Interwoven Communities: The Fabric of LGBTQI+ Movements
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Astraea Lesbian Foundation for Justice
2023 Annual Report

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Writer: Erik Roldan
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The family heirlooms I treasure the most are the Peranakan sarong kebayas that belonged to my grandmother. Made of muslin, the kebaya tops were hand-embroidered, each exquisite design along the edges of the cloth, created with tiny stitches that combine to make its edges resilient and strong. The sarongs weave together different motifs of flowers and animals, with each pattern flowing into the next. Each is distinct, yet all connected. These sarong kebayas remind me that, across borders, identities, and struggles, our lives and liberation are inextricably inter-connected - even when the details of our lives are distinct. The Astraea Foundation’s work acknowledges and honors these inter-linkages - our grantees create a worldwide network of freedom leaders, each one threading the needle of our mission.

If our liberation is inextricably linked, how should that influence philanthropy? For the Astraea Foundation, that means bridging the gap between awarder and awardee. We intentionally implement more equitable grant-making processes, allowing newer and smaller groups to access much-needed resources. We prioritize community organizing led by queer women who are often BIPOC, championing intersectional feminism as fundamental in the fight for liberty. Our program staff are based in the regions of the world where our grantee partners work, ensuring a closer connection and ongoing support by someone close to their community. If philanthropy can move forward in acknowledgment of our intertwined struggles, our successes will create a safety net for generations to come.

In 2024, the Astraea Foundation supported a record number of grantees. Our three flagship funds, the U.S. Fund, the International Fund, and the Intersex Human Rights Fund (IHRF), shifted the most resources to the highest number of LGBTQI+ activists in our organization’s history. Together, the International Fund and IHRF awarded over $1.8 million to 126 groups in 88 countries. The U.S. Fund awarded $1.4 million in 23 grants going to groups across the U.S. and its claimed territories.

Funding global grassroots movements is just one aspect of the fight for freedom. Bringing people together to build community, help decrease burnout, and support leadership longevity are key ways that the Astraea Foundation supports our grantee partners. These in-person gatherings are designed for partners to have structured time to share experiences, movement strategies, and also to heal and foster joy. In June 2023, we brought together 110 participants from 45 countries in the largest conference of activists in the Astraea Foundation’s history. I’m so proud of this achievement and look forward to refining how we will continue to bring together our grantee partners in service of collaboration and our collective struggle.

Anytime I meet with our grantee partners, board of directors, staff, or supporters in the community, it reasserts how much we all have in common. A desire for progress, an urgency in our spirits, and a longing to support each other are just a few things we all bring to the Astraea Foundation’s community. With this annual report, I invite you all to review last year’s milestones and join us in 2024. As we push and pull on our respective corners of the collective struggle, it spreads out like a blanket, stretching to make space for anyone who wants to stand with us.

Yours in Solidarity.

Joy L. Chia (she/her)
Executive Director
Our Mission

Our mission is to fuel local and global movements that shift power to LGBTQI+ people and organizations pursuing social justice and human rights. We do this through grantmaking, philanthropic advocacy, communications, and capacity building.

Our Vision

We envision a world where all people can actively and enthusiastically belong, regardless of their sex, sexuality, gender, bodies, dis/ability, race, class, nationality, migration status, or any other aspect of identity or circumstance.

The Astraea Lesbian Foundation for Justice’s work is anchored by our mission statement and vision for a liberated world. Every element of our work incorporates the following values:

**LGBTQI+ Communities Need Support All Over the Globe**
In addition to providing critical funding, we have international presence and proximity to the communities we support.

**Our Philanthropic Model Aims to Push Philanthropy Forward**
Innovation in philanthropy requires us to move away from restrictive processes and towards flexible funding for maximum impact.

**Intersectional Feminism Underscores Everything We Do**
This core value is embedded in the foundations of our grantmaking, internal processes, and vision implementation.

**Grassroots Activism is Closest to Both the Problems and Solutions**
The future of liberation must be rooted in prioritizing the people who are impacted most by oppressive actors and who are also the experts in what they need to make progress.
INTERWOVEN GIVING STRATEGIES
AWARDMAKING BY THE NUMBERS:

The Astraea Lesbian Foundation for Justice’s intersectional values are reflected in how we support activist movements across the globe. Grants providing general operating funds mean that our grantee partners can address their community’s needs without burdensome oversight. Multiyear awards provide more sustainability for their missions. A focus on Black and POC-led groups helps address the inequities found in philanthropy at large. Across movements and borders, intersex activism remains severely underfunded, and the Astraea Foundation’s commitment to closing that gap resulted in the Intersex Human Rights Fund (IHRF) having its biggest year yet. As we expand our giving portfolio, it’s more evident than ever that our movements are intertwined. Awardees from each fund identify struggles that overlap, whether that’s fighting for liberation while also dealing with the impact of climate change, or experiencing some progress in gender equality, only to see that progress felt only by those with economic or racial privilege. As the Astraea Foundation continues to uncover the many ways our struggles are woven together, our efforts to push philanthropy forward are reinforced.

CONTINUING OUR LEGACY

$64.3M to 2,000 grantee partners through 5,699 awards to support organizations in 120 countries & 46 U.S. States since 1977

$3.41M in 2023 to 187 awardees in 66 countries & 23 U.S. states through 199 awards
2023 was our IHRF’s biggest grantmaking year yet, totaling $870,507; awarding $725,507 in grants to 62 groups in 48 countries, & $145,000 in additional support.

98% of our grantee partners are LGBTQI+-led groups.

89% of our core support grants were renewal grants.

94% of our grantees received general operating support grants.

36% of our grants support TNB-led organizing.

89% of our core support grants were renewal grants.

98% of our grantees received general operating support grants.

2023 was our IHRF’s biggest grantmaking year yet, totaling $870,507; awarding $725,507 in grants to 62 groups in 48 countries, & $145,000 in additional support.

91% of our U.S.-based grantee partners are BIPOC-led.

94% of our grantees received general operating support grants.

89% of our grantee partners are LGBTQI+-led groups.

36% of our grants support TNB-led organizing.
**U.S. FUNDING**

- 83% of our U.S. funding supported groups led by & for BIPOC

**INTERNATIONAL FUNDING**

- 78% of our international grantmaking went to groups in countries with obstructed, repressed, & closing civil societies
- 90% of all international grant money went to grantees in the Global South
- 96% of our U.S. funding supported LGBTQI+ BIPOC-led groups
- 100% of our TNB U.S. funding was for groups led by & for BIPOC
## FINANCIAL STATEMENT

### Support and Revenue

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grants and contributions</td>
<td>853,821</td>
<td>3,512,272</td>
<td>4,366,094</td>
</tr>
<tr>
<td>Government Grants</td>
<td>405,004</td>
<td>3,251,621</td>
<td>3,656,624</td>
</tr>
<tr>
<td>Investment Income, net</td>
<td>407,509</td>
<td>801,855</td>
<td>1,209,364</td>
</tr>
<tr>
<td>Other revenue</td>
<td>1,624</td>
<td>-</td>
<td>1,624</td>
</tr>
<tr>
<td>Net assets released from donor restrictions</td>
<td>11,557,628</td>
<td>(11,557,628)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total support and revenue</strong></td>
<td><strong>13,225,586</strong></td>
<td><strong>(3,991,881)</strong></td>
<td><strong>9,233,706</strong></td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Core Programs</td>
<td>9,834,846</td>
<td>-</td>
<td>9,834,846</td>
</tr>
<tr>
<td>Sponsored Projects</td>
<td>466,263</td>
<td>-</td>
<td>466,263</td>
</tr>
<tr>
<td>Total Program Services</td>
<td>10,301,110</td>
<td>-</td>
<td>10,301,110</td>
</tr>
<tr>
<td>Supporting Services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and General</td>
<td>2,457,741</td>
<td>73,751</td>
<td>2,531,493</td>
</tr>
<tr>
<td>Fundraising</td>
<td>778,987</td>
<td>-</td>
<td>778,987</td>
</tr>
<tr>
<td>Total Supporting Services</td>
<td>3,236,729</td>
<td>73,751</td>
<td>3,310,480</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>13,537,838</strong></td>
<td><strong>73,751</strong></td>
<td><strong>13,611,590</strong></td>
</tr>
</tbody>
</table>

### Changes in Net Assets

<table>
<thead>
<tr>
<th></th>
<th>Without Donor Restrictions</th>
<th>With Donor Restrictions</th>
<th>All Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beginning Net Assets as of June 30, 2020</td>
<td>3,694,302</td>
<td>18,042,953</td>
<td>21,737,256</td>
</tr>
<tr>
<td>Ending Net Assets as of June 30, 2021</td>
<td>3,382,050</td>
<td>13,977,321</td>
<td>17,359,371</td>
</tr>
</tbody>
</table>

Based on Unaudited Financial Statements for the year ending June 30, 2023.
We do not publicize a number of our courageous grantee partners because of the security threats they face in their local contexts, so groups may be missing from this list.

<table>
<thead>
<tr>
<th>Africa</th>
</tr>
</thead>
<tbody>
<tr>
<td>African Intersex Movement (AIM) Regional, Africa</td>
</tr>
<tr>
<td>DSD Support Uganda Limited Mbarara, Uganda</td>
</tr>
<tr>
<td>Elies Cameroun Douala, Cameroon</td>
</tr>
<tr>
<td>Empowered Ladies Initiative For Equality-Elite Burumba, Kenya</td>
</tr>
<tr>
<td>Groupe Intersexe Désirs (GIDE) Kinshasa, Democratic Republic of the Congo</td>
</tr>
<tr>
<td>Intersex Advocate Trust Zimbabwe (IAZ) Bulawayo, Zimbabwe</td>
</tr>
<tr>
<td>Intersex Community of Zimbabwe Chitungwiza, Zimbabwe</td>
</tr>
<tr>
<td>Intersex Persons Society of Kenya (IPSK) Nairobi, Kenya</td>
</tr>
<tr>
<td>Intersex Society of South Africa (ISSA) Johannesburg, South Africa</td>
</tr>
<tr>
<td>Intersex Society of Zambia (ISSZ) Lusaka, Zambia</td>
</tr>
<tr>
<td>Intersex-Nigeria Lagos, Nigeria</td>
</tr>
<tr>
<td>Ivy Foundation Lilongwe, Malawi</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>GRANTEE PARTNERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support Initiative for People with atypical sex Development (SIPD) Kampala, Uganda</td>
</tr>
<tr>
<td>Tanzania Voice of Humanity Tanzania</td>
</tr>
<tr>
<td>The Initiative For Embracing Humanity In Africa - IEHA (Liberties Alliance Cameroon) Bamenda, Cameroon</td>
</tr>
<tr>
<td>Together for Women’s Rights - Burundi Bujumbura, Burundi</td>
</tr>
<tr>
<td>Trans Bantu Association of Zambia Lusaka, Zambia</td>
</tr>
<tr>
<td>Trans Dynamics (La Dynamique Trans) Rabat, Morocco</td>
</tr>
<tr>
<td>Trans Smart Trust Harare, Zimbabwe</td>
</tr>
<tr>
<td>Voice of the Voiceless (VOVO) Bulawayo, Zimbabwe</td>
</tr>
<tr>
<td>West African Trans Forum / Forum Trans* de l’Afrique de l’Ouest (WATF-FTAO) Monrovia, Liberia</td>
</tr>
</tbody>
</table>
Asia & the Pacific

Alternative Law Forum: LGBTQI Project
Bangalore, India

Asia Pacific Transgender Network
Bangkok, Thailand

Campaign for Change
Kathmandu, Nepal

GALANG Philippines, Inc
Quezon City, Philippines

Human and Institutional Development Forum (HID)- Transform Program
Bengaluru, India

Intersex Asia Network
Taipei City, Taiwan

Intersex Human Rights Australia
Sydney, Australia

Intersex Philippines
Dingalan, Philippines

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

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

Women Possibility
Dhaka, Bangladesh

Queer Youth Group
Kathmandu, Nepal

Sappho for Equality
Kolkata, India

Sompoorna
Dhaka, Bangladesh

Caribbean

Caribbean Forum for Liberation and Acceptance of Genders and Sexualities (CARIFLAGS)
Kingston, Jamaica

Conexión Intercultural por el Bienestar y la Autonomía - La Ceiba
Santo Domingo, Dominican Republic

Guyana RainBow Foundation (GayBow)
Georgetown, Guyana

Guyana Trans United
Georgetown, Guyana

Our Circle
Belize City, Belize

Promoting Empowerment Through Awareness for Lesbian and Bisexual Women (PETAL)
Bezif City, Belize

Tamúikke Feminist Rising
Georgetown, Guyana

Trans Siempre Amigas - TRANSSA
Santo Domingo, Dominican Republic

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

Women’s Way Foundation
Paramaribo, Suriname

Egalite Intersex Ukraine
Kyiv, Ukraine

FemHouse NGO
Yerevan, Armenia

Fundacja Interakcja
Kraków, Poland

iCon UK
London, United Kingdom

ILGA World - The International Lesbian, Gay, Bisexual, Trans & Intersex Association
Global

Interaction – Association Suisse pour les Intersexes
Lausanne, Switzerland

Intersex Denmark
Ryngård, Denmark

Interssex Eiste APs
Milano, Italy

Interssex Greece
Syros, Cyclades, Greece

Interssex Island -félág intersex fólkak á Islandi
Reyjavik, Iceland

Intersex People’s Human Rights – ISIO Finland
Helsinki, Finland

Interssex Sweden - OII Sverige
Stockholm, Sweden

Intersexion
Varese, Italy

IVIM - OII Germany
Berlin, Germany

kolekTIRV
Zagreb, Croatia

Labris - Lesbian Human Rights Organization
Belgrade, Serbia

LGBTIQA Association Okvir
Sarajevo, Bosnia & Herzegovina

Organisation Intersex International Europe (OII Europe)
Regional, Europe

Right Side Human Rights Defender
NGO
Yerevan, Armenia

Roma Women of Vojvodina
Novi Bečej, Serbia

Rromnjako Ilo (Roma Women’s Center)
Novi Bečej, Serbia

Verein Intersexuelle Menschen Österreich VIMO / OII Austria
Linz, Austria

XY Spectrum
Belgrade, Serbia

Latin America

Alerta Torta Córdoba
Argentina

Argentina Intersex
San Miguel de Tucuman, Argentina

Asociación Peruana de Personas Intersexuales
Lima, Peru

Asociación Brasileira de Intersexos (ABRAI)
São Paulo, Brazil

Brújula Intersexual
México

Caribe Afirmativo
Barranquilla, Colombia

Chola Contravisual
Huanucayo, Peru

Comunidad de Lesbianas Inclusivas Dominicanas COLESDOM
Santo Domingo Norte, Dominican Republic

Diversidades Trans Masculinas
Peru

IntersexualesChile
Santiago, Chile

Inter tulias - Círculo Cultural Intersex
Cuenca, Ecuador

Movimiento de Mujeres Unidas Diversas y Empoderadas (MUDE)
Palmira, Colombia

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

Posa Suto
Cali, Colombia

Potencia intersex
Córdoba, Argentina

Rede Jacob - Apoio a Familia e Pessoa Intersex
São Paulo, Brazil

Red Latinoamericana y del Caribe de Mujeres Trans Migrantes (Red FemiTransLac)
Regional, Latin America & the Caribbean

Rosa Rabiosa
Lima, Peru

Santamaria Fundación
Cali, Colombia

Taller de Comunicación Mujer
Quito, Ecuador

Vivir y Ser Intersex
Mexico City & Leon, Mexico

Europe, Caucasus & Central Asia

Blittis Resource Center Bulgaria
Sofia, Bulgaria

Collectif Intersexes et Allié.e.s - OII France
Paris, France

Egalite Intersex Ukraine
Kyiv, Ukraine

FemHouse NGO
Yerevan, Armenia

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Berlin, Germany

kolekTIRV
Zagreb, Croatia

Labris - Lesbian Human Rights Organization
Belgrade, Serbia
Southwest Asia
alQaws for Sexual and Gender Diversity in Palestinian Society
East Jerusalem, Palestine

Haven For Artists
Beirut, Lebanon

Inter Dayani ma (Intersex Turkey)
Bakkesir, Turkey

Qorras – Tajassod
Beirut, Lebanon

United States & Canada
Audre Lorde Project (ALP)
New York, U.S.

Baltimore Safe Haven
Maryland, U.S.

Black LGBTQIA+ Migrant Project
Multi-Regional, U.S.

Black Transmen Inc
Texas, U.S.

Bold Futures
New Mexico, U.S.

BYP100
Illinois, U.S.

Círculo Violeta
Mayaguez, Puerto Rico

Communities United for Police Reform
New York, U.S.

Community Estrella
Georgia, U.S.

Cousins
Oklahoma, U.S.

El/La Para TransLatinas
California, U.S.

Freedom to Thrive
Oregon, U.S.

Genders & Sexualities Alliance Network (GSA Network)
Nationwide, U.S.

House Lives Matter
New York, U.S.

House of Tulip
Louisiana, U.S.

Humanities Amped
Louisiana, U.S.

Immigrant Youth Coalition
California, U.S.

InReach (AsylumConnect)
New York, U.S.

Intersex Canada
Toronto, Canada

inTRANSitive
Arkansas, U.S.

Intrepidas Foundation Project
Texas, U.S.

Law for Black Lives
Nationwide, U.S.

Lifewerq Project
Washington, U.S.

MediaJustice
California, U.S.

My Sistah’s House
Tennessee, U.S.

National Queer & Trans Therapists of Color Network
Nationwide, U.S.

Native Justice Coalition
Michigan, U.S.

Providence Youth Student Movement
Rhode Island, U.S.

Southern Vision Alliance (SVA)
North Carolina, U.S.

SPARK Reproductive Justice NOW
Georgia, U.S.

TGI Justice Project
California, U.S.

The I Am Human Foundation
Georgia, U.S.

Trans Sisters of Color Project
Michigan, U.S.

TRANScending Women
Alabama, U.S.

Transgender Advocates Knowledgeable Empowering (TAKE)
Alabama, U.S.

WeCare TN
Tennessee, U.S.

ZAMI NOBLA: National Organization of Black Lesbians on Aging
Georgia, U.S.

Donor Advised Funds

Beyond 2 Cents Giving Circle

Korean Queer and Trans National Network
Los Altos, U.S.

SALGA NYC
New York, U.S.

UTOPIA (United Territories of Pacific Islanders’ Alliance)
Kent, U.S.

Viet Rainbow of Orange County
Garden Grove, U.S.

Marsha Day Memorial Fund

Strive Till I Rise
Ocean Springs, U.S.

Roots and Wings Fund

Agisanang Domestic Abuse Prevention and Training
Johannesburg, South Africa

Children’s Music Network
Massachusetts, U.S.

Encounters
Cape Town, South Africa

Free Gender
Cape Town, South Africa

Gay and Lesbian Memory in Action (GALA)
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In loving memory of Susanna George, a fiercely committed feminist leader and facilitator at the Astraea Foundation’s Global Activist Convening in Thailand in 2023.

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