2016 annual report
Dear Friends,

This time last year, I wrote to you about the victories we’d cultivated and the activists who were rising up against white supremacy and misogyny by taking to the streets to demand accountability and change. While we may be stunned by what is occurring in the world around us, we also know our history: alarming headlines suggest the impact of our resistance.

Make no mistake: we are building power. We know this because the violent backlash to our presence is palpable. In Turkey and Honduras, trans activist Hande Kader and indigenous organizer Berta Cáceres, two powerful women who placed their bodies on the line for their communities, were murdered. Our own backyard was not exempt. In Latin America, religious fundamentalists organized stronger than ever to protest the feminist and LGBTI movements that our grantee partners are leading. In June, 49 Latinx lives were taken in a shooting in a gay nightclub in Orlando, Florida. The next month, Philando Castile was murdered by a police officer for driving with a broken taillight in Falcon Heights, Minnesota. By December, more than 258 Black people in the United States would die in state-sanctioned killings.

Our movements are being taken extremely seriously.

Here in the United States, this hostility came to a head in November with the ushering in of a presidential administration intent on denying us—as queer people, as women, as migrants, as black and brown people—our right to exist free of persecution.

We were made for this moment. Astraea was founded in and for times precisely like this one. From our first cycle of grants in 1980, we’ve existed to retaliate and to expand the very spaces that white supremacy, capitalism, xenophobia, economic injustice, and sexism seek to shutter. Because attacks on our bodies, our rights, and our freedoms have been perpetrated against us since the founding of this country, we know how to respond: we listen, we partner up, and we support each other.

In 2016, we funded over $3.5 million in grants to 190 organizations in 62 countries. We expanded our Intersex Human Rights Fund, engaging new donors and growing a cohort of groups funded for the first time; we exceeded the $20 million goal for Fueling the Frontlines; we held two CommsLabs gatherings, first in Kenya and later in South Africa, where we began prioritizing healing justice. We welcomed new organizations into our fierce network of activists and we continued to support those who’ve been fighting with a vengeance this year, 42% of our grantees were renewals.

In the following pages, we’re excited to share how we have and will continue to power forward. Thanks to the unwavering support from donors, artists, and activists like yourself, we have survived and thrived under the most perilous of circumstances.

Here is the story of our—and your—uprising.

In solidarity,

J. Bob Alotta
Executive Director
Activists know their needs best

“The funding from Astraea has really allowed us the flexibility to be responsive to the needs of our constituents.”

- Li Morales, former Director of Development, Astraea grantee partner, Community United Against Violence (CUAV)

Astraea firmly believes that activists and organizations are best placed to set their own agendas, and we pride ourselves on respecting their autonomy. LGBTQI grassroots activists boast a wealth of knowledge about their communities and will always be the most qualified to address the racism, sexism, homophobia, and transphobia that directly impacts them. In times like this, we provide what our grantees need most: general operating support. Over 78% report that our flexible funding has helped stabilize their organizations through periods of challenge, crisis, or transition. 50% of our grantee partners report that Astraea’s support is their only source of core funding.1

78% of our 2016 grants went to core support.

1. Data from an Astraea survey of 164 current grantee partners in 2016, 43% response rate.

Members of Radical Queer Affinity Collective (RQAC), an Astraea grantee partner since 2015, gather for a protest in Budapest, Hungary.

Photo credit: Radical Queer Affinity Collective
Movements are built from the ground up

“When no one else in the foundation world wanted to talk to us, Astraea did. I remember hearing about Astraea funding some work in San Francisco and someone told me, ‘Go ahead and apply ‘cause you may have a chance.’ And I did. When I got that response, I felt like I hit the lottery. For the first time, my work was validated.”

- Ruby Corado, founder of Astraea grantee partner Casa Ruby

Because we support grassroots movements, Astraea remains at the forefront of LGBTQI human rights. We follow the leadership of new and emerging activist groups that develop vibrant community-led strategies. The movements we support are creative, visionary, strategic and interconnected.

In Sri Lanka, our new grantee partner Venasa Transgender Network works to reduce the number of human rights violations faced by transmasculine people. Venasa is the first community group to work with trans men in Sri Lanka, and one of very few in the entire region.

But because long-term change takes time, our collaborations with nascent activists and groups don’t end with that first grant—they go the distance. Look no further than our twenty-year collaboration with Audre Lorde Project (ALP), an organization that is currently working to build leadership and political strategies for queer, transgender and gender nonconforming people of color in New York City.

In 2016, 72% of our funding went to groups doing grassroots organizing.
None of us are free until all of us are free

“What drew me to Astraea? The organization focuses on an intersectional analysis of race, gender, sexuality, and class. I was delighted that there was somebody who was working on supporting organizations that are on the forefront and not merely focusing on one particular identity issue, but on all of them.”

- Alice Y. Hom, author, Astraea donor and former board member.

Change-making activism happens within the community. Queer and trans communities can only thrive when Black, Brown, Indigenous and poor communities also thrive. Because our oppressions are intertwined, Astraea supports groups led by queer and trans activists of color responding to racial, economic and gender injustices. They are the best positioned to lead social movements to resist root causes of oppression; yet the least likely to be adequately resourced. We are proud to be among the top ten funders of LGBTQ communities of color.

98% of our U.S. funding went to People Of Color-led organizations.

In the hands of activists, technology is a portal to revolution

“CommsLabs was the space where we explored what it means when people are powerful enough to organize and not be afraid of the challenges faced. Those challenges—media, security, communication, and healing—are how our liberation happens. They are how we break this narrative that we don’t exist.”

- Po Kimani, Kenya and South Africa CommsLabs facilitator

Creative, iterative, activist-informed, and participatory: CommsLabs builds upon Astraea’s countless years of engaging in LGBTQI movements and follows our values as a queer feminist racial justice organization. In today’s world, technology is a medium for great invention and oppression alike. Astraea’s CommsLabs help activists secure their virtual lives while enhancing their tech skills and uplifting their own narratives of resistance. By convening two CommsLabs in South Africa and Kenya in 2016, we continued building interconnected networks of activists, technologists, and healers.

Skill Increases Among CommsLabs Participants

Through communications, media, technology and holistic security: Astraea’s CommsLabs gatherings offer activists the tools needed to take their activism to the next level. At the training, Limpopo LGBTI Proudly Out, South Africa members learned about digital security and video capture.

Photo credit: Lerato Maduna
Astraea proactively distributes resources to incipient movements and to movements that are doing important and urgent work, but are often overlooked. With the generous support of Kobi Conaway, Andrew Owen, and the Arcus Foundation, we launched the Intersex Human Rights Fund in 2015, the first fund of its kind in the world. In 2016, the Fund announced its second cohort of grantees. With the goal of encouraging other funders to support the intersex movement, Astraea also published We Are Real, a report on the growing intersex movement that encourages our fellow funders to use a gender justice lens in their grantmaking. Our inclusive approach throughout our work has not gone unnoticed: 75% of our grantees report that funding from Astraea helped them do critical work that other funders were reluctant to fund.2


2. Data from an Astraea survey of 164 current grantee partners in 2016; 43% response rate.

Funding must draw the margins to the center
“Astraea recognizes the trauma that the intersex community has been through and is willing to leverage funders and funding but also its name. They believe in the credibility of what intersex activists have been talking about for years.”

- Sean Saifa Wall, Intersex Fund Advisory Board member and former Astraea grantee partner

$200,000

In 2015, a majority of intersex groups worldwide had budgets under $5,000.
“In order for a group to be around as long as Astraea has, they must grow, change, shift, and learn; to be able to have relationships and build knowledge along with movements. It’s indispensable.”

- Katrina Schaffer, cinematographer and Astraea donor

Astraea has existed through nearly a dozen administrations, a global AIDS crisis, and thousands of political attacks on our livelihoods. We are no stranger to critical historical moments. Here is what we’ve learned: in order to overcome widespread repression, the contemporary moment’s queer activism must be relentless, urgent, and malleable. Astraea strives to find ways to resource this very work. In the past five years alone, our grantmaking has more than doubled. In 2016, we made over $3.5 million in grants to 190 groups in 62 countries.
Freedom for all, not for some

“With the foundation support of Astraea, we’re able to better support [queer and trans prisoners] and ensure that our prison-based chapters are getting the resources they need to resist the persecution they’re experiencing.”

- Jason Lydon, National Director of Black and Pink

A country under strain requires the response of powerful social justice movements. The United States remains a nation where people of color are disproportionately silenced through violence and incarceration; migrant bodies and dreams are dismissed; and women, trans and gender non-conforming people’s autonomy is undermined everyday. Yet, from day one, Astraea has responded to these very injustices. We are uniquely poised to ensure that U.S.-based lesbian, queer, and trans People of Color activists have the support they need to continue to be the beacons and leaders in the movements for our liberation.

Astraea Annual Report 2016 - Achievements & Highlights

Through prison outreach and letter-writing events, Astraea’s grantee partner Black and Pink pushes back against LGBTQ prisoner isolation in the United States. Black and Pink became an Astraea grantee partner in 2014. Photo credit: Black and Pink

Nearly half of our U.S. funding supports activists who are fighting the criminalization of our communities and championing migrant justice.

84% of our U.S. funding goes to organizations based in the U.S.
Our feminist roots continue to grow

“At Astraea, there is a fresh influx of ideas and human resources from the movement into the work. The organization stays up-to-date, you can see this in how they’ve developed from being the first lesbian women’s foundation, to an LGBTQI one. It’s a living thing; you’re part of the process.”

- Ise Bosch, Astraea donor

Our founding mothers marched against innumerable wars, fought against the pollution of our waters, pushed for the visibility of women in arts and letters, and fought against the continued inequality of women of color. Times have changed, but the underpinnings of oppression have not. We bring our founders’ vision and commitment to a feminism that is inclusive and centers gender justice. Through our ongoing support for the activism of lesbian and queer women and our early funding of trans, gender nonconforming, and intersex activism, we continue to fight for liberation - for everyone.
All are welcome

“I heard a friend of mine say that women and people of color do not practice philanthropy. I disagree completely. Women donated to Fueling the Frontlines, and they did in a big way. This campaign has allowed Astraea to continue conducting its vital work: providing capacity building to women, transgender, bisexual, intersex, youth, and people of color here in the states and around the world.”

- Mónica Taher, entrepreneur, CNN en Español contributor, and Astraea board member

We are preparing for what’s to come. As the global political climate becomes more hostile to social justice organizing and to the funding of activism, Astraea remains devoted to moving money to where it is needed the most: the hands of LGBTQI organizers. As a public foundation, we raise every cent we grant; we’re passionate about building a room of activists, artists, and donors willing to commit their resources to liberation. This year, we successfully concluded our three-year, $20 million Fueling the Frontlines campaign to fund grassroots activism, and are committed to the radical redistribution of the funds we raise.

We met our target goal of raising $20 million during our Fueling the Frontlines campaign.

Astraea board member Mónica Taher makes an impassioned speech in support of Astraea at the 2016 Fueling the Frontlines Awards.

Photo credit: Denis Largeron
Grantee Partner Highlights

1. After 15 years of strategic litigation and advocacy led by Colombia Diversa and others in the movement, Colombia’s Constitutional Court ruled in favor of same-sex marriage, granting equal rights and protection to hundreds of same-sex couples.

2. After the mass shooting in Orlando, cities across the U.S. responded with increased police presence at Pride events. Recognizing that this would lead to the disproportionate surveillance and criminalization of queer and trans people of color, many of our U.S. grantee partners took a brave stance: BreakOUT!, TGIJP, PrYSM, among others, boycotted Pride parades in their cities.

3. When massive flooding swept over the South Indian state of Tamil Nadu, leaving more than 1.8 million people displaced, transgender activists from Nirangal swiftly mobilized a Chennai city-wide volunteer effort to collect and distribute essential survival resources to the most isolated and marginalized communities, including transgender women, sex workers, and low-income LGBTQ people.

4. This year’s Intersex Awareness Day saw more action and visibility than ever before, with intersex activists around the world organizing campaigns, publishing articles, giving interviews and more. All these actions were documented and amplified by the Intersex Day Project, a project that documents and shares the histories and works of the intersex movement.

5. A massive wave of global solidarity arose in support of Kemal Ördek, the leader of Turkish trans sex workers’ organization Red Umbrella Sexual Health and Human Rights Association, after they were subjected to hate-motivated sexual and physical violence. The three attackers have been sentenced and charged, and the organization’s members continue to heal and rebuild after this traumatic event.

6. Based in Kampala, Uganda, Support Initiative for People with Congenital Disorders (SIPD) carried out the first-ever survey on the lived realities of intersex children and adults in East Africa, with a specific focus on Uganda, Kenya and Rwanda.

7. OII-Europe launched their intervisibility.eu website, which provides information on intersex issues in an astounding 23 European languages. For many of the languages, this marks a first to have rights-based and non-medicalizing information and resources on intersex issues.

8. In Arizona, Mariposas Sin Fronteras collaborated with local artist Isela “Chela” Meraz to put together the “Te Soñé Libre” (“I dreamt you free”) Art Show, sharing the realities facing LGBTQ people in detention with over 40 pieces of artwork by detained artists.

9. As a result of tireless local advocacy by LGBT group in the Philippines Galang and its allies, Quezon City passed a groundbreaking Gender Fair Ordinance in 2014, securing anti-discrimination protections inclusive of sexual orientation and gender identity and expression. Galang spent the last year successfully advocating for implementation guidelines and developed a partnership with the city public employment service to provide sexuality and gender trainings to labor and business organizations.

10. To build new bases of community support in Botswana, Rainbow Identity Association launched an active and self-sustaining support and advocacy group for parents of transgender and intersex people. Several parent leaders convinced their parish priests to see LGBTI people as their pastoral responsibility, while faith-based ambassadors and allies helped the organization gain the support of the Botswana Council of Churches.

11. As a result of the advocacy efforts of Sarajevo Open Center and its peers, Bosnia and Herzegovina’s government amended its Anti-Discrimination Law to include sexual orientation and gender identity as prohibited grounds for discrimination. The law also covers sex characteristics, making Bosnia and Herzegovina the first country in South-East Europe to provide anti-discrimination protections for intersex people.

12. In the Dominican Republic, Colectiva Mujer y Salud produced the first ever document to exclusively address the priorities and demands of LBQ women, titled the “LesBiAgenda,” through a national process reaching rural and small cities.

13. Madison, Wisconsin-based Freedom Inc was instrumental in the leadership team of the Movement for Black Lives Policy Table, a united front of over 40 organizations who worked to develop a policy platform to improve the political, economic and social realities of Black communities in the U.S.

14. Aswat, Palestinian Feminist Queer Movement for Sexual and Gender Freedoms, participated in the development of a CEDAW* report together with other Palestinian feminist and human rights organizations. For the first time, the report included a clear reference to Israel’s pinkwashing agenda, calling attention to discriminatory policies in implementing sexuality education in Arab Palestinian schools in Israel.

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### Grantee Partners

**Africa**

- Chouf Minorities
- Tunis, Tunisia
- Forum for the Empowerment of Women (FEW)
- Johannesberg, South Africa
- Gender Dynamix
- Cape Town, South Africa
- Humanity First Cameroon - Gender Program
- Yaoundé, Cameroon
- Iranti- Org
- Johannesburg, South Africa
- Jinisangru
- Nairobi, Kenya

- Limpopo LGBTI Proudly Out
- Polokwane, South Africa
- None on Record
- Nairobi, Kenya

**Asia & Pacific**

- AIRSSGA / Organisation Interface International
- Australia Limited (OII Australia)
- New Delhi, Australia
- ALMA-TQ Initiative Group
- Aimat, Myanmar
- Alternative Law Forum
- Bangladesh, India
- Beyond Boundaries - knowing and concerns Intersex
- Hong Kong, SAR
- Blue Diamond Society Kaitmandu, Nepal
- Creating Resources for Empowerment in Action
- New Delhi, India

- Diding Dong LGBTI Youth Crisis Support Center
- Kaokwa, Uganda
- The Gay and Lesbian Society of Kenya (GALCK)
- Nairobi, Kenya
- Trans Bantu Association of Zambia
- Lusaka, Zambia
- Voices of Women in Western Kenya (VOWWEK)
- Kisumu, Kenya
- Women’s Health and Equality Rights Initiative (WHER)
- Abuja, Nigeria

- Asia Sexual Health and Human Rights
- Jakarta, Indonesia
- Voice of Asia Voice of Women (VOW)
- Kolkata, India
- Women’s Health and Equality Rights Initiative (WHER)
- Jakarta, Indonesia

- Bilitis Resource Speaking Intersex (ARSI)
- Russia/U.S.
- People’s Center for Human Rights
- Sarajevo, Bosnia
- Okvir LGBTIQA Association
- Sarajevo, Bosnia

**Europe**

- Aktion Pela Identidade (API)
- Lisbon, Portugal
- Aliança e ProLGBT
- Lisbon, Portugal
- Association Internationale des Droits de l’Homme
- Almaty, Kazakhstan
- Bilitis Resource Speaking Intersex
- Paris, France

- Centre for Equality and Liberty for the Lesbian, Gay, Bisexual, and Transgender Community in Kosovo (CEL)
- Pristina, Kosovo
- CURE Foundation
- Sarajevo, Bosnia and Herzegovina
- Equate Intersex Ukraine
- Kyiv, Ukraine
- Gayten-LGBT, Center for Promotion of LGBTIQ
- Sarajevo, Bosnia and Herzegovina

- Centre of Women’s Center “Romnjako Ilo”
- Sarajevo, Bosnia
- Sarajevo Open Centre
- Sarajevo, Bosnia and Herzegovina
- Togetherness for Equality and Action (TETAA)
- Bangkok, Thailand

- Thai LGBT Pride Organization
- Bangkok, Thailand
- Transgender Resource Center
- Bangkok, Thailand

- VENASA Transgender Network
- Colombo, Sri Lanka
- Tikal Women’s Group
- Vinasitha Guwarat, India
- Women’s Initiatives (WINNS)
- Tirupati Andhra Pradesh, India

- Aireana - Grupo por los Derechos de las Lesbianas
- Santiago, Chile
- Aireana - Grupo por los Derechos de las Lesbianas
- Quito, Ecuador
- Bilitis Resource Speaking Intersex (ARSI)
- Sarajevo, Bosnia
- Okvir LGBTIQA Association
- Sarajevo, Bosnia

- Community in Kosovo (CEL)
- Pristina, Kosovo
- Critical Action Centre in India Institute for Women’s Education and Research
- Bangalore, India
- Stichting Nederlands en Herzegovina
- Sarajevo, Bosnia

- Libertas for the LGBT Community
- Pula, Croatia
- Trans-Fuzja Foundation
- Zagreb, Croatia

- Trans women’s Balkan (TMB)
- Zagreb, Croatia
- Trans-Fuzja Foundation
- Warsaw, Poland

- Vereen Intersexxuelle Menschen Oesterreich
- Linz, Austria
- Women’s Initiatives Supporting Group (WISG)
- Tbilisi, Georgia
- Zagreb Pride Organization
- Zagreb, Croatia

- Zwischenraeumsc.org / StepInGM.org
- Zurich, Switzerland

- Europe

- Around the World
- Europe
- LGBTIQQA Association
- Oslo, Norway
- Lesbian and Gay Association
- Tel Aviv, Israel
- Association of Russian speaking Intersex people (ARSI)
- Moscow, Russia

- Diffusion
- Brussels, Belgium
- Internet Defence
- Brussels, Belgium
- Euraq
- Brussels, Belgium
- Foundation Intersex
- Brussels, Belgium

- Latin America & Caribbean

- Arena - Grupo por los Derechos de las Lesbianas
- Asuncion, Paraguay
- Alsatia Transversal
- Asuncion, Paraguay
- Area A - Grupo por los Derechos de las Lesbianas
- Asuncion, Paraguay
- Asociacion Transversal
- Asuncion, Paraguay

- Bogota, Colombia
- Caracas, Venezuela
- Centro de Investigación
- Caracas, Venezuela
- Centro de Investigación
- Caracas, Venezuela
- Centro de Investigación
- Caracas, Venezuela

- Caribbean Women and Sexual Diversity Conference
- Castries, St. Lucia
- Colonia Safo
- Bogota, Colombia

- Dominican Republic
- Santo Domingo, Dominican Republic
- Feminism in Action
- Santo Domingo, Dominican Republic

- Enlace Social, Colectiva
- Santo Domingo, Dominican Republic
- Gay and Lesbian
- Santo Domingo, Dominican Republic
- Homosexuality
- Santo Domingo, Dominican Republic

- Latin America
- Argentina
- Brazil
- Chile
- Colombia
- Costa Rica
- Ecuador
- El Salvador
- Guatemala
- Guyana
- Haiti
- Honduras
- Mexico
- Nicaragua
- Panama
- Paraguay
- Peru
- Suriname
- Uruguay
- Venezuela
North America
algo
Austin, TX, U.S.
Freedom Inc.
Madison, WI, U.S.
Garden of Peace Project
Homesdale, PA, U.S.
Queer & Trans People of Color Birthing Project (QTPOC BP)
Seattle, WA, U.S.
Shades of Yellow
St. Paul, MN, U.S.
Somos Familia
Oakland, CA, U.S.
Southerners on New Ground (SONG)
Atlanta, GA, U.S.
Trans Queer Pueblo
Phoenix, AZ, U.S.
Trans Rage Against Violence, Inc.
Detroit, MI, U.S.
Transgender, Gender Variant, and Intersex Justice Project (TGJIP)
San Francisco, CA, U.S.
Transwoman Empowerment Initiative
Boston, MA, U.S.
Williams Institute
Los Angeles, CA, U.S.
Youth Organizing Institute (YOI)
Durham, NC, U.S.

South America
CATTRACHAS
Santo Domingo, Dominican Republic
Red Lésbica
Buenos Aires, Argentina

LGBTQ Racial Justice Fund
BreakOUT! and New Orleans Workers’ Center for Racial Justice
New Orleans, LA, U.S.

Donor Advised Funds
ARCUS DONOR ADVISED FUND
M Coalition of African Lesbians
Northern Africa
Migrant Justice Alliance of New York, NY, U.S.

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“We have to change what philanthropy is associated with. It doesn’t have to be about the money. It can be time. A retweet. A shoutout on Facebook. Just showing up and showing out for what we believe in. Because we’ve been doing that. That’s also what I want my donation to do. To remind people that LGBTQI+ youth of color are capable of showing up and doing the work.”

– Cydney O. Brown, Howard University graduate and activist, Astraea donor

“As an artist and a queer person, I have had to overcome a lot of creative, community, and financial hurdles. When I got to a place where I have gotten stable, it felt like it was time to give back and support other groups doing work I admire.”

– Fawzia Mirza, actor, writer, and producer (Her Story, Out of Water), Astraea donor

Based in Santo Domingo in the Dominican Republic, Comunidad de Travestis y Transgéneros (COTRAVETD) promotes the social inclusion of transgender sex workers through advocacy, outreach strategies, and empowerment campaigns. Photo credit: COTRAVETD

Franco Fuica, a trans activist with Santiago, Chile’s Asociación OTD, takes to the streets with community during Pride. OTD works for the human rights of trans people through different political and cultural interventions. Photo credit: Armando Escoffier
Donors

The generous donors listed here helped support Astraea’s work in fiscal year 2016, which concluded June 30th, 2016.

Leadership Giving Circle:

Visionary -
($25,000+)

Anonymous (4)
11th Hour Project
Access Now
American Jewish World Service
Arcus Foundation
Isaac Bloch
Elisabeth Bosch
Dentistid giUSe
Kobi Conaway & Andrew Owen
Andy Delaney
Starry Night Fund
Chicago Community Trust
Karen Dixon & Nan Schaffer
Greater Kansas City Community Foundation
Ford Foundation
Foundation for a Joint Societies Initiative
Open Society Foundations
Foundation for Northern Illinois
John Chow & Teresa Wallace Charitable Fund
Katherine M. Franke
Fund for the New York Community Trust
Laughing Gull Foundation
Low Strauss Foundation
Denise Littlefield Sobel
Calamus Foundation - DE
Nancy Meyer & Marc N. Weiss/Sumner Fund II
Weston F. Milliron/ Kicking Assets Fund
Tides Foundation
New World Foundation
Open Society Foundations
The Pritzker and Murray Berman Foundation
Mika & Renee Rueda-Alinghi/ARFA Foundation
Katrina E. Schaffer/Greater Kansas City Community Foundation
Naomi Sobel & Rabbi Becky Silverstein
Ted Snowdon Foundation

Calamity -
($10,000+)

Anonymous (2)
Ralph Alpert
Cynthia C. Beard/Moon Song Fund/ImpactAssets
Ely Bulkin & Beth P. Stephens
Amy Laura Cahn
Susan M. Dwyer
M. Quinn Delaney & Amy Laura Cahn
P. Stephens
Levi Strauss Foundation

Advocate -
($1,500+)

Anonymous (3)
Katherine T. Acrey
Urooj Ansari & HY Griffin Moore
Nancy L. Baker & Cathy Hauer
Julie Barnes
Traci Bell & Kelly Saulsbury
Gay Block/Shenker Block Fund/Houston Jewish Community Foundation
Jennifer M. Bier & Kathryn J. Hindmarch
Pamela Bier & Peter Ashkenazy
Nancy L. Baker & Griffin Moore
Amelia Harrison
Heather A. Hinds
Trish Houck & Yasmin Fishingveld
Leonard W. Kolins & Trish Houck & Devney A. Hamilton

Shana Fried & Rita Turner
Tracy Daviweer Gu & Inka von Stembergs
Sue Goldwasser
Margarete Gooding-Silverwood
Katherine Grainger
Hanky Parany
HRC-GA: A CFC Human Rights
Civil Rights Federation
Imagay Ho & Megan Hofe
Ambassador James C. Hormel
The Justice Fund
James Kilgore & Denise Kilgore
Alice M. Krause & Sally Cowen

Shana Weaver

Ground Breaker -
($5,000+)

Anonymous (2)
Gregory Baker & Brian Kaplan
Margot Schwartz Sax / Jersey Foundation
Credit Suisse
Digeo Jamacia Foundation
Farhad Ebrahimi
Elizabeth Scott & James Houston
Elizabeth Scott/Orana Community Foundation
Global Fund for Women
Devinney A. Hamilton
Inga & Martine Rothblatt/ The Diller-von Furstenberg Family Foundation
Katherine Seligmann
Megan J. Smith
A. Sparks/Sparks Fund for Equity and Innovation/ Horizons Foundation
Barbara J. Wright & Dee Kenny

Shana Fried
Tracy Daviweer Gu & Inka von Stembergs
Sue Goldwasser
Margarete Gooding-Silverwood
Katherine Grainger
Hanky Parany
HRC-GA: A CFC Human Rights
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Imagay Ho & Megan Hofe
Ambassador James C. Hormel
The Justice Fund
James Kilgore & Denise Kilgore
Alice M. Krause & Sally Cowen

Shana Weaver

Associates -
($500+)

Anonymous (8)
Susan S. Allee & Karen Krakulik
Marlene Alotta
Carol B. Alpert
Amalgamated Bank
Susan B. Sasser/ Robert and Dore Sasser Charitable Fund
Karen Schneider & Marc Gunther
Joytah Shira
Shreya Shira
Bigr Misrau Reut/ Trust
Mark Silverwood & Roseana Gooding-Silverwood
Jesse Specter

Sharon Rich & Nancy Reed/ The Daughters Fund/ Combined Jewish Philanthropies
Diane Sobin & Jewelle Gomez
Jane M. Saks & Emma Ruby-Sachs
Mary Beth Salerno & Denise Klein
Susan B. Sasser/ Robert and Dore Sasser Charitable Fund
Karen Schneider & Marc Gunther

Shana Fried & Rita Turner
Tracy Daviweer Gu & Inka von Stembergs
Sue Goldwasser
Margarete Gooding-Silverwood
Katherine Grainger
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Shana Fried
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Imagay Ho & Megan Hofe
Ambassador James C. Hormel
The Justice Fund
James Kilgore & Denise Kilgore
Alice M. Krause & Sally Cowen

Shana Weaver

Shana Fried
### Financial Statement

#### 2016

<table>
<thead>
<tr>
<th>FUNDING SOURCES</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and Contributions</td>
<td>$748,951</td>
<td>$7,289,106</td>
<td>-</td>
<td>$8,038,057</td>
</tr>
<tr>
<td>In-kind Contributions</td>
<td>$605</td>
<td>$415,954</td>
<td>-</td>
<td>$416,559</td>
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<tr>
<td>Administrative/Program Fees</td>
<td>$128,025</td>
<td>-</td>
<td>-</td>
<td>$128,025</td>
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<tr>
<td>Rental Income</td>
<td>$4,900</td>
<td>-</td>
<td>-</td>
<td>$4,900</td>
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<tr>
<td>Net Special Event Income</td>
<td>$95,512</td>
<td>-</td>
<td>-</td>
<td>$95,512</td>
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<tr>
<td>Net Investment Return</td>
<td>$61,030</td>
<td>($79,137)</td>
<td>-</td>
<td>($18,107)</td>
</tr>
<tr>
<td>Foreign Currency Transactions (loss) gain</td>
<td>-</td>
<td>($9,750)</td>
<td>-</td>
<td>($9,750)</td>
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<tr>
<td>Other Income</td>
<td>$10,595</td>
<td>-</td>
<td>-</td>
<td>$10,595</td>
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<tr>
<td>Total Revenue</td>
<td>$1,049,618</td>
<td>$7,616,173</td>
<td>-</td>
<td>$8,665,791</td>
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<tr>
<td>Net Assets Released From Restrictions</td>
<td>$6,576,276</td>
<td>-</td>
<td>-</td>
<td>$6,576,276</td>
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<tr>
<td>Total Revenue after Releases</td>
<td>$7,625,894</td>
<td>$1,038,714</td>
<td>-</td>
<td>$8,664,608</td>
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</tbody>
</table>

#### EXPENSES

<table>
<thead>
<tr>
<th>Program Services</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants Awarded</td>
<td>$3,552,069</td>
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<td>$3,552,069</td>
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<tr>
<td>Other Program Services</td>
<td>$3,102,071</td>
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<td>$3,102,071</td>
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<tr>
<td>Total Program Services</td>
<td>$6,654,140</td>
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<td>-</td>
<td>$6,654,140</td>
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<tr>
<td>Supporting Services</td>
<td>Unrestricted</td>
<td>Temporarily Restricted</td>
<td>Permanently Restricted</td>
<td>All Funds</td>
</tr>
<tr>
<td>Administrative and General</td>
<td>$406,724</td>
<td>-</td>
<td>-</td>
<td>$406,724</td>
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<tr>
<td>Fundraising</td>
<td>$644,638</td>
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<td>$644,638</td>
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<tr>
<td>Total Supporting Services</td>
<td>$1,051,362</td>
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<td>-</td>
<td>$1,051,362</td>
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<tr>
<td>Total Expenses</td>
<td>$7,705,502</td>
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<td>-</td>
<td>$7,705,502</td>
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<tr>
<td>Changes in Net Assets</td>
<td>$(78,425)</td>
<td>$1,038,714</td>
<td>-</td>
<td>$960,289</td>
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<tr>
<td>Net Assets as of June 30, 2015</td>
<td>$728,074</td>
<td>$5,026,035</td>
<td>$3,461,717</td>
<td>$9,215,826</td>
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<tr>
<td>Net Assets as of June 30, 2016</td>
<td>$649,649</td>
<td>$6,064,749</td>
<td>$3,461,717</td>
<td>$10,176,115</td>
</tr>
</tbody>
</table>

(Based on Audited Financial Statements for the year ending June 30, 2016)
Board & Staff

STAFF

J. Bob Alotta, Executive Director
Ruth Baldacchino, Program Officer, Intersex Human Rights Fund
Sangeeta Budhiraja, Director of Institutional Partnerships
Namita Chad, Senior Program Officer
Miabi Chatterji, Senior Program Officer, LGBTQ Racial Justice Fund
Ana Conner, Development Database and Operations Manager
Bridget de Gersigny, Director of Communications
Mónica Enríquez-Enríquez, Associate Director of Programs
Sarah Fonseca, Communications Officer
Mariam Gagoshadzhiwili, Senior Program Officer
Sarah Gunther, Director of Programs
Matthew Hart, Director, Global Philanthropy Project
Christy Harris, Senior Accountant
Kim Kaletsky, Communications Associate
Zakiya J. Lord, Regional Development and Engagement Officer
Kerry-Jo Lyn, Director, LGBTI Global Development Partnership
Joy Michael, Controller
Susan Neiman, Chief Financial Officer
Ezra Nepon, Program Officer, Global Philanthropy Project
Brenda Salas Neves, Program Officer
Naomi Sobel, Development Officer, Major Gifts
Tashie Sloley, Senior Grants Manager
Celia Turner, Development Officer, Institutional Giving
Robin Wilby, Development Assistant & Communications Video Editor
Simone Williams, Administrative Coordinator & HR Assistant
Kaysean Woods, Junior Accountant
Katherine Avey, Executive Director Emerita

BOARD

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Jennie Brier
Will Cordinary
Ryan Li Dahlstrom (Vice Chair)
Maria De La Cruz (Chair)
Ilmay Ho
Gita Mehrotra
Nikita Raj (Secretary)
Wendy Stark (Treasurer)
Mónica Taher
Judene Walden
Susan Wefald
Bookda Ghetar
Eugenie FitzGerald

INTERNS

Viktoria Tyutyukina, Fiscal Intern
Kaysean Woods, Fiscal Intern
Elisia Ceballo-Countryman, Programs Intern
Xintong Liu, Programs Intern
Bhavya Jeena, Partnership Intern

International Fund Advisory Board

Mariam Armisen
Sumit Baudh
Ymania Brown
Jack Byrne
Mauro Cabral
Jean Chong
Anisha Chugh
Tatiana Cordero
Ekaterine Gejadze
Xiaopei He
Cleo Kambugu
Anna Kirey
Shambhavi Madhan
Pramada Menon
Maria Mercedes Gómez
Lepa Mladjenovic
Kim Mukasa
Fadzai Munuzutsa
Noelene Nabulivou
Kemal Ordek
Nevin Öztıp
Nela Pamukovic

Chantal Partamian
Dani Priacuaru
Kris Randjelovic
Cellany Rivera
Cynthia Rothschild
Bertha Sánchez
Alejandra Sarda
Tshegofatso Joshua Seshoole
Ghadir Shafie
Svati Shah
Syinat Sultanaliev
Tingting Shen
Aniruddhan Vasudevan
Joe Wong
Bin Xu
Zeina Zaatari
Yahia Zaidi

Intersex Fund Advisory Board

Morgan Carpenter
Hiker Chiu
Dan Christian Ghattas
Natasha Jiménez
Nthabiseng Mokoena
Sean Saffa Wall
Dear Friend,

Astraea is a political home for so many of us. She represents justice and inspires the audacity to believe in our collective power. Astraea reminds me that together we can build a more powerful vision for LGBTQI people that is rooted in our strength, our resilience, and our humanity.

There is no doubt that many events over the past year have tested our resolve. On June 11, 2016, Astraea’s board of directors had just finished a meeting where we had celebrated the end of our fiscal year and looked forward to the work ahead. Little did we know that on June 12, we would wake up to the news of the massacre that had taken place at the Pulse Nightclub in Orlando. While I was devastated at the loss of so many lives, I was also grateful for the community of support that Bob, the staff, and my board colleagues provided.

It is a privilege to serve as the board chair for a foundation that is changing the social contract between a funder and a grantee. Astraea supports grassroots activists who are truly fueling the frontlines of change. The beyond-the-dollars support that initiatives like CommsLabs provide are critical – resulting in a stronger, more powerful, and vibrant network of leaders.

A beacon of hope, Astraea is only possible because of people like you.

¡Adelante!

María De La Cruz
Board Chair


Opposite page: Trainer Adaku Utah leads a session on healing at CommsLabs in Durban, South Africa. Photo credit: Lerato Maduna
Join Astraea in fueling the frontlines for global LGBTQI Justice

Funding Change and Strengthening Communities Around the World

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P 212.529.8021 | F 212.982.3321
development@astraeafoundation.org

ASTRAEAFOUNDATION.ORG