfelder  
Scott/Courtney Fund of Horizons Foundation  
Shlenker Block Fund at the Houston Jewish Community Foundation  
Katherine Seligmann  
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Signid Raising Trust  
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Brian Tate  
Karen Trilevsky  
Becca Weaver  
Chris Welch  
Estelle Weyl  
Reid Williams  
Darrell Windle  
Caitlin Elizabeth Wraith  

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Paula A. Aboud  
Kronda Adair  
Teresa Adams  
Kyle Ahlers  
Stephanie A. Ainbinder  
George Akerly  
Gregory Alexander & Hanita Alexander  
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Levi Strauss Foundation
Marguerite Casey Foundation
Oracle
Pearson
Polk Brothers Foundation
S.H. Cowell Foundation
United Way New York City
United Way New Mexico

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Arcus Foundation
Heller-Bernard Fund
Marsha Day Memorial Fund
Martina Fund
Pass the Butter Fund
Purple Lady Fund
Right Action Fund
Roots and Wings Fund
Tamar Fund
Teresa Rose and Maria J. Rintrona Fund

GIVING CIRCLES
Kitchen Table Giving Circle provides philanthropic support to Black/African Descent Lesbian, Bisexual, Transgender, and Queer (LBTQ) women-led projects and organizations that are working to improve the lives of Black/African LBTQ women.

The Funding Queerly Giving Circle is a group of young donors under 40. In partnership with Astraea, they mobilize financial resources for small LGBTQI community organizing groups across the United States to address the root causes of injustice facing LGBTQI people.

Donor advised funds and giving circles allow you to actively participate in grantmaking. To find out more about how you can establish a fund at Astraea, contact Astraea’s Development team at (212) 529-8021 x814 or email development@astraeafoundation.org.

Philanthropic Collaborative Initiatives
GLOBAL PHILANTHROPY PROJECT
Anonymous
American Jewish World Service
Arcus Foundation
Astraea Lesbian Foundation for Justice
Dreilinden gGmbH
Ford Foundation
Fund for Global Human Rights
Hivos
Mama Cash
Open Society Foundations
Other Foundation
Sigrid Rausing Trust
UHAI-East Africa Sexual Health and Rights Initiative
Urgent Action Fund for Women’s Human Rights

LGBTQ RACIAL JUSTICE FUND
Anonymous
Arcus Foundation
Astraea Lesbian Foundation for Justice
Ford Foundation
**Legacy Giving**

*We Will* is a legacy society for those who have made planned gifts and bequests to Astraea. Members' legacy gifts contribute to the sustainable future of LGBTQI movements around the globe. To join *We Will* and designate Astraea as a beneficiary of your estate, contact Astraea's Development team at (212) 529-8021 x814 or email development@astraeafoundation.org.

**We Will Circle**

Anonymous (4)
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Katherine T. Acey
Jonal M. Alcobar
Mary Alford
Carol B. Alpert
Ward Auerbach & Andy Baker
Dr. Sharon L. Aukerman
C. Edwin Baker*
David P. Becker*
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Rhonda Copelon*
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Sally Duplaix*
Rosalind Dutton & Jill Gates Smith
Elana Dykewomon & Susan Levinkind
Tucker Pamella Farley
Edrie Ferdun & Jan Felshin
Tracy DuVivier Gary & Inka von Sternenfels
Sheila Gershon & Sy Margaret Baldwin
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Shad A. Reinstein & Jody Laine White
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Jan Zobel

**Special Thanks To**

Kara Andrade • Ana Artigas • Tracy Baim • Kellan Baker • Angela Barnes & Sofia Anastopoulus • Hope Barrett • Juanita Belmar • Jim Bennett & Terry Vanden Hoek • Maia Lis Benson • Amy Bloom • Jennifer Brier & Kat Hindmand • Elly Bulkin • Alderman James Cappeliena • Evette Cardona & Mona Nonega • State Representative Kelly Cassidy & Kelley Quinn • Jeff Chartrand • Michelle Clarkin • Cathy Cohen & Beth Richio • Tatiana Cordero • Telesh Cordero • William Cordery • Trishala Deb • Jelena Djordjevic • Marta Drury & Kerry Lobel • Pat Ewert • Melissa Exteil • Paul Fairchild • State Representative Sara Feigenholz • Mel Ferrand • Kat Fitzgerald • Dalila Fridi & Elizabeth McKnight • Marcia Gallo • Bookda Gheissar • Vivian Gonzalez • Sha Grogan-Brown • Linda Guinee • Kathy Guzman & Debbie Sciotino • Jessica Halem • Christopher Harris • State Representative Greg Harris • Yuling Hu • Kim Hunt • Alma Izquierdo & Michelle Figueroa • Kayron & C.C. Carter-Forutenberg • Anna Kirey • Michael A. Leppen • Zhen Li • Lisa Martinez • Zavé Martohardijono • Natasha Jiménez Mata • Alderman Deb Mell & Christin Baker • Kellie Miller • Lepa Mladjenovic • Johanna Moffitt • Miriam Molnar • Mary Morten & Willa Taylor • Katherine Pease • Jobulani Pereira • Kenita Placide • Zahara Raine • Uma Rao • Cynthia Renfro & Margherita Vacciano • Julio Rodriguez • Robin Rosenbluth & Tracy Scott • Jane M. Saks & Emma Ruby-Sachs • Dorothy Sander • Dr. Nan Schaffer & Karen Dixon • Congresswoman Jan Schakowsky • Lolan Sevilla • Lilach Shabir • Swati Shah • Alexandra Silets • The Reverend Stan J. Sloan • Mistinguette Smith • A. Sparks • State Senator Heather Steans & Leo Smith • Beth Strachan • Ken Thompson & Otts Bolisay • Modesto Tico Valle • Edgar Villanueva • Léonie Walker & Kate O’Hanlan • Jackie Weinberg • Jana Welch & Linda Villarosa • Rebecca Wisotsky • Jackie Woodson & Juliet Widoff • Barbara Wright • Wei-ting Wu • Bin Xu

[Astraea was rated 4 out of 4 stars by Charity Navigator]
FINANCIAL STATEMENT OF ACTIVITIES

Based on audited financial statements for the year ending June 30, 2014.

<table>
<thead>
<tr>
<th>FUNDING SOURCES</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>All Funds</th>
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<tbody>
<tr>
<td>Grants and Contributions</td>
<td>1,933,133</td>
<td>3,254,850</td>
<td>5,187,983</td>
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<tr>
<td>In-kind Contributions</td>
<td>292,571</td>
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<td>292,571</td>
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<tr>
<td>Net Investment Return</td>
<td>25,587</td>
<td>600,289</td>
<td>625,877</td>
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<tr>
<td>Other Income</td>
<td>91,209</td>
<td>74,831</td>
<td>166,040</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>2,372,500</strong></td>
<td><strong>3,929,970</strong></td>
<td><strong>6,302,470</strong></td>
<td></td>
</tr>
</tbody>
</table>

| Net Assets Released From Restrictions | 3,914,735 | (3,914,735) |
| **Total Revenue after Releases** | **6,287,235** | **15,235** | **6,302,470** |

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>Program Services</th>
<th>Supporting Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants Awarded</td>
<td>3,145,152</td>
<td>477,285</td>
</tr>
<tr>
<td>Other Program Services</td>
<td>1,974,891</td>
<td>32,520</td>
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<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>5,120,043</strong></td>
<td><strong>32,520</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Supporting Services</th>
<th>Administrative and General</th>
<th>Fundraising</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>587,099</td>
<td></td>
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<tr>
<td><strong>Total Supporting Services</strong></td>
<td><strong>1,064,384</strong></td>
<td><strong>32,520</strong></td>
</tr>
</tbody>
</table>

| **Total Expenses** | **6,184,427** | **32,520** | **6,216,947** |

| Changes in Net Assets | 102,808 | (17,285) | 85,523 |
| Net Assets as of June 30, 2013 | 557,572 | 5,518,117 | 2,958,315 | 9,034,004 |
| Net Assets as of June 30, 2014 | 660,380 | 5,500,832 | 2,958,315 | 9,119,527 |
## BOARD AND STAFF LIST

**as of January 2015**

### STAFF

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>J. Bob Alotta</td>
<td>Executive Director</td>
</tr>
<tr>
<td>Jayson Berkshire</td>
<td>Executive Assistant</td>
</tr>
<tr>
<td>Michelle Blankenship</td>
<td>Finance Consultant</td>
</tr>
<tr>
<td>Sangeeta Budhiraja</td>
<td>Director of Institutional Partnerships</td>
</tr>
<tr>
<td>Graham Bridgeman</td>
<td>Development Officer, Individual Gifts</td>
</tr>
<tr>
<td>Namita Chad</td>
<td>Program Officer</td>
</tr>
<tr>
<td>Ana Conner</td>
<td>Development Assistant</td>
</tr>
<tr>
<td>mónica enríquez-enríquez</td>
<td>Program Officer</td>
</tr>
<tr>
<td>Ariel Federow</td>
<td>Development Associate</td>
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<tr>
<td>Sarah Gunther</td>
<td>Director of Programs</td>
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<tr>
<td>Jalise Hackle</td>
<td>Junior Accountant</td>
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<tr>
<td>Denise Kleis</td>
<td>HR Consultant</td>
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<tr>
<td>Joy Michael</td>
<td>Senior Accountant</td>
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<tr>
<td>Kellea Miller</td>
<td>USAID Consultant</td>
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<tr>
<td>William Cordery</td>
<td>Chief Financial Officer</td>
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<tr>
<td>Iimay Ho</td>
<td>Communications Assistant</td>
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### STAFF

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<th>Name</th>
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<tr>
<td>Naomi Sobel</td>
<td>Development Officer, Major Gifts</td>
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<tr>
<td>Brenda Salas Neves</td>
<td>Grants Manager</td>
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<tr>
<td>Gina L. Taglieri</td>
<td>Director of Development</td>
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<tr>
<td>Simone Williams</td>
<td>Administrative Assistant</td>
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### EXECUTIVE DIRECTOR EMERITUS

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<td>Katherine Acey</td>
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### BOARD

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Miriam Zoila Pérez</td>
<td>Board Chair</td>
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<tr>
<td>Jarrett Lucas</td>
<td>Vice Chair &amp; Board Secretary</td>
</tr>
<tr>
<td>Wendy Stark</td>
<td>Board Treasurer</td>
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<tr>
<td>Cynthia Rothschild</td>
<td>Audit Committee Chair</td>
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<tr>
<td>Ryan Li Dahlstrom</td>
<td>Board Recruitment &amp; Education Committee Chair</td>
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<tr>
<td>Maria De La Cruz</td>
<td>Board Secretary</td>
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### CAMPAIGN COUNCIL

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<td>Jennifer Brier</td>
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<td>Jeff Chartrand</td>
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<td>Will Corderoy</td>
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<td>Ryan Li Dahlstrom</td>
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<td>Marcia Gallo</td>
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<td>Christopher Harris</td>
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<td>Jarrett Lucas</td>
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<td>Dorothy Sanders</td>
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<td>A. Sparks</td>
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<td>Judene Walden</td>
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<td>Barbara Wright</td>
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### ANNUAL REPORT TEAM CONTRIBUTORS

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<tr>
<th>Name</th>
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<tbody>
<tr>
<td>J. Bob Alotta</td>
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<tr>
<td>Michelle Blankenship</td>
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<tr>
<td>Graham Bridgeman</td>
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<tr>
<td>Sangeeta Budhiraja</td>
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<tr>
<td>Namita Chad</td>
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<td>Bridget de Gersigny</td>
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<td>mónica enríquez-enríquez</td>
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### Editor

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### Copy Writer

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<td>Puck Lo, Research Action</td>
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### Designer

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<tr>
<td>Ivy Climacosa, Design Action Collective</td>
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### Printer

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<td>Union Solidarity Graphics</td>
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DEAR FRIEND,

In many ways it’s hard to believe that I’ve been on the board of Astraea for 6 years, but in other ways it’s incredible it’s only been that long. When I joined the board in 2009, the organization was at the beginning of a major phase of transition. Katherine Acey, long-time Executive Director and powerhouse leader, was transitioning out of her role. The new leader had yet to be identified, and of course, our economy and political climate were going through seismic change on the heels of the economy crashing and President Obama’s election. No biggie.

I joined as a still (relatively) young person in the movement, and think that in many ways Astraea has given me more than I’ve given in the time since. It’s been an incredible honor serving this organization during such a pivotal time. Over these years I’ve seen so many dedicated people step up in service of the mission: building resources and power for an international LGBTQI movement. Even as we were dealing with major organizational change, our Astraea foremothers were always in the room, and the values that guided them have stayed with us as the board has navigated all the change of these last years.

The beauty of this moment is being able to reflect back and see how far we’ve come. While change is likely the only constant, Astraea is no longer in transition, and instead solidly into its next amazing era under the helm of J. Bob Alotta, a visionary leader I’ve had the pleasure of working with during my time as Board Chair. Alongside an incredible staff, I’m constantly awed by the leaps Astraea is taking in her journey toward building an even larger base of support for the global LGBTQI movement. The Fueling the Frontlines campaign is just one example of the bold moves Astraea is making, and I know it will be just one of many more to come.

While my time on the Astraea board is soon coming to a close, I know my relationship with Astraea is just beginning. Thank you for being such an integral part of this movement and the Astraea family. I look forward to the building with you through all that is to come for our community.

En solidaridad,

Miriam Zoila Pérez
Board Chair
CREATE THE WORLD YOU WANT TO LIVE IN

JOIN ASTRAEA IN FUELING THE FRONTLINES FOR GLOBAL LGBTQI JUSTICE

Astraea LESBIAN FOUNDATION FOR JUSTICE
Funding Change and Strengthening Communities Around the World

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