Astraea's 2017 Annual Report

5 Highlights

9 Grantee Partners

15 Donors

26 Financial Statement

28 Staff and Board
Grantee Partner Highlights

1. In October 2017, we supported the participation of 11 LBQ activists from 5 Eastern European and Central Asian countries in the European Lesbian* Conference, the first conference of its scope and size in Europe bringing together over 500 women to build collective visibility and shape political agendas in the region.

2. Palestinian organization alQaws collaborated on a groundbreaking social media campaign titled “Difference Never Justifies Violence” that aimed to make LGBTQ issues, homosexuality, and sexual/gender diversity more accessible to Palestinian society while giving voice and power to LGBTQ persons to talk about their own lived experiences.

3. Members of Intersex Russia provided information to intersex people and partners in Russia and around the world by delivering talks and providing training to journalists, students, and psychologists.
4. In Nepal, Blue Diamond Society advocated for the inclusion and protection of intersex children from intersex genital mutilation (IGM) in a proposed bill that could make Nepal the first Asian country to mandate legal protections for intersex people.

5. Iranti-Org helped retrieve archives from Intersex South Africa (ISSA) and revive the organization. ISSA now provides space for intersex voices in South (and Southern) Africa, and is led by a group of young intersex activists who are using media as a tool to share and highlight their message.

6. Providence Youth Student Movement (PrYSM) deftly organized across communities and secured the passing of the Community Safety Act in Providence, Rhode Island, ensuring more transparency and less racial profiling by local law enforcement.

7. In Chile, Asociación OTD has been leading coaltional efforts to pass the Gender Identity Law, which would bring increased protections for Chilean trans people’s rights to gender identity, gender expression, legal name change, and non-pathologizing administrative procedures. The bill was recently approved by the country’s Chamber of Deputies and is now awaiting a Senate decision.

8. Thanks to the activism of TransAkcija, Slovenia recently amended its anti-discrimination law, which now includes protections for gender identity and gender expression.

9. In response to the emergence of right wing media targeting LGBTQ activists and Malaysian government activities promoting anti-LGBTQ conversion therapy, Justice for Sisters swiftly engaged in media messaging to debunk homophobic and transphobic myths and helped activate an LGBTQ network to monitor incidences of violence and support survivors.
This year Astraea...

1. Continued to build power and momentum; in 40 years we made over $36 million via 4,500+ grants to 1,700+ grantee partners in 99 countries and 45 U.S. states. In 2017 alone, we made 260 grants in 66 countries, totaling more than $4.6 million!

2. Trusted that organizations know their needs best: 68% of our grants provided general operating support.

3. Fuelled hyper-local activism, with global reach! Nearly half of our funding (43%) supported U.S. groups and the other half supported international organizations.

4. Centered our work in racial and gender justice: 98% of our U.S. funding went to LGBTQI people of color led groups, and 94% supported activists fighting against the criminalization of our communities and championing migrant justice.

5. Advocated fiercely for resources because we know the work is not yet done. We released two new global reports on the state of intersex and trans organizing. The surveys found that despite recent growth in LGBTQI funding, intersex and trans groups continue to be deeply under-resourced — more than half of trans groups and more than three-quarters of intersex groups report budgets of less than $10,000 USD.

6. Made our third and largest cycle of grants supporting intersex organizations, totalling nearly $300,000 in grants to 37 intersex-led groups in 28 countries. Recently we helped host the first regional intersex meetings in Africa, Asia, and Latin America, and supported an international intersex forum in Amsterdam.

7. Collaborated with our donor community at our 2017 Fueling the Frontlines Awards in Los Angeles; 300 guests raised over $100,000 to support LGBTQI organizing.

8. Curated our CommsLabs in South Africa, hosting a cohort of 35 activists and 15 trainers; participants were equipped with the tools, skills, and knowledge they need to securely organize and advocate in online spaces.

9. Launched the Philanthropic Advocacy for LBQ Women’s and LBQ Gender Non-Conforming Peoples’ Activisms project in partnership with Mama Cash, highlighting some of the brilliant visions of freedom that LBQ activists are creating. We recognize the need to lift up lesbian feminist lineage to honor the historical legacies of Black/POC/White feminisms towards championing our global feminist futures. Soon we will be engaging in formal research to track funding trends and gaps for LBQ women and gender non-conforming people.

10. Awarded grants to 15 artists and arts collectives interrogating and exploring the construct, concept, and culture of Blackness. Worldwide, artists are producing work not solely in response to the myriad histories of violence Black bodies have incurred, but from places of joy and celebration; we were honored to fuel artists doing that work all over the world.
First African Intersex Meeting
Credit: Iranti-Org
Grantee Partners

Africa

Artists for Recognition and Acceptance (AFRA-Kenya)
Nairobi, Kenya

Association Sourire de Femme
Dakar, Sénégal

Chouf Minorities
Tunis, Tunisia

Cross University Trans Collective (CUT)
Cape Town, South Africa

EAVA Artists - Kyabayinze Vincent
Uganda

Forum for the Empowerment of Women (FEW)
Johannesburg, South Africa

Gay and Lesbian Coalition of Kenya (GALCK)
Nairobi, Kenya

Gender DynamiX
Cape Town, South Africa

Humanity First Cameroon - Gender Program
Yaoundé, Cameroon

Initiative for Equality and Non-Discrimination (INEND)
Mombasa, Kenya

Iranti-Org
Johannesburg, South Africa

Jinsiangu
Nairobi, Kenya

Kenya Campus Lasses Association
Nairobi, Kenya

Kisumu Digital Media Project
Kisumu, Kenya

Kisumu Peer Educators (KISPED)
Kisumu, Kenya

Limpopo LGBTI Proudly Out
Polokwane, South Africa

National Gay & Lesbian Human Rights Commission
Nairobi, Kenya

None on Record
Nairobi, Kenya

Nyanza, Rift Valley and Western Kenya LGBTI Coalition (NYARWEK)
Kisumu, Kenya

Pakasipiti Zimbabwe
Harare, Zimbabwe

QET Inclusion
Abidjan, Côte D’ivoire

Queer African Youth Network (QAYN)
 Ouagadougou, Burkina Faso

Rainbow Identity Association
Gaborone, Botswana

S.H.E., Social, Health and Empowerment Feminist Collective of Transgender Women of Africa
East London, South Africa

Support Initiative for People with atypical sex Development (SIPD)
Kampala, Uganda

Together for Women’s Rights - Burundi
Bujumbura, Burundi

Trans and Intersex People (TIP) for Human Rights in Nigeria (THRIN)
Lugbe, Nigeria

Trans Bantu Association of Zambia
Lusaka, Zambia

Transgender and Intersex Africa
Pretoria, South Africa

Transgender Education & Advocacy
Nairobi, Kenya

Voice of the Voiceless (VOVO)
Bulawayo, Zimbabwe

Voices of Women in Western Kenya (VOWWEK)
Kisumu, Kenya

Women’s Health and Equal Rights Initiative (WHER)
Abuja, Nigeria
Asia & Pacific

AIS Support Group Australia Inc.
Coorparoo, Australia

ALMA-TQ Initiative Group
Almaty, Kazakhstan

Alternative Law Forum
Bangalore, India

Beyond the Boundary - knowing and concerns Intersex
Hong Kong, Hong Kong

Blue Diamond Society
Kathmandu, Nepal

Creating Resources for Empowerment in Action
New Delhi, India

Diverse Voices and Action (DIVA) for Equality
Suva, Fiji

GALANG Philippines, Inc.
Quezon City, Philippines

Intersex Day Project
Newtown, Australia

Intersex Trust Aotearoa New Zealand (ITANZ)
Wellington, New Zealand

Justice for Sisters
Selangor, Malaysia

Organisation Intersex International Australia Limited (OII Australia)
Newtown, Australia

Organization Intersex International-Chinese (Oii-Chinese)
Kaohsiung City, Taiwan

Point of View
Mumbai, India

Public Union “Labrys”
Bishkek, Kyrgyzstan

Sappho for Equality
Kolkata, India

Sayoni
Singapore

Thai Transgender Alliance
Bangkok, Thailand

Togetherness for Equality and Action (TEA)
Bangkok, Thailand

Women’s Initiatives (WINS)
Tirupati, India

Europe

Association of Russian speaking Intersex people (ARSI)
Russia

Bilitis Resource Center
Sofia, Bulgaria

Centre for Equality and Liberty for the LGBT Community in Kosovo (CEL)
Pristina, Kosovo

Collectif Intersexes et Allié-e-s (CIA)
St Denis, France

Egalite Intersex Ukraine
Kiev, Ukraine

European Lesbian* Conference Austria

Gayten-LGBT, Center for Promotion of LGBTIQ Human Rights
Belgrade, Serbia

Insight Public Organization
Kiev, Ukraine

Institute Transfeminist Initiative
TransAkcija
Ljubljana, Slovenia

International Lesbian, Gay, Bisexual, Trans and Intersex Association - ILGA World
Geneva, Switzerland

Intersex Archive Project
Berlin, Germany

Intersex Danmark
Kolding, Denmark

Intersex Island
Reykjavik, Iceland

Intersex Russia
Moscow, Russia

intersexioni
Firenze, Italy

IntersexUK
Princetown, United Kingdom

LGBTIQA Association Okvir
Sarajevo, Bosnia and Herzegovina

OII Italia
Italy

Organisation Intersex International Europe (OII Europe)
Germany

Organisation Intersex International Germany (OII Germany)
Berlin, Germany

Radical Queer Affinity Collective
Budapest, Hungary

Sarajevo Open Centre
Sarajevo, Bosnia and Herzegovina

Stichting Nederlands Netwerk Intersekse/DSD (NNID)
Nijmegen, Netherlands
Latin America and Caribbean

AFRITUDE
Dominican Republic

Aireana - Grupo por los Derechos de las Lesbianas
Asunción, Paraguay

Annie Gonzaga
Brazil

Asociación Organizando Trans Diversidades (OTD)
Santiago, Chile

Associação Lésbica Feminista de Brasília - Coturno de Vênus
Brasilia, Brazil

Brújula Interssexual
Mexico City, Mexico

CAISO: Trinidad & Tobago’s Coalition Advocating for Inclusion of Sexual Orientation
Port of Spain, Trinidad & Tobago

Caribbean Women and Sexual Diversity Conference
St. Lucia

Colectiva Mujer y Salud (CMS)
Santo Domingo, Dominican Republic

Colectivo No Tengo Miedo
Lima, Peru

Colectivo Sentimos Diverso
Quito, Ecuador

Comunidad De Trans Y Travestis Trabajadoras Sexuales
Dominicana- COTRAVETD
Santo Domingo, Dominican Republic

Corporación Promoción de la Mujer/Taller de Comunicación Mujer
Quito, Ecuador

Diversidad Dominicana
Santo Domingo, Dominican Republic

Femme en Action Contre la Stigmatisation el la Discrimination Sexuelle (FACSDIS)
Port au Prince, Haiti

Fundación de Desarrollo Humano Integral CAUSANA
Quito, Ecuador

GLEFAS - Grupo Latinoamericano De Estudios, Formacion Y Accion Feminista
Bogotá, Colombia

Grupo Artemisa Honduras
Tegucigalpa, Honduras

Grupo Safo
Managua, Nicaragua

IURA - Individuos Unidos por el Respeto y la Armonía
Santo Domingo, Dominican Republic

Jamaica Forum for Lesbians, All-Sexuals and Gays (J-FLAG)
Kingston, Jamaica

Las Nietas de Nonó
Puerto Rico

Lesbianas Independentes Feministas y Socialistas (LIFS)
Lima, Peru

Movimiento Lesbia
Arequipa, Peru

Mujer y Mujer
Guayaquil, Ecuador

Mujeres Al Borde
Bogotá, Colombia

Mujeres Y Cultura Subterránea, A.C.
Mexico City, Mexico

Mulabi - Espacio Latinoamericano de Sexualidades y Derechos
Guadalupe, Costa Rica

Red Lésbica “CATTRACHAS”
Tegucigalpa, Honduras
Red Multicultural de Mujeres Trans de Guatemala (REDMMUTRANS)
Ciudad de Guatemala, Guatemala

Santamaría Fundación Cali, Colombia

Society Against Sexual Orientation Discrimination (SASOD)
Lamaha Garden, Guyana

Trans Siempre Amigas - TRANSSA
Santo Domingo, Dominican Republic

United and Strong Castries, St. Lucia

Vivir y Ser Intersexual
Mexico City and León, Mexico

Women’s Empowerment for Change (WE-Change)
Kingston, Jamaica

---

**North America**

Affinity Community Services
Chicago, IL, U.S.

Akwaee Emezi
New York, NY, U.S.

alQaw
Austin, TX, U.S.

API Equality - Northern California (APIENC)
San Francisco, CA, U.S.

Audre Lorde Project (ALP)
New York, NY, U.S.

awQward
Seattle, WA, U.S.

Bay Area American Indian Two Spirits (BAAITS)
San Francisco, CA, U.S.

Be Steadwell
Washington, DC, U.S.

Black and Brown Workers’ Collective
Philadelphia, PA, U.S.

Black and Pink
Dorchester, MA, U.S.

Black Trans Media
Brooklyn, NY, U.S.

Black Transmen Inc.
Dallas, TX, U.S.

BreakOUT!
New Orleans, LA, U.S.

Comité Visibilité Intersexue
Montreal, Quebec, Canada

Community United Against Violence, Inc.
San Francisco, CA, U.S.

Cyree Johnson
New York, NY, U.S.

Detroit REPRESENT!
Detroit, MI, U.S.

El/La Para Translatinhas
San Francisco, CA, U.S.

FIERCE
Bronx, NY, U.S.

Freedom Inc.
Madison, WI, U.S.

Garden of Peace Project
Pittsburgh, PA, U.S.

Gay & Lesbian Victory Institute
Washington, DC, U.S.

Gender Justice Los Angeles
Los Angeles, CA, U.S.

Green Mountain Crossroads
Brattleboro, VT, U.S.

Immigrant Youth Coalition (IYC)
Los Angeles, CA, U.S.

India Davis
California, U.S.

InterACT
Sudbury, CA, U.S.

Intersex Campaign for Equality
Oakland, CA, U.S.

Invisible to Invincible (“i2i”):
API Pride of Chicago
Chicago, IL, U.S.

Jova Lynne
Highland Park, MI, U.S.

Kiyan Williams
New York, NY, U.S.

LaGender Inc.
Eastpoint, GA, U.S.

Lesbians Who Tech
Washington, DC, U.S.

Mariposas Sin Fronteras
Tucson, AZ, U.S.
<table>
<thead>
<tr>
<th>Organization</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mississippi Safe Schools Coalition</td>
<td>Jackson, MS, U.S.</td>
</tr>
<tr>
<td>Montana Two Spirit Society</td>
<td>Missoula, MT, U.S.</td>
</tr>
<tr>
<td>National Queer and Trans Therapists of Color Network</td>
<td>Oakland, CA, U.S.</td>
</tr>
<tr>
<td>Outright Action International</td>
<td>New York, NY, U.S.</td>
</tr>
<tr>
<td>Peacock Rebellion</td>
<td>Oakland, CA, U.S.</td>
</tr>
<tr>
<td>Power Inside</td>
<td>Baltimore, MD, U.S.</td>
</tr>
<tr>
<td>Providence Youth Student Movement (PrYSM)</td>
<td>Providence, RI, U.S.</td>
</tr>
<tr>
<td>Queer &amp; Trans People of Color Birthwerq Project (Q/TPOC BP)</td>
<td>Seattle, WA, U.S.</td>
</tr>
<tr>
<td>Queer the Land</td>
<td>SeaTac, WA, U.S.</td>
</tr>
<tr>
<td>Shaylanna Luvme</td>
<td>Boston, MA, U.S.</td>
</tr>
<tr>
<td>Sokari Ekine</td>
<td>Brooklyn, NY, U.S.</td>
</tr>
<tr>
<td>Somos Familia</td>
<td>Oakland, CA, U.S.</td>
</tr>
<tr>
<td>Stonewall Youth</td>
<td>Olympia, WA, U.S.</td>
</tr>
<tr>
<td>Survivors Organizing for Liberation (SOL)</td>
<td>Denver, CO, U.S.</td>
</tr>
<tr>
<td>The Knights and Orchids Society</td>
<td>Selma, AL, U.S.</td>
</tr>
<tr>
<td>The Vaid Group, LLC</td>
<td>New York, NY, U.S.</td>
</tr>
<tr>
<td>Tiona McClodden</td>
<td>Philadelphia, PA, U.S.</td>
</tr>
<tr>
<td>Trans Queer Pueblo</td>
<td>Phoenix, AZ, U.S.</td>
</tr>
<tr>
<td>Trans(forming)</td>
<td>East Point, GA, U.S.</td>
</tr>
<tr>
<td>Transgender, Gender Variant, and Intersex Justice Project (TGIJP)</td>
<td>San Francisco, CA, U.S.</td>
</tr>
<tr>
<td>Williams Institute</td>
<td>Los Angeles, CA, U.S.</td>
</tr>
</tbody>
</table>

**LGBTQ Racial Justice Fund**

- BreakOUT! New Orleans, LA, U.S.
- Genders & Sexualities Alliance Network (GSA Network) Oakland, CA, U.S.
- GetEQUAL Education Fund Washington, DC, U.S.
- Project South Atlanta, GA, U.S.
- Racial Justice Action Center Atlanta, GA, U.S.
- Southern Vision Alliance Durham, NC, U.S.
- Southerners on New Ground (SONG) Atlanta, GA, U.S.
- Transgender, Gender Variant, and Intersex Justice Project (TGIJP) San Francisco, CA, U.S.

**Donor Advised Funds**

- Arcus Donor Advised Fund
- European Lesbian* Conference Austria
- Pass the Butter Fund
- India Davis California, U.S.
- Shaylanna Luvme Boston, MA, U.S.
- Roots and Wings Fund
- Agisanang Domestic Abuse Prevention and Training Johannesburg, South Africa
- Free Gender Cape Town, South Africa
- Iranti-Org Johannesburg, South Africa
- National Women’s Health Network Washington, DC, U.S.
- Out in Africa Archive and Resource Centre Cape Town, South Africa
- The OTHER Foundation Johannesburg, South Africa
- Transgender and Intersex Africa Pretoria, South Africa
Additional Donor Advised Fund
Grantee Partners

Children’s Music Network
Arlington, MA, U.S.

Lambda Legal Defense and
Education Fund (New York)
New York, NY, U.S.

Lesbian Herstory Archives
Brooklyn, NY, U.S.

National Center for Lesbian
Rights
San Francisco, CA, U.S.

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

Audre Lorde Project (ALP)
New York, NY, U.S.

Political Research Associates
Somerville, MA, U.S.

Jewish Voice for Peace
Oakland, CA, U.S.
Donors

LEADERSHIP GIVING CIRCLE

Visionary (25k+)
Anonymous (5)
11th Hour Project of the Schmidt Family Foundation
Access Now
American Jewish World Service
Amy Mandel & Katina Rodis Fund
Arcus Foundation
ARIA Foundation
Elisabeth Bosch/Dreilinden gGmbH
Calamus Foundation - DE
Kobi Conaway & Andrew Owen
Zeph Fishlyn
Ford Foundation
Foundation for a Just Society
Foundation Open Society Institute
Elspeth Gilmore
Jeanne R. Córdova Living Trust
John Chou & Teresa Wallace Charitable Fund
Katherine M. Franke Fund/The New York Community Trust
Laughing Gull Foundation
Levi Strauss Foundation
Mama Cash
Nancy Meyer & Marc N. Weiss/Summer Fund II
Weston F. Milliken/Kicking Assets Fund/Tides Foundation
New World Foundation
Open Society Foundations
Ellen Page
Phillip & Muriel Berman Foundation
Nancy Polikoff & Cheryl Swannack
Public Health Solutions
Rotonda Foundation
Katrina E. Schaffer/Greater Kansas City Community Foundation
Nan Schaffer and Karen Dixon/Greater Kansas City Community Foundation
Denise Littlefield Sobel
Naomi Sobel & Rabbi Becky Silverstein
Ted Snowdon Foundation
Tides Foundation
Unitarian Universalist Veatch Program at Shelter Rock
Wilmington Trust

Catalyst (10k+)
Anonymous (3)
Albert Penick Fund
Ralph Alpert
Rebecca Balter & Bri Kaplan
Alexandra Barrows
Isaac Bloch
Amy Laura Cahn
Chris Massey & Philip Black/The Danielson Foundation
Michael A. Dively
Eidelson Family Philanthropic Fund
Estate of Sally Duplaix
Esther & Otto Seligmann Foundation, Inc.
Fund for Global Human Rights
Sue Goldwomon
Amy Graham
Henry van Ameringen Foundation
Maggie Heraty & David Roswell/The Nandu Fund/Impact Assets
Hivos
Libra Foundation
Allison Littlefield
Moon Song Fund
Brooke and Laura Ricketts
Emily Rosenberg & Darlene de Manincor
Smith-Swisher Family Fund
Social Justice Fund Northwest
Sam Vinal
Shana Weaver/Shana Weaver Giving Fund
Barbara J. Wright & Dee Kenny
Groundbreaker (5k+)

Katherine T. Acey
Asian Americans/Pacific Islanders in Philanthropy
The Benevity Community Impact Fund
Merrill Black & Mary Ayres
California Endowment
Miabi Chatterji
Carolyn W. Chou
M. Quinn Delaney & Wayne D. Jordan
Digicel Jamaica
Dobkin Family Foundation
Elizabeth Scott Fund
Devney A. Hamilton
Katherine Hawes
Horizons Foundation
Ambassador James C. Hormel
Jersey Foundation
Aida M. Khan
Leonard W. Kolins & Faye E. Goldman
Alice M. Krause & Sally Cowan
Lesbian Equity Fund/Jewish Community Federation of SF
Anna & Benjamin Mudd
Pamela Kohlberg Fund
People’s United Wealth Management
Casey Ratliff
Jessica Saalfield
Mark Silverwood & Rozanne Gooding-Silverwood
A. Sparks
Triangle Community Foundation
John Won

Advocate (1500+)

Anonymous (4)
Alvin H. Baum & Robert Holgate
Elizabeth Bremner & Karen Crow
Chatterji Family Fund at Schwab Charitable Fund
Bruce Cohen & Gabe Catone
Maria De La Cruz & Shawn Hogendom
Elizabeth B. Hirsch Fund at the Jewish Communal Fund
Morgaine Gooding-Silverwood
Harold K. Raisler Foundation
HCROA: A CFC Human and Civil Rights Federation
William L. Hickey
Kuan Ho
limay Ho & Megan Rolfe
Alice Y. Hom
Moez M. Kaba & Bjorn Lundberg
Dr. Deirdre Kidder
Evan King
Nancy Levit & Cathy Underwood
Ryan Li Dahlstrom
Macy’s
Nancy L. Baker & Cathy Hauer
Network for Good
Zan Northrip & Doneg McDonough
O’Hanlan-Walker LGBT Equality Fund of Horizons Foundation
Ellie Poley & Brittany Alsot
Purple Lady Fund
Ratliff Family Charitable Fund
Amy Ray
Shad A. Reinstein & Jody Laine White
Robert and Doris Sasser Charitable Fund
Martine A. Rothblatt & Bina A. Rothblatt
S. H. Cowell Foundation
Diane Sabin & Jewelle Gomez
Peggy Saika
Mary Beth Salerno & Denise Kleis
Jean Saul & Carla Ficke
Karen Schneider & Marc Gunther
Alexandra Schulhoff
Shreya Shah
Sigrid Rausing Trust
Teri & Garry Spanner
State Farm Companies Foundation
Susan A. & Donald P. Babson Charitable Foundation
The Daughters Fund
The Herbert V. Kohler Jr. & Natalie Black Kohler Foundation
The Jessica Fund
The Laura Smathers Gift Trust
The Lehman-Stamers Fund
The Other Foundation
The Vermont Community Foundation
UHAI-EASHRI
Underdog Fund/Rose Foundation
Urgent Action Fund
Susan Wefald & Fred Doolittle
Wells Fargo Community Support Campaign
Karen B. Zelermyer & Tami Gold
Associates (500+)
Anonymous (8)
Alice C. Holton Foundation
Susan S. Allee & Karen Krahalik
Marlene Alotta
Philip W. Alotta & Carolyn Denton
Barrak Alzaid & Justin Garcia
Urooj Arshad
Ward Auerbach & Andy Baker
Gwendolyn Baba
Julie Barnes & Holly Rowley
Vanessa Bathfield & Tracy Martinson
Barbara Berkeley & Wendy Storch
Raja G. Bhattar
Black Elephant Music
Lukas Blakk
Kelly Blumenthal
Sharhonda Bossier
Nellie Bowles
Bill Bragin & Lisa Philp
Stephen Brier
Pamela Brier & Peter Ashkenazy
Bright Funds Foundation
Arlene E. Bronstein
Victoria C. Brush
Sarah Buttenwieser & Hosea Baskin
Katherine F. Carmichael & Carol Sue Hedtcke
Alexandra Chasin
Anthony Colon & Richard Boucher
Community of Christ
Kelly Conway & Simone Wojtowicz
Theodora Yang Copley
Will Cordery & Edgar Villanueva
Deedee Crossett & Lauren Weymouth
Raymond Crossman & Ted Barzev
Jacquelyn & Rebecca Crouch-Pelham
Darrel Cummings
Nancy E. Cunningham
Donna De Santis Buymaster Fund at Schwab Charitable Fund
Sharon Doyle
Deborah Drysdale
Rosalind Dutton & Jill Gates Smith
Kern J. Eccles & Fedah Dahudul
Rabbi Lisa Edwards
Edwards-Moore Tzedakah Fund
Eve S. Faber
Danielle Feinberg
Ellen Ferguson & Diana Sills
Eugenie Fitzgerald & Beth Burkhart
Flynkins Fund of Horizons Foundation
FlynnBoyle Family Fund
Kim L. Ford
Gillian Francis & Sarah Salm
Marcia Gallo & Ann Cammett
Conor Gaughan
Julie Gonon
Katherine Grainger
Robert Greenan & Patrick Gaffney
Daniel Greenberg & Karen Nelson
Rebecca Sarah Hafter
Sabrina Haley
Krista Lee Hanson & Burke Stansbury
Christopher Harris & Therese Giglia
Michael Heflin & David Yu
Henrietta Hudson
Emily D. Howe & Aimee Gelnaw
Raymond Hsia
Noelle T. Ito
Xylor Jane
Jason Franklin of the Ktisis Fund of RSF Social Finance
Carol Jaspin
Seana Johnson
Andy Jordan
JPMorganChase Foundation
Gary Kahn
Paige Kirstein
Lauren Koenig-Plonskier & Jordan Held
Terry Lawler
Legacy II Philanthropic Fund
Suzanne Lerner
Lewy-Eisen Gay Values Fund of Horizons Foundation
Diane K. Lincoln
Maureen Mahon & Brian Tate
Rachael Martin & Robyn Kali Bacon
Tracy Martinson & Vanessa Bathfield
Justice Mary Yu
Sam McWilliams
Megan E. Fannin Fund
Gita Mehrotra & Alix Kolar
Metropolitan Tennis Group, Inc.
Morgan Stanley Santa Monica
Mildred Murphy
NeeCee Murphy-Leacock
Jessica Muskin-Pierret
Ragnar D. Naess & David Charles
Kyoko Nakamaru & A. Amaro  
National Women’s Studies Association  
Chani Nicholas & Sonya Passi  
Our Better Angels  
Paulette Pantoja & Lisa Pantoja  
Amanda Pease & Elana Bloom  
Susan Perley  
Jennifer C. Pizer & Doreena P. Wong  
Polk Brothers Foundation  
Greg Propper & Michael Torbiak  
Christopher Punongbayan  
Rabbi Barbara Zacky Fund  
Nitika Raj  
Rachel J. Robasciotti  
Robert Holgate Philanthropic Fund of Horizons Foundation  
Sandra J. Robinson & Juanita Deans  
Robin Rosenbluth & Tracy Scott  
Rob Saltzman  
SapientNitro  
Lisa Sbrana  
Barbara Schroder  
Beverly A. Scott & Courtney Ashley Segal & Amanda Parenti  
Shlenker Block Fund at the Houston Jewish Community Foundation  
Jane M. Simoni & Karina L. Walters  
Mark Smith  
Jessie Spector  
Laura Squires  
Burke Stansbury & Krista Lee Hanson  
Wendy Stark  
Sam Tabet & Milo Chestnut  
Tristan Taormino  
Tate Family Fund  
The A&P Lesbian Fund of Horizons Foundation  
The Emily A. Metcalfe Charitable Fund  
The Justice Fund  
The Kroman/Wermuth Charitable Fund  
The Lenitnes Fund  
The Timothy B. Johnson Gift Fund  
Judy Tobin & Michael Baker  
Sarah Tomchesson  
Tracking the Wisdom LLC  
TripAdvisor Gift Matching Program  
Lynne Wander & Pamela Waxman  
Allison Warner & Loran Hamilton Warner  
Joan W. Watts  
Michela Weihl  
Lisa Weiner-Mahfuz & Lisbeth Melendez Rivera  
Juliet Widoff & Jacqueline Woodson  
Susan M. Wolford & Delores M. Komar  
Barbara Zoloth & Sharon J. Washington  

Partners (499 and under)  
Anonymous (100)  
Sarah Abbott  
Sandra Abramson  
Accenture LLP  
Valerie Acklin  
Karín Aguilar-San Juan  
AIG Matching Grants Program  
George Akerley  
Zerina Akers  
Joanne Alcantara & Boo Torres  
Dante Alencastre  
Elizabeth Aleshunas  
Gregory Alexander & Hanita Alexander  
Abby Alexanian & Amielle Major  
Jamie Allison  
Ellen Alpert & Janice Sears  
Karen L. Alstadt & Brian Alstadt  
Paula Altman  
Raul Alvillar  
Aaron Amaro  
AmazonSmile Foundation  
Uma Amuluru  
Linda Anderson  
Victoria Angell  
Joey Apodaca  
Lauren Arrington  
Penny & Robert Aschkenasy  
Jill Aschkenasy & Paul Aschkenasy  
Jeffrey Atkinson  
Laura Audette  
Nicholas Audette  
Jill Austin  
Charlotte L. Avery & Arden Eversmeyer  
Kristal Babich  
Deborah Bachrach  
Shawn & Rebecca Bact  
Emily Bailey  
Danielle Bailey  
Crista Bailey  
J. Bailey  
Jamie Bailey  
Sandy Bailey  
Richard Balkin  
Monica Barron  

18 ASTRAEA LESBIAN FOUNDATION FOR JUSTICE Annual Report 2017 // Donors
Becca Goldstein
Marco A. Gonzales
Jamie Gordy
Jon K. Gossett
Neena Goswamy
Hisam Goueli & Roberto Talavera
Sara Gould & Rick Surpin
Meg Gouraud
Lee Ann Goya & Teresa Conrow
Jennifer Graessle
Barbara Grant
Kendra Gray
Dorothy R. Gray
Allison Green
Kelly Gregg
Sharon Gregory
Lindsay Greyerbiehl & Lee West
Elizabeth Grierson
Joe Grossberg
Bridget Guarisco
Courtney Guerra & Doug Guerra
Myani Guetta-Gilbert
Sarah Gunther & Amy Krosch
Sharon Haar & Robin Wagner
Sophie Hagen
Dean Leslie Haglin
Cherie Hambleton
Emily F. Hamilton
Susanna Hamilton
Barbara Hammer & Florence R. Burke
Eileen Hamper
Christalyn Hampton & Lawson Hampton
Dan Hanley
Amy Harrington & Jaye Fishel
Katie E. Harris
Alice K. Harris
Andrea Harris
Jennifer Harrison
Pan Haskins
Jennifer & Erik Haugen
Kris Hayashi
Shannon Heffner
Christine Heim
Judith Helfand
Hannah Hellberg
Ryan Heman
Rebecca S. Hemperly
Suzanne Hendrich
Sarah Hennessy
Michael Henrich
Haven Herrin
Susan Heske
Susan J. Hessel & Karen Dahle
Karen & Jack Higgins
Mika Hilaire
Christina McMillan Hill
Myra Hindus & Jewel Jackson
Ginger Hintz
Jane R. Hirschmann
Debra Hirshberg & Jamie L. Heckler
Ann Hoang
Sara Hockstein
David Hogg
Ellen Hopkins
Jeanne Hubbuch
Kayla Huddleston
Dawn Huebner & Lisa Bunker
James Huyuley
Duncan Stuart Hume
Gabrielle Hurst & John Serrano
Sue Hyde
Sybill Hyppolite
Mona Ibrahim
Laurie Ignacio
Liz Ignowski & Shannon Leoni
Vanessa Irena
Naomi Ishisaka
Michael Ismert
Celia Jackson & Halley Brus
Benjamin Jaehne
Ganessa James
Mairc James & Ellen Keng
Sarah Jen
Margaux Jessup & David Jessup
Cat Jimenez
Courtney Johnson
Sarah Johnson
Julie Johnston
Amanda Johnston & Allison Sigrist
Laura Jolly
Ouardane Jouannot
Lynne Joyrich
Victoria Juarez
Emily Kaas
Joseph Kahler
Barbara Kaiser
Deborah Kaplan
Reena Karani & Helen Schuab
Jeffrey Kasowitz & Adina Allen
Francine & Bruce Katz
Daniel Katz
Joyce Kauffman & Annie Weatherwax
Katie Keefe & Scott Keefe
Mary Keegan
Marcy Kelly
Oona Andrea Kelly
Sheila Kelly & Carol Fiedland
Stefanie P. Kelly & Deneen Brown
Kate Kendell & Sandy Homes
Mahdis Keshavarz & Shaahin Cheyene
Ingin Kim & Karen Yin
Lauren P. Kim
Karen Kinney
Rachel Kivanoski & Sidney Kivanoski
Jennie & John Kixmiller
Ben Klass
Mimi Klausner
Idit Klein & Jordan Namerow
Valerie Klemme
Kent Klindera & Damon Bolden
Rebecca Kling
Heather L. Knight
Courtney Knight
Emily Knight
Samantha Knight
Charlotte Knight
bex kolins
Donna A. Korones
Ellen Koteen & Diane Palladino
Sara E. Krakauer
Theodora S. Kramer & Susan Kravitz
John Krawchuk
Kate Kroeger
Margaret Kroll & Kevin Frodell
Katherine A. Kruckemeyer & Catherine Spath
Eric Kuhns
Michelle Kweder & Denise Gorayeb
Joanna Labow
Harjindar Lally
Ha Lam
Stephanie Lampkin & Brittany VanPutten
Sara Langen
Sarah Langer
Kimberly Langers
David Lanier & Gilbert Fouchard
Kyle Larner
Michon Lartigue
Laura Lasko
Laura Law
Tamara Wilds Lawson & Harry Lawson
Maranda Lawton
Elizabeth A. Leader & Elizabeth Hill
Mijo Lee
Susan J. Lee
Amanda Leinberger & Logan La Caprica
Meret Lenzlinger
Melina Leon
Aliza Leventhal
Ruth A. Levine
Adam E. Levine
Mike Lew & Thom Harrigan
Lexi Gift Fund at Schwab Charitable Fund
Christopher Libby
Kourtni & Arlene Lind-Watson
Tracey Little
Katherine Locke & Courtney Wilburn
Lisa Loomis-Davern
Beverlie Lord
Chere D. Lott
Linda D. Lott, D.D.S.
Kimberly Lowe
Corina Luckenbach
Andrea R. Lurie & Nancy Rosen
Kelly Lynch
Kara Lynch
Andi Lyons & Janka Bialek
Moira Mackesity-Green
Glenn D. Magpantay & Christopher S. Goeken
Claire Malaby
Liz Maldonado & Patricia Wilkie
Lydia Mann
Amy March & Emily Morrison
Nathan Margolin
Erik Marika-Rich & Ashley Canino
Linda Nathan Marks & Berenice M. Fisher
Cheryl Marland & Kathie Larsen
Melanie Marnich
Heather Rae Martin
Miranda Martin & Asif Delawalla
Tony Marzani & Harry Schroder
Randall Mason
Samantha Master
Darya B. Mattes
Ella Matthes
Bethany Maynard
Catharine E. Mays
Ryan Mays & Jack Voelker
Brooke McCamley
Mary McCormack
Bleakley McDowell
Megan McGilloway
Elaine McKinley & Katherine B. Durgin
Daria McKnight
Erin McLaughlin
Thomas McLeod
Conor McQuivey
Felicia Mednick
Maxine & TJ McReynolds
Sara Meirowtiz
Alan Mendelsohn & Mindy Sue
Elana Mendelson
Brandi Mendez
Ricardo Mendez
Mónica Taher & Melanie Torbert
Calla Tait
Paz Tanjuaquio & Todd B. Richmond
Lee Tanner
Target Corporation Employee Engagement Program
Brian Tate & Maureen Mahon
Marit Taylor
Elizabeth Taylor Morgan Abbott
The Good Pin Club
The Messinger Family Fund
The TransLatin@ Coalition
The Traub-Dicker Pride Endowment Fund
The UK Online Giving Foundation
Colin M. Thomas
Patricia Thompson
Aimee & Leif Thorne-Thomsen
Maida Tilchen & Marsha White
Norma Timbang
Jacob Tobia
Keeley Tobler
Karen Toering
Brian Tofte-Schumacher & Tom Bardwell
Jodie Tonita
Diep Tran
Roberta Trifon
Kevin Trudgeon & Stuart Ross
Kadia Tubman & Jessica Romero
Adejoke Tugbiyele
Kay Turner
Robert Turner
Celia Turner & Nicole Maria Gervasio
Rae Tutera & Mimi Lester
Soo K. Uhm
United Way of New Mexico
Dona Upson
Catherine Utt
Joaquin Uy
Pamela Valente
Matias Valenzuela
Julia Van
Holli Van Nest
Elizabeth Van Nerth
Leah Varsano
Rae Vassar
Amalia Vavala
Manisha
Jean Veta & Mary Ann Dutton
Linda M. Villarosa & Jana Welch
Nicholas Viscomi
Wendy Volkmann
Rachel Vorkink
Dave Waddell
Virginia Wagner
Saba Waheed
Adrienne Walser
Robert Walsh
Sarah Walters & Caris Vollentine
Josi Ward
Joanna Ware & Diana Doty
Dam Wassell
Gloria O. Webb
Ali Webster
Wendy L. Weinberg
Jessica R. Weissman & Louise P. Kelley
Alexandra Weltman
Rebecca Wener
Rebecca Werner
Lee West & Lindsay Greierbehl
Kim Westheimer & Madeline M. Klyne
Rebecca E. Weybright
Jan Whiteley
Judith Wick
Robin Wilby
Katrin E. Wilde
Paige Williams
Ashleigh Williams
Lucy A. Williams & Faith Perry
Anna J. Williams, Ph.D.
Bianca D.M. Wilson & Kim Swindle
Joanne Winetzki & Jean Hohman
Scott Winn
Leora Wolf-Prusam
Fern Wolkin
Todd Wonders & Daniel Giraldo
Mark B. Wyn
Lauren Yaffe Sidney Huang
Mikki Yamashiro
Stephanie S. Yang
Marisol Ybarra
Karen Yin & Ingin Kim
Li Yu
Serena R. Zabin
Laura Zak
Aaliya Zaveri
Jan Zobel
### Support and Revenue

<table>
<thead>
<tr>
<th>Description</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>3,044,052</td>
<td>6,887,661</td>
<td>-</td>
<td>9,931,713</td>
</tr>
<tr>
<td>In-kind Contributions</td>
<td>17,538</td>
<td>495,530</td>
<td>-</td>
<td>513,068</td>
</tr>
<tr>
<td>Administrative/Program Fees</td>
<td>194,831</td>
<td></td>
<td>194,831</td>
<td></td>
</tr>
<tr>
<td>Rental Income</td>
<td>2,300</td>
<td></td>
<td>2,300</td>
<td></td>
</tr>
<tr>
<td>Net Special Event Income</td>
<td>79,814</td>
<td></td>
<td>79,814</td>
<td></td>
</tr>
<tr>
<td>Net Investment Return</td>
<td>1,558</td>
<td>578,802</td>
<td>580,360</td>
<td></td>
</tr>
<tr>
<td>Foreign Currency Transactions (loss) gain</td>
<td>6,057</td>
<td></td>
<td>3,996</td>
<td></td>
</tr>
<tr>
<td>Other Income</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>3,346,150</td>
<td>7,965,989</td>
<td>-</td>
<td>11,312,139</td>
</tr>
<tr>
<td><strong>Net Assets Released From Restrictions</strong></td>
<td>8,005,243</td>
<td>(8,005,243)</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Revenue after Releases</strong></td>
<td>11,351,393</td>
<td>(39,254)</td>
<td>-</td>
<td>11,312,139</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants Awarded</td>
<td>4,662,356</td>
<td></td>
<td>4,662,356</td>
<td></td>
</tr>
<tr>
<td>Other Program Services</td>
<td>3,854,925</td>
<td></td>
<td>3,854,925</td>
<td></td>
</tr>
<tr>
<td>Total Program Services</td>
<td>8,517,281</td>
<td></td>
<td></td>
<td>8,517,281</td>
</tr>
<tr>
<td>Supporting Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative and General</td>
<td>438,765</td>
<td></td>
<td></td>
<td>438,765</td>
</tr>
<tr>
<td>Fundraising</td>
<td>966,801</td>
<td></td>
<td></td>
<td>966,801</td>
</tr>
<tr>
<td>Total Supporting Services</td>
<td>1,405,566</td>
<td></td>
<td></td>
<td>1,405,566</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>9,922,847</td>
<td></td>
<td></td>
<td>9,922,847</td>
</tr>
<tr>
<td>Changes in Net Assets</td>
<td>1,428,546</td>
<td>(39,254)</td>
<td>-</td>
<td>1,389,292</td>
</tr>
<tr>
<td><strong>Net Assets as of June 30, 2016</strong></td>
<td>649,649</td>
<td>6,064,749</td>
<td>3,461,717</td>
<td>10,176,115</td>
</tr>
<tr>
<td><strong>Net Assets as of June 30, 2017</strong></td>
<td>2,078,195</td>
<td>6,025,495</td>
<td>3,461,717</td>
<td>11,565,407</td>
</tr>
</tbody>
</table>

Based on Audited Financial Statements for the year ending June 30, 2017
Staff*

J. Bob Alotta, Executive Director
Oliver Anene, Program Associate, Global Philanthropy Project
Nicole Asbury, Donor Systems and Database Manager
Ruth Baldacchino, Program Officer, Intersex Fund
Namita Chad, Associate Director of Programs
Miabi Chatterji, Senior Grants Manager
Amanda Collins, Executive Assistant
Barbara Jean Davis, Director of Development
Kerry-Jo Ford Lyn, Director, LGBT Development Partnership
Mariam Gagoshashvili, Senior Program Officer
Kristin Gardner, Associate Director of Major Gifts
Bridget de Gersigny, Director of Communications
Sarah Gunther, Director of Philanthropic Partnerships
Raviva Hanser, Strategic Communications Program Manager
Christy Harris, Senior Accountant
Matthew Hart, Director, Global Philanthropy Project
Shaena Johnson, LGBTQ Racial Justice Fund Program Officer
Kim Kaletsky, Communications Officer
Zakiya Lord, Regional Development and Engagement Officer
Joy Michael, Controller
Susan Neiman, Chief Financial Officer
Ezra Berkley Nepon, Program Officer, Global Philanthropy Project
Brenda Salas Neves, Program Officer
Courtney Okeke, Program Associate
Cara Page, Director of Programs
Jeanette Sears, Storybank Video Editor
Sally Troncoso, Development Officer, Special Events
Celia Turner, Senior Development Officer, Institutional Giving
Robin Wilby, Storybank Video Editor
Simone Williams, Office Manager and HR Coordinator
Katherine Acey, Executive Director Emerita
Gita Mehrotra
Nitika Raj, Board Secretary
Wendy Stark
Judene Walden
Susan Wefald, Board Treasurer
Bookda Gheisar
Eugenie FitzGerald

Interns
Samantha Ng, Communications Intern
Yue Yu, Fiscal Intern

Board
Urooj Arshad
Jennie Brier
Will Cordery
Ryan Li Dahlstrom, Vice Chair
Maria De La Cruz, Board Chair
Limay Ho
Darla Kashian
Intersex Fund
Advisory Board

Morgan Carpenter
Hiker Chiu
Dan Christian Ghattas
Natasha Jiménez
Nthabiseng Mokoena
Sean Saifa Wall

International 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 Muparutsa
Noelene Nabulivou
Kemal Ordek
Nevin Öztop
Nela Pamukovic
Chantal Partamian
Dani Prisacariu
Kris Randjelovic
Celiany Rivera
Cynthia Rothschild
Bertha Sánchez
Alejandra Sarda
Tshegofatso Joshua Sehoole
Ghadir Shafie
Svati Shah
Syinat Sultanalieva
Tingting Shen
Aniruddhan Vasudevan
Joe Wong
Bin Xu
Zeina Zaatari
Yahia Zaidi

*Staff and board list as of March 1, 2018*
Special Thanks

Georgina Adhiambo
Arnaz Amir
Sandra Angel
Annette Atieno
Lynn Ballen
Aleksandr Berezkin
Joe Betancourt
Miles Bredin
Cydney Brown
Sangeeta Budhiraja
Elly Bulkin
Caracol Language Coop
Carre d’Artistes Philadelphia
Winnie Chen
Chinese Feminist Collective
Tacara Clark
Masen Davis
Design Action Collective
Melissa Dymek
Dolphine Emali
Mónica Enríquez-Enríquez
Melissa Extein
Lisa Fiala
Somjen Frazer
Susana Fried
Conor Gaughan
Akim Giroux
Gitahi Githuku
Loran Hamilton
Dream Hampton
Christopher Harris
Prentis Hemphill
Leila Hessini
Alice Hom
Erin Howe
Saska Ivens
Moez Kaba & Bjorn Lundberg
Nguru Karugu
Luam Kidane
Iris King
Michaela Leslie-Rule
Dane Lewis
Lousch Creations
Mitchell Luo
Andrea Lynch
Kellea Miller
Fawzia Mirza
Nadine Mondestin
Morgan Murphy
George Mwai
Happy Mwende Kinyili
Meshell Ndegeocello
Otieno Peter Odongo
Essy Omomo
Aisha Onsando
Rebekah Orr
Azure Osborne-Lee
Ellen Page
Robert Perez
Greg Propper
Robert Raben
Raben Group
Nabeela Rasheed
Toshi Reagon
Andrea Ritchie
Robin Rosenbluth
Dave Scamell
Chris Schweidler
Sienna Naturals
Amy Simon
Tashie Sloley
Luke Stavrand Woolf
Tagg Magazine
Shirley Tagi
Selby Thiam
Jacob Tobia
Yvonne Wamari
Jeffrey Wambaya
Lindsay Wetmore Adakar
Jovan Wolfe
Erica Woodland
Kaysean Woods
Weiting Wu
Gitta Zomorodi
THE ASTRAEA LESBIAN FOUNDATION FOR JUSTICE is the only philanthropic organization working exclusively to advance LGBTQI human rights around the globe. We support brilliant and brave grantee partners in the U.S and internationally who challenge oppression and seed change. We work for racial, economic, social, and gender justice, because we all deserve to live our lives freely, without fear, and with dignity.

116 East 16th Street, 7th Floor, New York, NY 10003
P: 1.212.529.8021
F: 1.212.982.3321
info@astraeafoundation.org