

Arcus Foundation 2013 Annual Report



Dedicated to the idea that people can live in harmony

with one another and the natural world

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LETTERS FROM JON STRYKER AND KEVIN JENNINGS **02** STORIES OF IMPACT **04** GRANTS AWARDED **22** FINANCIALS / BOARD & STAFF **25**

Dear Friends,

When the team at Arcus told me that they were considering an annual report around the theme of courage, it made complete sense to me, since movements really are the aggregation of thousands, even millions of individual acts of courage.

When I founded Arcus, it felt somewhat like an act of courage. After all, I'd never created or run a foundation before. I was proposing to do very provocative work, and I knew it would usher me into a position of high visibility. And of course there was also the risk of possible failure.

The partners portrayed in this report illustrate that justice in all its forms is worth the risk. What compelled me then, as now, were the stories and daring of others who shared my concerns—people like Dr. Carole Noon (portrayed in the recent book *Opening Doors*) whose courage and resolve secured sanctuary at Save the Chimps in Florida for more than 250 chimpanzees who had been subjected to mental and physical torture in the name of biological research and space exploration. I was similarly inspired by activists at organizations like Gay & Lesbian Advocates and Defenders and Immigration Equality—people who put their lives and livelihoods on the front line in game-changing litigation.

I strongly believe that the best prospects for improving the quality of life on this planet depend on the ability of people to live

together with a sense of respect and connectedness with one another and the natural world. That core belief is reflected in the language that we use when describing the foundation's mission. Sure, it sounds kind of lofty to some, and maybe even like easy work, but in reality it turns out to be tremendously hard, even at moments when we think we've reached a tipping point in the arc of progress.

This report points to gains in 2013. Nonetheless, the social and environmental justice challenges that Arcus is working on showed no signs of going away. When Kevin Jennings joined as executive director in late 2012, he asked that a map of the world, indicating where it was illegal to be lesbian, gay, bisexual, or transgender, be placed in Arcus' conference room. I'm pretty sure he—and all of us—thought the map would soon require updating to track progress toward global equality. But of course 2013 brought us instead setbacks in India, Australia, and Nigeria, and most visibly in Russia and Uganda.

We saw similar challenges in our ape conservation work, as a major oil concern seemed determined to explore for oil in Africa's largest and most biodiverse national park where a large proportion of the world's remaining mountain gorillas reside.

As setbacks and some opportunities present themselves, I am happy to see a more mature Arcus moving and acting more nimbly than ever, in partnership with other grantees and advocates: working closely with grassroots conservationists in the

DRC to save Virunga National Park from destruction; marshaling resources to rebuild when a Cameroonian LGBT activist was murdered and an HIV center burned; and facilitating critical resources for LGBT advocates in Russia.

As I read the content of this report I am reminded that our grantees and partners are the true heroes, but I must also thank the Arcus team for their extraordinary leadership. Our amazing staff and board astonish me with the consistent commitment and scope of imagination and insight they bring to the foundation's work. I could not be more grateful.

As a private foundation, it turns out we are under no obligation to produce an annual report, but we do so in the hope of informing and inspiring acts of courage. I hope you find inspiration here, and I encourage you to share it where you believe it will make a difference. And of course, I invite you to join us in our efforts to create a world where respect, dignity, and nature are treasured and preserved for all.



Jon L. Stryker
President and Founder

**Dear Readers,**

We at the Arcus Foundation are accustomed to being asked about the connections between our work in conservation and social justice. In the broadest sense, the Arcus Foundation is dedicated to the idea that people can live in harmony with one another and the natural world. This link extends deeply into our priorities and partnerships.

As you will read in this 2013 edition of our annual report, a chief attribute shared among our many partners around the globe is their courage in pushing boundaries and making change in some of the world's least hospitable environments. On the following pages you will hear stories of inspiration from, for example, Anastasia Smirnova, who stood up against a tide of homophobia in Russia; Sivha Mbake, who has fought for nearly 20 years to protect the flora and fauna of rainforests in the Democratic Republic of the Congo (DRC); Bamby Salcedo, one of a group of brave trans advocates in the United States; and Datu Md Ahbam Abulani, from the Sabah region of Malaysian Borneo, who works tirelessly for the protection of local orangutan populations and the livelihoods of communities that share resources with them.

Whether one is fighting anti-LGBT brutality or seeking to protect the world's dwindling Grauer's gorilla habitat amid militia warfare, at the most basic level it is the belief that humans can live in harmony with one another and with nature that drives our partners to take difficult and sometimes dangerous steps to make the world a better place.

The boundaries that these activists pushed yielded tangible progress in 2013. We saw the release of nearly 15 percent of U.S. laboratory chimpanzees onto grassland for the first time, and the defense of the personhood of caged chimpanzees argued in a courtroom. We saw collaborations among conservation organizations leading to new levels of scientific data collection that is being used to press for policy change at the highest levels of government in Malaysia, Indonesia, and the DRC.

We cheered when the U.S. Defense of Marriage Act was struck down and were heartened to see Christian and Muslim religious leaders in Kenya taking steps to welcome their LGBT constituents, at times putting their own lives at risk. We also observed strong, new partnerships emerging among LGBT, immigrant, and youth activists in the U.S. South, challenging racist and homophobic violence and hatred in territory that can be hostile.

These victories are examples of what can happen when fearless and selfless individuals put their hearts and minds together not only to insist on basic legal protections of our society's most vulnerable but to move our culture forward toward a more humane understanding of our world and each other.

While there are many battles still ahead, we can draw tremendous inspiration from the collaboration of the people and groups described here. This report features just a small proportion of the organizations that received more than 210 Arcus grants in 2013. We never cease to be amazed by their creativity, their fearlessness, and above all their heart in demanding the rights and protections with which all humans and other animals are born.



Kevin Jennings
Executive Director





CONSERVATION

Arcus is among the largest funders of efforts to ensure that our fellow apes can thrive—living full lives on their own terms in their natural habitats.

We work to:

- Reconcile socioeconomic development and conservation activities in the landscapes where the great apes live
- Improve respect for and recognition of the intrinsic value of apes
- Build an integrated and coordinated ape conservation movement
- Grow recognition and consideration of apes in larger, adjacent conservation movements.



The debate over whether the term “person” can be applied beyond the human species reached a new level in 2013 with the first case of its kind, filed on behalf of a captive chimpanzee in a New York court.

A Montgomery County judge in December denied a writ of habeas corpus filed on behalf of Tommy, a chimpanzee estimated to be in his twenties, who was caged for years at a used trailer lot in the nearby town of Gloversville.

Judge Joseph Sise denied the application for Tommy's release, made by Steven Wise, president of the Nonhuman Rights Project (NhRP), saying: **“The Court will...not recognize a chimpanzee as a human or as a person who can seek a writ of habeas corpus.”**

Lawsuits by NhRP on behalf of three additional chimpanzees, held captive in New York and Louisiana, were dismissed on the same grounds.

“Any entity who is autonomous, self-aware, and self-determined...clearly has what it takes to be a legal person with a right to bodily liberty,” says Wise, pointing to legal precedents for personhood in the United States and other countries that include corporations, ships, and even a river.



Steven Wise
Nonhuman Rights Project



BEYOND THE
HUMAN
GETS A NEW TEST

GRANTEE SUPPORT
Total to end of 2013
Nonhuman
Rights Project
\$35,000*

NhRP has appealed the cases to the New York State Supreme Court.

The ethics of personhood and humans' treatment of other apes was a focus of two 2013 events: a Great Apes Summit in Jackson Hole, Wyoming, and a conference titled Personhood Beyond the Human, held in New Haven, Connecticut.

In addition, the volume *The Politics of Species* (see www.politicsofspecies.com), published in November, contained contributions from authors who noted that norms in many cultures, especially in the West, assume that the status of personhood applies only to humans.

“Human is an honorific title,” said David Livingstone Smith, a contributor to the volume and speaker at a September 30 Arcus Forum in New York City, arguing that humans create a psychological distance from their closest relatives by casting them as “other.”

This is the same device that for centuries enabled humans to degrade and demean others, whether through routine discrimination or “ethnic cleansing,” says Livingstone Smith, citing references to Jews as rats and to Rwandan Tutsis as cockroaches by the perpetrators of genocide against them.

Despite the similarity of apes to humans, according to Livingstone Smith, few animals have suffered as much at human hands. In all their range states great apes are endangered, hunted for their meat or body parts, and dependent on a habitat that has shrunk largely to meet human demands.

In biomedical research, apes have been infected with HIV, hepatitis C, and other viruses and subjected to torturous anti-gravity and aerospace experimentation intended to benefit human beings.

“Their likeness to humans has made them uniquely valuable for certain types of research, but also demands greater justification for their use,” said Dr. Francis Collins, head of the National Institutes of Health, announcing in June that the use of chimps in U.S. biomedical research would be phased out.

Ninety years after conducting its first medical research on chimpanzees—and having amassed the world's largest chimpanzee research program—the United States in 2013 joined seven European countries, New Zealand, and Japan in halting or limiting invasive studies.

*All dollar amounts in this report refer to U.S. dollars.

PASSION AND
ARDEN, NO
LONGER USED
IN RESEARCH,
BEGIN A

NEW

IN A U.S. SANCTUARY

Tired, nervous, and fearful, a small chimpanzee with a freckled, light-colored face, arrived at Chimp Haven sanctuary on February 21, 2013, following a four-hour journey to Keithville, in northwest Louisiana.

Twenty-two-year-old Passion had been released from life in captivity at the New Iberia Research Center in the southern part of Louisiana, where she had been raised by humans and subjected to medical research. Of her three offspring, only five-year-old Arden survives.

"At first she would poke her eye due to stress," says Amy Fultz, director of behavior, research, and education for Chimp Haven. **"We rarely see that now unless there's strife in the group."** Passion now lives with her daughter in a 25-member group on a five-acre range within the site, which, in 2013, started to receive 110 chimps released from New Iberia.

• Passion and Arden's release to the 200-acre sanctuary came several months before a landmark decision by the U.S. National Institutes of Health (NIH) in June 2013 to retire the majority of chimpanzees from NIH-funded biomedical labs. The NIH will retire all but 50 federally owned chimpanzees.

While more than 300 chimpanzees remained in federal laboratories as this report went to press, Passion and Arden were settling into a new home that conforms to standards of care established by the North American Primate Sanctuary Alliance (NAPSA) and is accredited by the Global Federation of Animal Sanctuaries.

The NIH decision came following a 2011 Institute of Medicine study that found that most experimentation on chimps was unnecessary except as a last resort where essential research on human conditions is not possible—even using advanced tissue culture or computer-based simulations—or is unethical.

Many organizations worked tirelessly to bring about the NIH decision, including The Humane Society of the United States, Animal Protection of New Mexico, Chimp Haven, New England Anti-Vivisection Society, and NAPSA.

The increased protections brought about by the NIH decision could be augmented significantly if the U.S. Fish & Wildlife Service were to reclassify U.S. captive chimps as "endangered" as opposed to the current, lesser designation of "threatened."

This proposed change to the Endangered Species Act, which was publicly debated in 2013, would curb the use of chimpanzees for invasive research, breeding, and entertainment purposes. Although the International Union for Conservation of Nature has classified chimpanzees as "endangered" since the 1970s, the United States has deviated from this standard.

"For Passion and Arden, who now enjoy traveling throughout their forested habitat and who have learned to climb trees and eat the natural vegetation, the impact of the NIH decision is clear," says Chimp Haven President and CEO Cathy Willis Spraetz.

"The space and choice they're afforded in their daily lives—there are no words to describe how powerful that is to see," says

• Laura Bonar of Animal Protection of New Mexico, one of the groups that long advocated to end medical research on chimpanzees.

"For me, as someone who is really troubled by the ways humans use and abuse animals, seeing us use our intelligence to help others instead of harm them is really life-affirming." •

WHERE ARE U.S. CAPTIVE CHIMPANZEES?¹

1,800-1,900 chimpanzees live in the United States

520

are protected in sanctuaries.

350²

NIH-owned chimpanzees remain in the care of research institutions.

430

live in private laboratories not subject to the recent NIH decision to discontinue use of most chimpanzees in research.

258

live in Association of Zoos and Aquariums-accredited zoos.

267

live in unaccredited zoos, are used in entertainment, or are kept as pets.

GRANTEE SUPPORT

Total to end of 2013

North American Primate Sanctuary Alliance \$130,000

Global Federation of Animal Sanctuaries \$227,500

The Humane Society of the United States \$765,068

Animal Protection of New Mexico \$350,000

New England Anti-Vivisection Society \$169,750

International Union for Conservation of Nature \$1,503,698

ChimpCARE (a project of Lincoln Park Zoo) \$195,705



Laura Bonar
Animal Protection of New Mexico



CONSERVATION OF APES

Four years after Peni was rescued from attackers in a village in West Kalimantan, Borneo, the eight-year-old orangutan is set to become the fourth resident of International Animal Rescue's sanctuary to be released into a natural forest habitat.



"Peni was orphaned when she was only about four years old," says Karmele Llano Sánchez, project director of International Animal Rescue (IAR). **"It's taken another four years to raise and prepare her to survive in the forest. But her survival is still threatened by the dramatic shrinking of orangutans' forest habitat."**

The loss of more than one-third of Borneo's forestland between 1973 and 2010¹ to palm oil and rubber cultivation, has forced orangutans into land densely populated by humans, where they can face violence and have difficulty breeding.

The Bornean orangutan, of which about 50,000 remain, is listed as endangered due to a decline of more than 50 percent over the past 60 years across both Indonesian and Malaysian parts of the Southeast Asian island, according to the International Union for Conservation of Nature.

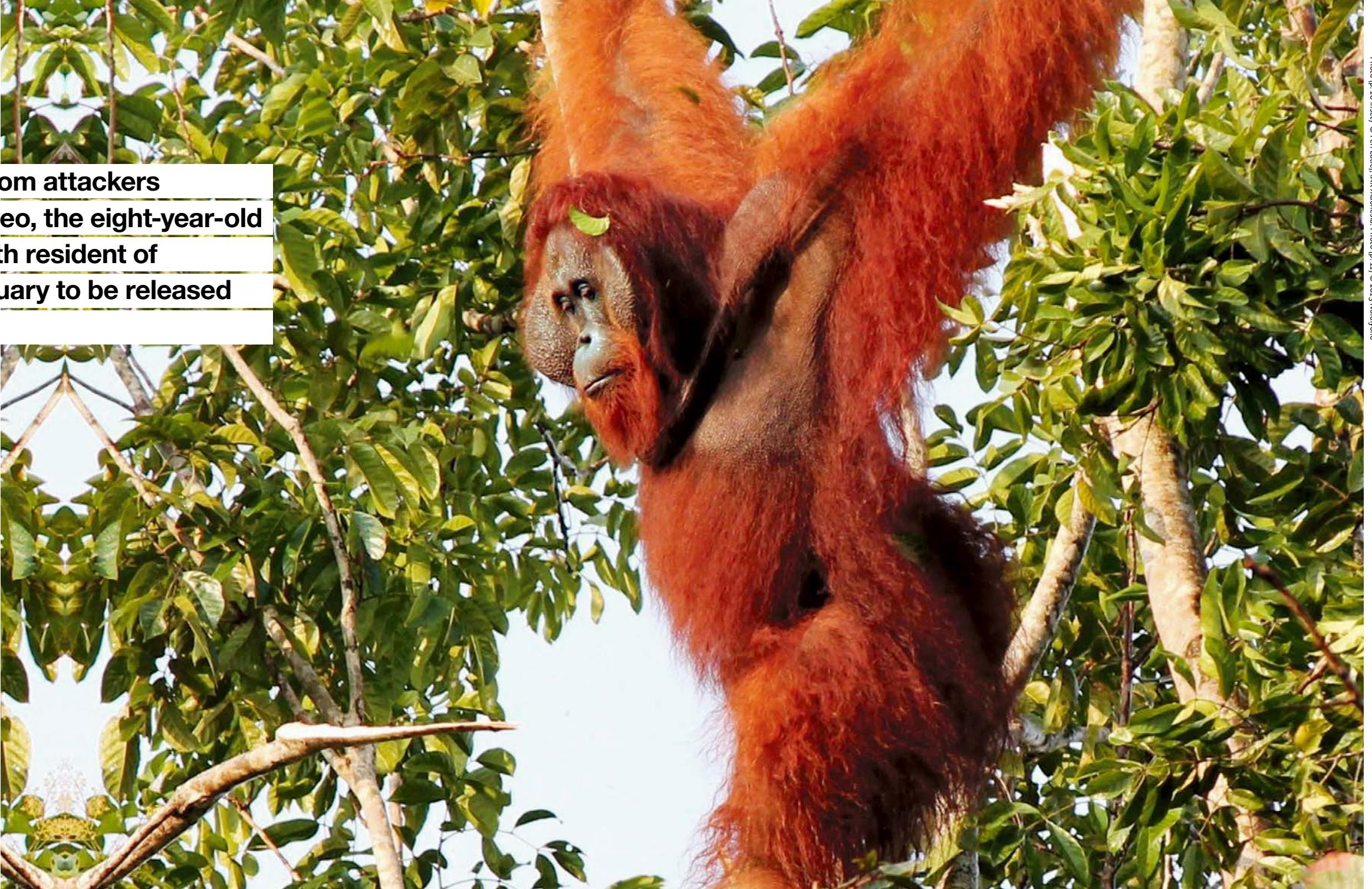
The Sumatran orangutan, the only other species of the arboreal ape and a native of the Indonesian island of Sumatra, is listed as critically endangered, with approximately 7,000 individuals remaining.

A 2014 edict by Indonesia's top Islamic authority, the Ulema, against the killing of all endangered animals in the majority Muslim country, was a positive sign for Borneo Futures, a group of 50 scientists whose research has begun to demonstrate that conservation and sustainable use of natural resources can be compatible with economic growth and development. >

¹Ancenaz, M., et al. (2014.) Coming down from the trees. *Scientific Reports*, 4:4024.

SCIENTISTS UNITE TO

DESIGN BORNEO'S FUTURE

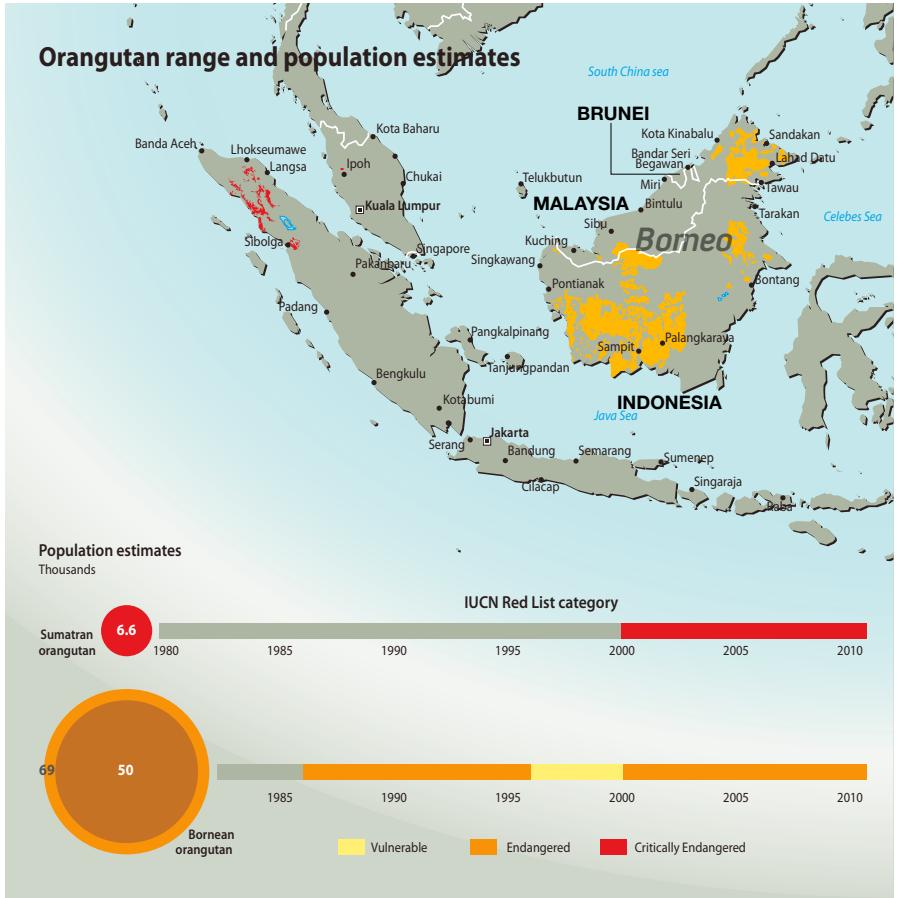




SCIENTISTS
UNITE TO
DEFEND
BORNEO'S
FUTURE

5
%

ESTIMATED ANNUAL
DECREASE IN
KALIMANTAN ORANGUTAN
POPULATION IF
KILLINGS CONTINUE
AT THE CURRENT RATE



Source: Graphic reproduced from Stiles, D., Redmond, I., Cress, D., Nelleman, C., Formo, R.K. (eds). (2013). *Stolen Apes – The Illicit Trade in Chimpanzees, Gorillas, Bonobos and Orangutans: A Rapid Response Assessment*. United Nations Environment Programme, GRID-Arendal. Based on data sourced from the International Union for Conservation of Nature Red List of Threatened Species website, accessed February 2013.

The aim of Borneo Futures research (see www.borneofutures.org) is to move decision makers toward protection or restoration of forest ecosystems through better regulation and law enforcement combined with sustainable development for the people who depend on forest livelihoods.

In 2013, scientists collaborating on the initiative released the results of a 5,000-person survey which found that Borneo and Sumatra orangutan killings—estimated at 44,000 to 66,500 deaths during the respondents' lifetimes—had resulted from either unanticipated encounters with humans—whether on industrial plantations or village farms—or poaching for food.

Orangutan meat is not a regular part of the local diet but even occasional food-related killings make a large impact on the declining population. If the current estimated rate of one killing every three to four years continued in each of Kalimantan's more than 6,000 villages, the population would drop five percent annually, according to Erik Meijaard, codirector of Borneo Futures.

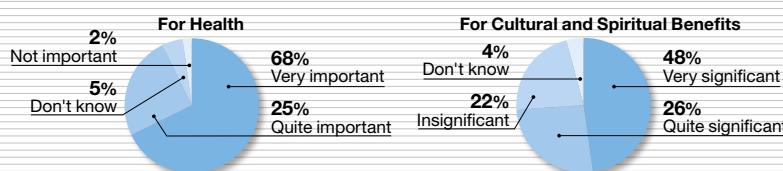
In addition, a report by Borneo Futures codirector Marc Ancrenaz and colleagues, "Coming Down from the Trees," based on 2013 camera-trap data, showed that 70 percent of Kalimantan orangutans now live in fragmented, multiple-use, or human-modified forests.

In 2013, the initiative went beyond research and publishing in academic journals and started to raise awareness about the results of its work in broader Bornean society, through dozens of stories in Indonesian news outlets.

At the same time, IAR has conducted extensive awareness-raising in parts of West Kalimantan to encourage villagers to report sightings of orangutans to a 24-hour rescue service, resulting in the rescue and relocation to safer ground of 23 orangutans by the IAR team in 2013 and of more than 100 orangutans since 2009.

"It's my hope that our research will yield ways that people can have sustainable livelihoods without degrading the environment," says Meijaard. I believe we can make a change. There is no choice. Otherwise, the orangutan could slip through our fingers."

SURVEY RESULTS:
IMPORTANCE
OF THE FOREST



Results of a Borneo Futures survey that asked village residents on Indonesian and Malaysian Borneo to rank the importance of forests for health benefits and cultural and spiritual value. Source: Meijaard, E., et al. (2013). People's perceptions about the importance of forests on Borneo. *PLOS ONE* 8(9):6.



GRANTEE SUPPORT

Total to end of 2013

International Animal Rescue
\$350,000

International Union for Conservation of Nature
\$1,503,698

Borneo Futures
(a project of Living Borneo, through Land Empowerment Animals People)
\$624,568 (inc. \$227,078 directly to Borneo Futures)



"Until we published scientific evidence on the prevalence of orangutan killings, no one accepted that the extinction of these orangutans was a serious threat." —ERIK MEIJAAARD, CODIRECTOR, BORNEO FUTURES



TOURISM HELPS

SAFE GUARD

BORNEO ORANGUTAN AND LIFT LOCAL LIVELIHOODS

• **Ramadan, a male orangutan living at the HUTAN-Kinabatangan Orang-utan Conservation Programme research site in Malaysian Borneo, is nowadays more likely to be captured in photographs than in hunters' snares.**



Datu Md Ahbam Abulani
HUTAN

Named for the Muslim fasting period in which he was first observed, Ramadan is part of an ecotourism program that involves families in and around Sukau, HUTAN's base, a village of about 1,200 people in the Lower Kinabatangan region of Sabah, a state in northeast Borneo.

“Before our homestay program began, the economy here came from the use of nature,” says Datu Md

• Ahbam Abulani, a native of Sukau and field project coordinator for HUTAN, an organization that conducts wildlife conservation research, raises awareness, and rehabilitates habitat for orangutan and other animals.

“Now that we have local families participating in tourism, they are not going into the forest to do illegal things but instead work as boatmen or drivers,” says Abulani, who is also chair of the homestay program and a wildlife warden.



Approximately 800 orangutans were estimated to be living in Lower Kinabatangan in 2010, a reduction from about 4,000 in the 1960s and from about 1,100 in 2001²—four years before the Lower Kinabatangan Wildlife Sanctuary, where HUTAN works, was protected by the state. >

² HUTAN's statistical estimates were obtained by extrapolating nest counts along specific habitat transects and converting these numbers into average ranges over both protected and non-protected forests.

Photo above left © HUTAN/Eddie Ahmad



TOURISM HELPS
SAFEGUARD
BORNEO
ORANGUTAN
AND LIFT LOCAL
LIVELIHOODS

15,884
NUMBER OF NEW TREES
PLANTED
BY HUTAN IN THE
KINABATANGAN
VALLEY IN 2013

HUTAN cofounder
Dr. Isabelle Lackman (left)
and Norinah Braim
plant a tree that eventually
will produce food for orangutans.

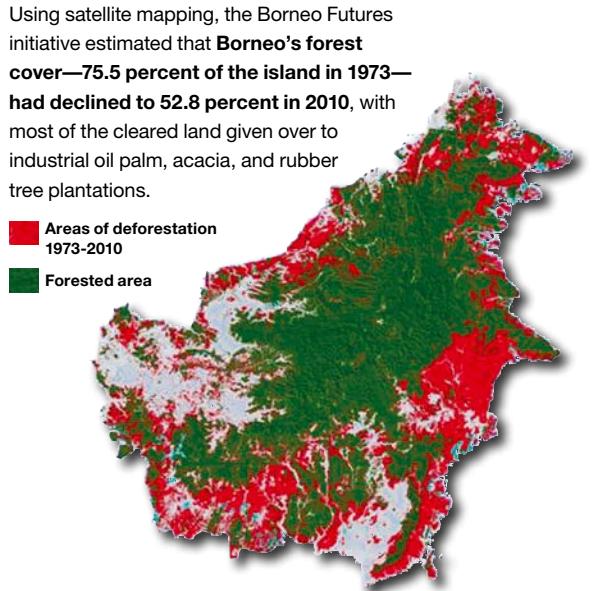


Photo © HUTAN/Felicity Oram

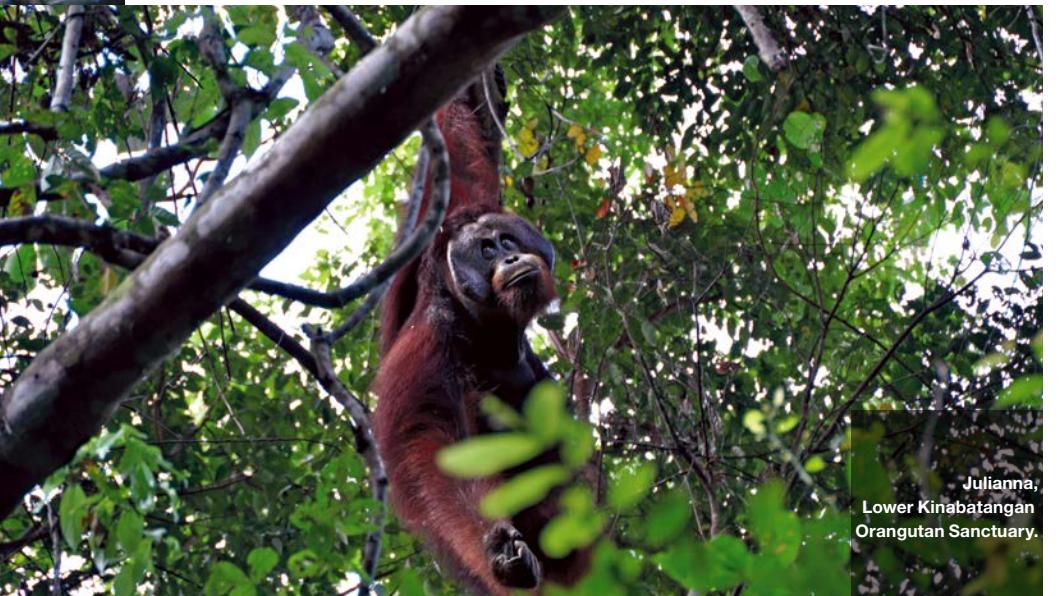
Photos (pp. 16-17) © HUTAN/Dzulirwan bin Takasi



BORNEO DEFORESTATION



Courtesy of Borneo Futures



During the year, the group also built two orangutan bridges over tributaries of the Kinabatangan River, bringing the total to eight, providing transit points across landscapes that had been fragmented.

Through the organization's homestay program, which began in 2002, visitors take guided wildlife hikes and boat rides, plant trees, and sample local community life. A village-run tour company, Red Ape Encounters, is the only group allowed into the Orangutan Research Site.

In 2013, 16 families hosted 444 tourists, together earning US\$20,000 and generating \$44,000 for others working in local tourism—significant sums in a region where most residents have limited monetary income.

The Sabah Wildlife Department has recruited 18 full-time local "honorary wildlife wardens," who conduct research, manage sanctuary resources, and have the authority to make arrests for illegal activities.

Warnings issued to hunters and poachers in the forests of Kinabatangan fell from about one per month in 2012 to almost zero in 2013 during a total of 208 patrols. The presence of wardens, along with greater awareness of the law, has led to a drastic reduction in orangutan killings.

A strong indicator of the decrease in orangutan killings is the tremendous reduction—to almost zero—in the number of orphan orangutans taken from the forest and later seized from planters.

If found, orphans are brought to the Sepilok Orangutan Rehabilitation Centre in Sandakan, Sabah, run through the Tabin Orangutan Project of Orangutan Appeal UK. ●

GRANTEE SUPPORT

Total to end of 2013

HUTAN-Kinabatangan Orang-utan Conservation Programme

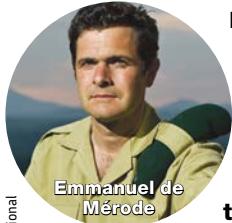
(inc. support through Pan Eco Foundation,
Land Empowerment Animals People)
\$1,130,000

Tabin Orangutan Project
(Orangutan Appeal UK)
\$150,000



CONSERVATION OF APES

As this report went to press, **Emmanuel de Méröde**, chief warden of the 3,000-square-mile Virunga National Park in eastern Democratic Republic of the Congo, had just returned to his post, having survived multiple gunshots in an ambush on April 15, 2014.



Emmanuel de Méröde

He had been driving to the park—home to one-third of the world's estimated 880 mountain gorillas³ and a tiny population of Grauer's gorillas—which he has worked tirelessly to protect from armed militia and illegal activities.

“In eastern DRC, conservation is sometimes dangerous work and security is not always good,” says Sivha Mbake, manager of field operations for Fauna & Flora International (FFI), who for 19 years has worked to encourage local communities to support conservation and to defend the country's national parks from poachers and forest clearance amid decades of civil unrest.

“There are all these interferences by armed groups looking for food and engaging in illegal activities such as the search for mineral ores. In their search they also get into poaching and the business of selling meat,” says Mbake.

In 2013, a multi-partner conservation coalition,⁴ led by the Jane Goodall Institute, began to see the earliest fruits of its action plan to coordinate the conservation of the endangered Grauer's gorilla and its close relative, the eastern chimpanzee, in eastern DRC. >

³ According to the International Gorilla Conservation Program, there are 480 mountain gorillas in the Virunga Massif (2010) and 400 in Uganda's Bwindi Impenetrable Forest (2011).

⁴ Members of the coalition in 2013 are: FFI, Jane Goodall Institute, Wildlife Conservation Society, Centre de Rehabilitation des Primates de Lwiro, and Mountain Gorilla Veterinary Project.

GROUPS POOL RESOURCES TO SHIELD

ENDANGERED DRC GORILLAS





GROUPS POOL
RESOURCES
TO SHIELD
ENDANGERED
DRC GORILLAS

The coalition estimates that the Grauer's gorilla is now in a critical situation and could number as few as 2,000 individuals, down from an estimated 17,000 in the mid-1990s, surviving in 13 fragmented subpopulations scattered across a region that includes two major protected areas, Kahuzi Biega and Maiko National Parks.

The coalition warns that chimpanzees are also extremely threatened by the same factors as gorillas in and outside of DRC's national parks—primarily illegal hunting. The second most significant threat is clearance of ape habitat for small-scale agriculture and illegal artisanal mining. All of these threats are fueled in part by the ongoing conflict and lack of law enforcement.

"Communities are poor, and when people kill wildlife, it's usually for survival," says Mbake. **"The war has gone on for so long, and if you're starving, you can't think about 10 years down the line."**

Researchers from FFI and the Wildlife Conservation Society surveyed several regions. In October 2013, they confirmed the presence of three Grauer's families in Regomuki, an area where they had not been spotted before, 22 miles south of Maiko.

The families—consisting of about 4, 7, and 10 individuals (based on 25 nests), each including a silverback adult male—represent a ray of hope for the community and the ecosystem in an area where the gorilla population has been decimated.

The standardized methods and shared expertise and costs of the coalition's approach represent a leap forward from the organizations' independently conducted small-scale and less coordinated work in the past. In addition, apprehension of poachers by special security forces—and by local residents themselves—have made it more difficult to smuggle a baby gorilla or bushmeat.

In 2014, an FFI team, including 44 local staff, found 30 Grauer's nests in DRC's extremely remote Usala region, indicating that the local Grauer's population numbers about 185 to 300.

"Once we find viable populations, like those in Usala appear to be, the challenge is to create stability in the population and work to ensure that future conditions allow the population to thrive. That's one of the goals of our multi-partner coalition," says Dario Merlo of the Jane Goodall Institute.

The coalition hopes eventually to engage the Usala community and others in alternative livelihood projects, such as shade cocoa growing and mining projects that do not disturb gorilla habitat, and through education—particularly of village chiefs who hold strong authority in the region.

John Shabani, also of the Jane Goodall Institute, adds: **"With information now available, people know that ape populations are not a threat. Chimpanzees have even followed people home from the markets, and no one touches them. All of this tells us there has been a great change in attitude."** ●

1/3

PROPORTION OF
THE WORLD'S ESTIMATED
880 MOUNTAIN
GORILLAS THAT LIVE IN
VIRUNGA NATIONAL PARK



A conservation worker in eastern DRC collects Grauer's gorilla DNA where fresh trails are sighted.

GRANTEE
SUPPORT

Total to end of 2013

Fauna & Flora
International

\$678,580 (FFI, US) and
\$2,467,970
(FFI, UK – amount
excludes support to
OI Pejeta Conservancy)

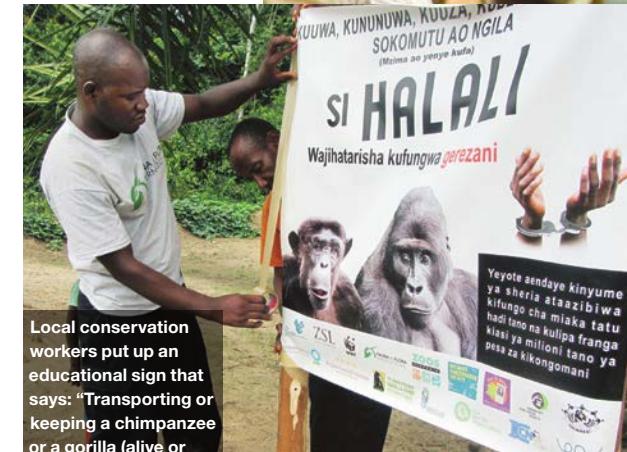
Jane Goodall Institute
\$1,892,378

Wildlife Conservation
Society
\$1,607,566
(global support)

International Gorilla
Conservation Program
(inc. funding through
FFI, US, and African
Wildlife Foundation)
\$891,160

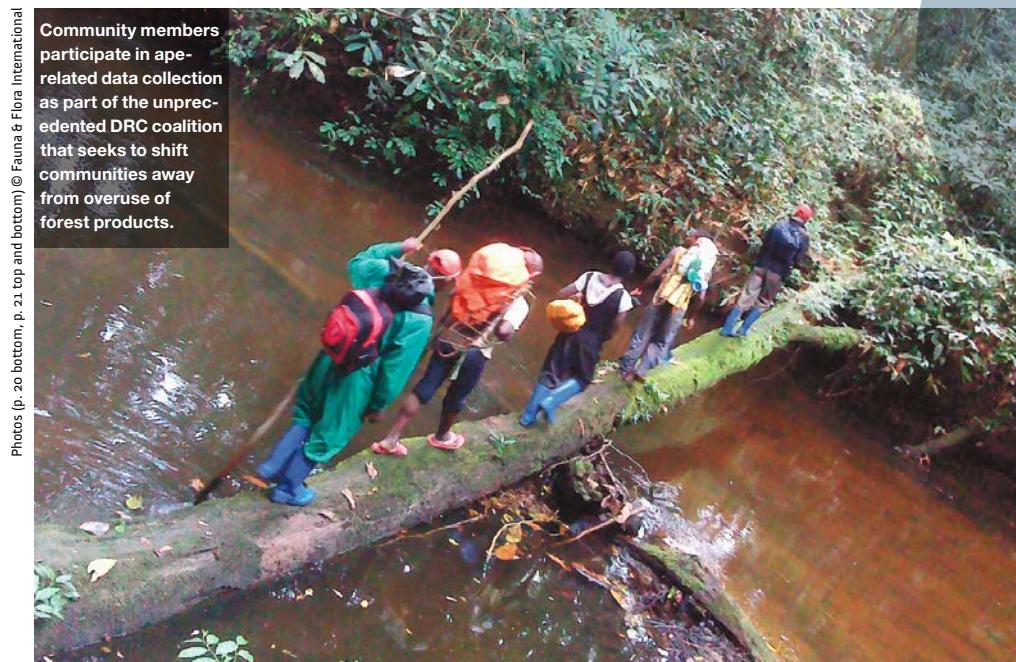
Centre de Rehabilitation
des Primates de Lwiro
\$122,500 (grants)

Mountain Gorilla
Veterinary Project
\$75,000



Local conservation workers put up an educational sign that says: "Transporting or keeping a chimpanzee or a gorilla (alive or dead) is prohibited. The offender shall be punished by a prison sentence from three to five years and a fine of five million Congolese francs."

Community members participate in ape-related data collection as part of the unprecedented DRC coalition that seeks to shift communities away from overuse of forest products.



"When people see the whole ecosystem they understand the importance of the forest and animals to their own lives and to wider human development."

—SIVHA MBAKE, MANAGER OF FIELD OPERATIONS, FAUNA & FLORA INTERNATIONAL



GRANTS AWARDED IN 2013 GREAT APES PROGRAM

For full descriptions of the scope and objectives of these grants see:
www.arcusfoundation.org/grantees

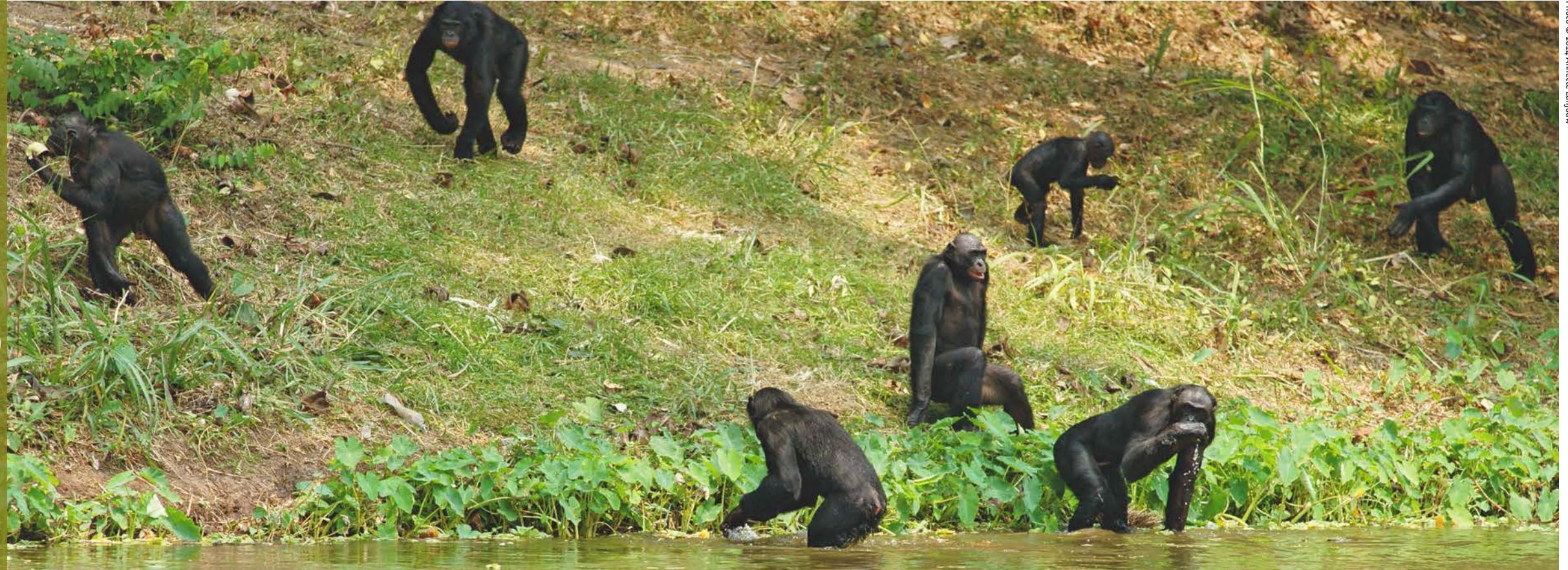


Photo © 2014 Annette Lanjouw

WELL-BEING OF APES IN CAPTIVITY*

Animal Protection of New Mexico apnm.org Albuquerque, NM \$120,000	Global Federation of Animal Sanctuaries sanctuaryfederation.org Washington, DC \$100,000
Center for Orangutan and Chimpanzee Conservation centerforgreatapes.org Wauchula, FL \$340,000	International Primate Protection League ippl.org Summerville, SC \$300,000
Chimpanzee Sanctuary & Wildlife Conservation Trust ngambaisland.com Entebbe, Uganda \$50,000	Lincoln Park Zoological Society lpzoo.org Chicago, IL \$15,804
Community Initiatives primatesanctuaries.org San Francisco, CA \$120,000	Nonhuman Rights Project nonhumanrightsproject.org Coral Springs, FL \$35,000
Friends of Bonobos friendsofbonobos.org Minneapolis, MN \$50,995	OI Pejeta Conservancy olpejetaconservancy.org Nanyuki, Kenya \$302,683

Pan African Sanctuaries Alliance

sanaprimates.org
Portland, OR
\$60,000

Project Primate, Inc.

projetprimates.com
Washington, DC
\$100,000

Save the Chimps

savethechimps.org
Fort Pierce, FL
\$2,430,000

Silvery Gibbon Project

silvery.org.au
Perth, Australia
\$35,000

Nonhuman Rights Project

nonhumanrightsproject.org
Coral Springs, FL
\$35,000

OI Pejeta Conservancy

olpejetaconservancy.org
Nanyuki, Kenya
\$302,683

APES AND ETHICS

People for the Ethical Treatment of Animals

peta.org
Norfolk, VA
\$50,000

CONSERVATION OF APES

African Wildlife Foundation

awf.org
Washington, DC
\$45,000

Fauna & Flora International

fauna-flora.org
Cambridge, UK
\$399,704

Fauna & Flora International

Cambridge, UK
\$34,960

Fauna & Flora International

Washington, DC
\$300,000

Land Empowerment Animals People

leapspiral.org
Oakland, CA
\$300,000

Land Empowerment Animals People

leapspiral.org
Oakland, CA
\$49,665

Orangutan Tropical Peatland Project

outrop.com
Oxfordshire, UK
\$200,001

Land Empowerment Animals People

leapspiral.org
Oakland, CA
\$49,665

Orangutan Tropical Peatland Project

outrop.com
Oxfordshire, UK
\$200,001

The New Nature Foundation

newnaturefoundation.org
Denver, CO
\$81,000

The British Documentary Film Foundation

britdoc.org
London, UK
\$125,000

The British Documentary Film Foundation

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The British Documentary Film Foundation



PUSH BOUNDARIES MAKE CHANGE

Consolidated Statement of Financial Position

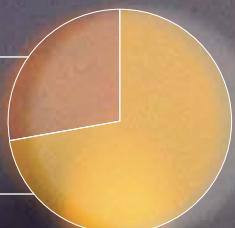
As of December 31, 2013

GRANTS AND OPERATING EXPENSES 2013

\$41,763,935 Total

\$11,507,050
Operating Expenses

\$30,256,885
Grants Awarded



GRANTS AWARDED 2013*

\$30,256,885 Total

\$3,358,590
Special Opportunities

\$50,000
Great Apes Program
— Apes and Ethics

\$4,559,482
Great Apes Program
— Apes in Captivity

\$5,427,883
Great Apes Program
— Conservation of Apes

\$8,267
Employee Match and Misc.

\$5,995,475
Social Justice Program
— International Human Rights

\$4,412,308
Social Justice Program
— Global Religions

\$6,444,880
Social Justice Program
— U.S. Social Justice

*Reflects decreases of grants awarded in prior years

ASSETS

COMBINED		
Cash and cash equivalents	\$ 17,859,860	
Accrued interest and dividends	184,581	
Due from investment managers	1,598,808	
Prepaid federal excise tax	342,482	
Property, equipment, and leasehold improvements (net)	1,665,198	
Investments	150,537,152	
Program-related investment	193,323	
Other assets	541,689	
Total Assets	\$ 172,923,093	

LIABILITIES

		COMBINED
Grants payable (net)	\$ 22,645,051	
Accounts payable and accrued expenses	1,029,893	
Deferred federal excise tax	910,000	
Deferred rent	669,517	
Total Liabilities	\$ 25,254,461	
Net Assets		
Total Liabilities and Net Assets	\$ 172,923,093	

Staff and Board

As of July 2014

BOARD MEMBERS

Jon Stryker	Founder and Board President
Stephen Bennett	Board Member
Evelynn M. Hammonds	Board Member
Janet Mock	Board Member
Catherine Pino	Board Member
Jeff Trandahl	Board Member
Darren Walker	Board Member

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Kevin Jennings	Executive Director
Annette Lanjouw	Vice President, Strategic Initiatives and Great Apes Program
Jason McGill	Vice President, Social Justice Programs
Thomas W. Nichols	Vice President, Finance and Operations
Cindy Rizzo	Vice President, Impact and Learning
Bryan Simmons	Vice President, Communications
Roz Lee	Social Justice Initiatives Director

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NEW YORK	
Heather Antonissen	Communications Assistant
Monica Charles	Grants Management Associate
Adrian R. Coman	International Human Rights Program Director
Cheryl Dudley	Global Religions Program Director
Linh M. Nguyen	Accountant
KALAMAZOO	
Linda May	Captive Apes Program Director
CAMBRIDGE	
Adam Phillipson	Great Apes Program Officer
Helga Rainer	Great Apes Program Conservation Director
Marie Stevenson	Program Associate / UK Office Manager





Dedicated to the idea that
people can live in harmony
with one another and
the natural world

arcus
FOUNDATION

arcusfoundation.org contact@arcusfoundation.org    @arcuslgbt

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THANK YOU TO OUR GRANTEES, PARTNERS, AND FRIENDS WHO CONTRIBUTED TO THE CONTENT OF THIS REPORT. © 2014 Arcus Foundation

Front cover photo © Annette Lanjouw, Inside front cover photo © Jurek Wajdowicz

LETTERS FROM JON STRYKER AND KEVIN JENNINGS 02 STORIES OF IMPACT 04 GRANTS AWARDED 20 FINANCIALS / BOARD & STAFF 25

Dear Friends,

When the team at Arcus told me that they were considering an annual report around the theme of courage, it made complete sense to me, since movements really are the aggregation of thousands, even millions of individual acts of courage.

When I founded Arcus, it felt somewhat like an act of courage. After all, I'd never created or run a foundation before. I was proposing to do very provocative work, and I knew it would usher me into a position of high visibility. And of course there was also the risk of possible failure.

The partners portrayed in this report illustrate that justice in all its forms is worth the risk. What compelled me then, as now, were the stories and daring of others who shared my concerns—people like Dr. Carole Noon (portrayed in the recent book *Opening Doors*) whose courage and resolve secured sanctuary at Save the Chimps in Florida for more than 250 chimpanzees who had been subjected to mental and physical torture in the name of biological research and space exploration. I was similarly inspired by activists at organizations like Gay & Lesbian Advocates and Defenders and Immigration Equality—people who put their lives and livelihoods on the front line in game-changing litigation.

I strongly believe that the best prospects for improving the quality of life on this planet depend on the ability of people to live

together with a sense of respect and connectedness with one another and the natural world. That core belief is reflected in the language that we use when describing the foundation's mission. Sure, it sounds kind of lofty to some, and maybe even like easy work, but in reality it turns out to be tremendously hard, even at moments when we think we've reached a tipping point in the arc of progress.

This report points to gains in 2013. Nonetheless, the social and environmental justice challenges that Arcus is working on showed no signs of going away. When Kevin Jennings joined as executive director in late 2012, he asked that a map of the world, indicating where it was illegal to be lesbian, gay, bisexual, or transgender, be placed in Arcus' conference room. I'm pretty sure he—and all of us—thought the map would soon require updating to track progress toward global equality. But of course 2013 brought us instead setbacks in India, Australia, and Nigeria, and most visibly in Russia and Uganda.

We saw similar challenges in our ape conservation work, as a major oil concern seemed determined to explore for oil in Africa's largest and most biodiverse national park where a large proportion of the world's remaining mountain gorillas reside.

As setbacks and some opportunities present themselves, I am happy to see a more mature Arcus moving and acting more nimbly than ever, in partnership with other grantees and advocates: working closely with grassroots conservationists in the

DRC to save Virunga National Park from destruction; marshaling resources to rebuild when a Cameroonian LGBT activist was murdered and an HIV center burned; and facilitating critical resources for LGBT advocates in Russia.

As I read the content of this report I am reminded that our grantees and partners are the true heroes, but I must also thank the Arcus team for their extraordinary leadership. Our amazing staff and board astonish me with the consistent commitment and scope of imagination and insight they bring to the foundation's work. I could not be more grateful.

As a private foundation, it turns out we are under no obligation to produce an annual report, but we do so in the hope of informing and inspiring acts of courage. I hope you find inspiration here, and I encourage you to share it where you believe it will make a difference. And of course, I invite you to join us in our efforts to create a world where respect, dignity, and nature are treasured and preserved for all.



Jon L. Stryker
President and Founder

**Dear Readers,**

We at the Arcus Foundation are accustomed to being asked about the connections between our work in conservation and social justice. In the broadest sense, the Arcus Foundation is dedicated to the idea that people can live in harmony with one another and the natural world. This link extends deeply into our priorities and partnerships.

As you will read in this 2013 edition of our annual report, a chief attribute shared among our many partners around the globe is their courage in pushing boundaries and making change in some of the world's least hospitable environments. On the following pages you will hear stories of inspiration from, for example, Anastasia Smirnova, who stood up against a tide of homophobia in Russia; Sivha Mbake, who has fought for nearly 20 years to protect the flora and fauna of rainforests in the Democratic Republic of the Congo (DRC); Bamby Salcedo, one of a group of brave trans advocates in the United States; and Datu Md Ahbam Abulani, from the Sabah region of Malaysian Borneo, who works tirelessly for the protection of local orangutan populations and the livelihoods of communities that share resources with them.

Whether one is fighting anti-LGBT brutality or seeking to protect the world's dwindling Grauer's gorilla habitat amid militia warfare, at the most basic level it is the belief that humans can live in harmony with one another and with nature that drives our partners to take difficult and sometimes dangerous steps to make the world a better place.

The boundaries that these activists pushed yielded tangible progress in 2013. We saw the release of nearly 15 percent of U.S. laboratory chimpanzees onto grassland for the first time, and the defense of the personhood of caged chimpanzees argued in a courtroom. We saw collaborations among conservation organizations leading to new levels of scientific data collection that is being used to press for policy change at the highest levels of government in Malaysia, Indonesia, and the DRC.

We cheered when the U.S. Defense of Marriage Act was struck down and were heartened to see Christian and Muslim religious leaders in Kenya taking steps to welcome their LGBT constituents, at times putting their own lives at risk. We also observed strong, new partnerships emerging among LGBT, immigrant, and youth activists in the U.S. South, challenging racist and homophobic violence and hatred in territory that can be hostile.

These victories are examples of what can happen when fearless and selfless individuals put their hearts and minds together not only to insist on basic legal protections of our society's most vulnerable but to move our culture forward toward a more humane understanding of our world and each other.

While there are many battles still ahead, we can draw tremendous inspiration from the collaboration of the people and groups described here. This report features just a small proportion of the organizations that received more than 210 Arcus grants in 2013. We never cease to be amazed by their creativity, their fearlessness, and above all their heart in demanding the rights and protections with which all humans and other animals are born.



Kevin Jennings
Executive Director





SOCIAL JUSTICE

Arcus is among the largest funders of LGBT* causes around the world.

We focus on people and issues at the leading edge of the movement:

- Lifting the voices of young people, trans people, and people of color
- Supporting faith leaders who advocate for inclusion of LGBT people in their religious communities
- Partnering with and supporting LGBT people who face hate and violence in their countries around the globe.



LGBT LANDSCAPE

SWITH CULTURAL AND **S**LEGISLATIVE ACHIEVEMENTS

Standing fabulously high in four-inch heels, Robert Guy was one of about 20 participants and hundreds of audience members who kicked off the first “Appropriate Attire” fashion show in November 2009, at Spelman College, the historically black women’s college in Atlanta, Georgia.

“LGBT students went from being marginalized and invisible to being part of the culture of the campus,” says **Je-Shawna Wholley**, who founded the annual show in reaction to the dress code at Morehouse College, Spelman’s companion school for men, which had recently enforced a ban on “wearing of clothing associated with women’s garments.”



“It was not only a victory for freedom of expression at our schools, but, for some of us, helped shape our lives as LGBT students of color in the South,” says Wholley, who is now 27 and until recently was a leader within the Black Youth Project 100 initiative of emerging activists.

The 14 southern states¹ have historically lagged in legal protections for LGBT people. They comprise nearly half of the 29 states where it remained legal in 2013 to fire or refuse to hire a person solely based on sexual orientation and of the 32 states in which it is legal to do so on the grounds of gender identity. (See map, p. 8.)



“Our people are suffering from severe isolation to the point that some are not leaving their homes,” says **Salem Acuña** of Southerners On New Ground (SONG). “If you’re transgender or undocumented....the fear of violence is very real, especially in the South. There’s a lack of infrastructure, resources, and funding for LGBTQ organizing in our region.”

Nationally, major LGBT victories in 2013 included the U.S. Supreme Court ruling against the Defense of Marriage Act (DOMA), strengthening of the Violence Against Women Act (VAWA), approval of the Employment Non-Discrimination Act by the U.S. Senate, and state-level advances on recognition of same-sex relationships. However, those working at the intersection of LGBT rights and racial justice reeled from the overturn of the 1965 Voting Rights Act, which aimed to curb discrimination in electoral procedures, particularly in the South. ---->

¹As identified in the report *Out in the South* by Funders for LGBTQ Issues.



LGBT LANDSCAPE
SHIFTS WITH
CULTURAL AND
LEGISLATIVE
ACHIEVEMENTS



**"IF YOU'RE TRANSGENDER
OR UNDOCUMENTED...
THE FEAR OF VIOLENCE
IS VERY REAL."**

SALEM ACUÑA, SOUTHERNERS ON NEW GROUND

More than 40 transgender activists and allies gathered in November 2013 for a forum on challenges facing the community in employment, healthcare, economic security, safety, and equal rights.

Reauthorization of VAWA, on March 7, 2013, included protections for LGBT survivors of intimate partner and sexual violence, who face major barriers to safety and have historically been denied access to domestic violence shelters. It explicitly protects transgender individuals who are among the most visible targets of LGBT violence.

"The possible precedent is huge," says **Chai Jindasurat** of the New York City Anti-Violence Project (AVP), noting that this was the first time in which a statute passed by Congress had explicit nondiscrimination passages covering LGBT people.

In 2013, 13 of the 18 anti-LGBT homicides reported to the National Coalition of Anti-Violence Programs by organizations in 14 states and Puerto Rico were of transgender women. Almost 90 percent of the homicide victims were people of color.

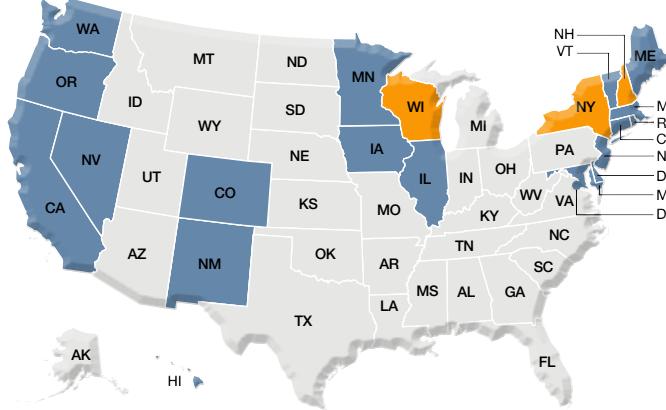
The effects of unstable and informal employment for trans individuals adds to the scarcity of funding for organizations serving this community, says **Gabriel Foster**, cofounder of the Transgender Justice Funding Project and a participant at the Arcus National Transgender Advocacy Convening in November. (For photos of other participants, see right-hand column of this page and following page).

In 2013, the organization made grants to 22 groups, including the TransLatin@ Coalition, whose report *Transvisible: Transgender Latina Immigrants in U.S. Society*, shows that the United States is a high-risk destination for the majority of trans Latinas who leave their countries of origin due to high levels of violence.

Some 57 percent of the 101 women surveyed found it "very difficult" to access secure and well-paid employment, and 34 percent were employed in the sex industry.

"Transphobia manifests in so many different ways," says TransLatin@ founder and president **Bamby Salcedo**. "What's really important is for our community to be recognized and protected officially, by government and by employers, as individuals with human rights and civil rights."

STATE LGBT EMPLOYMENT PROTECTIONS



GRANTEE SUPPORT

Total to end of 2013

Spelman College
\$625,000*

Black Youth Project 100
(a program of the Center for the study of Race, Politics, and Culture, University of Chicago)
\$100,000

Southerners On New Ground
\$500,000

New York City Anti-Violence Project
\$400,000

*All dollar amounts in this report refer to U.S. dollars.





NEW INITIATIVE BOOSTS U.S. LGBT

**MOVEMENT
LEADERSHIP**

Felipe Sousa-Rodriguez came from Rio de Janeiro, Brazil, to the United States with a dream. At age 14 he arrived at his sister's Miami apartment on January 3, 2001, hoping to lift himself and his family's lives through hard work and sharp wits. Six months later, his tourist visa expired.

Sousa-Rodriguez felt "heartbroken and afraid" as life without residency papers grew into a maze of snags and obstacles. Florida law barred him, for example, from driving a car, borrowing library books, or qualifying for in-state college tuition fees.

His adjustment to undocumented U.S. life grew more complicated as he realized the importance of remaining silent about his sexual orientation: "I was worried about coming out, getting kicked out of my house, going to a shelter, and not having an I.D. because I didn't have papers," he says.

The U.S. undocumented population, estimated at as many as 11 to 12 million, shares the daily risk of deportation as a result of minor infractions, such as driving without a license—which only 11 states allow those without legal residency to obtain.²

Among this population are an estimated 267,000³ LGBT adults, who face the additional dangers of being fired at work or evicted from their homes in approximately 30 states where no legal protections from anti-LGBT discrimination exist in employment or housing.

Sousa-Rodriguez began to embrace his dual identity when he joined a movement of student "Dreamers—young people brought to the country as children without legal status: "We found strength with each other," he says, adding, "I came out as gay to my family." →

² Source: National Immigrant Law Center, March 2014

³ Source: Gates, Gary J. (2013.) LGBT adult immigrants in the United States, Williams Institute.



NEW INITIATIVE
BOOSTS U.S. LGBT
MOVEMENT
LEADERSHIP

ARCUS LGBT LEADERSHIP INITIATIVE 2013 COHORT

The Arcus LGBT Leadership Initiative (ALLI) was launched in 2013 to maximize the caliber, connectedness, and impact of leaders who are advancing LGBT equality in the United States by enhancing their skills and collaboration. Grants totaling \$114,600 were awarded under the initiative during the year.

Having participated in the 2010 Trail of Dreams march to end deportations of youth and families and in support of legislation, known as the DREAM Act, that would allow provisional residency to undocumented students, Sousa-Rodriguez recalls: **“Something beautiful came out of something horrible.”**

Passing through Nahunta, Georgia, the Dreamers were taunted by racist and homophobic jeers as they encountered a Klu Klux Klan rally. But, he says, “Immigrants and the NAACP really came together. We supported each others’ causes.”

Two years later, in spite of a record two million deportations under President Obama, the administration halted the deportations of young people who had come to the United States before age 16, had lived in the United States for more than five years, and met certain other criteria.

Sousa-Rodriguez had risen in 2007 to become the student government president of the 40,000-strong Wolfson campus of Miami-Dade Community College, where he spoke openly about both his immigrant status and sexual orientation.

Following graduation, Sousa-Rodriguez was hired by the national LGBTQ social-justice organization GetEQUAL and became a codirector. In 2013, he was accepted to the inaugural class of the Arcus LGBT Leadership Initiative (see next page) and a year later he joined United We Dream, the nation’s largest immigrant youth-led organization, as deputy director.

Thanks to the repeal of the Defense of Marriage Act in 2013, he will soon receive permanent residence status through his husband, a U.S. citizen. However, he acknowledges: “I know there are 11 million others who don’t have that opportunity.”

GRANTEE SUPPORT

Total to end of 2013

GetEQUAL
\$8,100

B. COLE is founder of the Brown Boi Project, which works to build social-justice leadership, economic self-sufficiency, and health among young masculine-of-center womyn, trans men, and queer/straight men of color. Cole has worked nationally and internationally on leadership development for young people of color.

CHRIS PAIGE is executive director of Transfaith, a national, transgender-led organization that mobilizes spiritual and religious resources to support transgender health and wellness. An OtherWise-identified pioneer in transgender religious organizing, Paige founded Transfaith in 1999 and became the first executive director in 2012.

CHRIS SGRO is executive director of Equality NC, North Carolina’s largest LGBT advocacy organization. Previously, he worked in management positions on two winning political campaigns. He was also a founding member of LGBT Democrats of North Carolina and served as treasurer for the LGBT Democrats of Guilford County.

WADE DAVIS is executive director of the You Can Play Project, dedicated to ending discrimination and homophobia in sports. Davis, who played for three NFL teams, is a speaker, writer, and educator, who cofounded the You Belong Initiative, the first youth sports and leadership camp for LGBTQ and straight-allied youth. He is a former assistant director of the Hetrick-Martin Institute.

MALIKA REDMOND is executive director of SPARK Reproductive Justice NOW, which develops leadership among women and LGBTQ youth of color in the movement for reproductive and sexual rights. A researcher, writer, and advocate, Redmond has worked with Political Research Associates, Choice USA, the National Center for Human Rights Education, and Spelman College Women’s Research and Resource Center.

TED FARLEY is executive director of the It Gets Better Project, whose mission is to communicate to LGBT youth that the world will improve for them and to inspire the necessary changes. He was previously the pro bono manager for the Alliance for Children’s Rights, and was also a staff attorney for the Urban Justice Center Domestic Violence Project.

ANDREA RITCHIE coordinates Streetwise & Safe, a leadership-development initiative aimed at sharing “know your rights” information among LGBT youth of color who experience gender-, race-, sexuality-, and poverty-based criminalization. A police-misconduct attorney and 2014 Soros Justice Fellow, she has conducted extensive research and litigation on profiling and physical and sexual violence by law-enforcement agents.

MONNA WONG is executive director of Asian Pacific Islander Equality-Northern California. She began doing social-justice work in Manhattan’s Chinatown a decade ago and has since organized in six states and on three electoral campaigns. Wong has worked with the National Gay and Lesbian Task Force, the United States Student Association, and the Mainers United for Marriage campaign. She is a board member of the National Queer Asian Pacific Islander Alliance.



LGBT ACTIVISTS

WORLDWIDE RISK LIVES AND LIVELIHOODS TO CLAIM RIGHTS

Anastasia Smirnova stepped into the media spotlight to bring attention to Russia's brutal crackdown against its LGBT population in 2013. Risking her safety and security in the run-up to the 2014 Sochi Olympics, Smirnova stayed put.

The 27-year-old was one of about 70 people arrested for public-assembly offenses from February 7 to 9, 2014, even before her group had the chance to unfurl over a St. Petersburg bridge its 21-foot banner featuring the Olympic charter's anti-discrimination pledge.

"The picture now is very grim, but there is extreme energy for equality. People want to stay in the country, fight, and change minds," says Smirnova, who coordinated the work of several LGBT organizations leading up to Sochi.

The crackdown stems from a law passed by the Russian Duma in June 2013, banning the "propaganda of non-traditional sexual relationships" to minors—a vaguely worded provision that, under the guise of child protection, levies steep fines for sharing LGBT-related information.

This legislation, both before and after its enactment, unleashed a wave of anti-LGBT violence by vigilante groups, including entrapment and torture, bomb threats, defacement of homes and public buildings, and at least three murders. It also inspired similar legislative initiatives in other countries in the former Soviet Union, such as Kyrgyzstan.

To increase funding for LGBT-rights groups in Russia, the Arcus Foundation—together with the Open Society Foundations, Council for Global Equality, ILGA Europe, and Russian partners—established the Russia Freedom Fund in November 2013.

"Russia is one of the top countries of origin of asylum seekers in the European Union," according to the Organization for Refuge, Asylum & Migration (ORAM), in its new guide to migration for LGBTI Russians, and LGBT applicants "feature prominently in these numbers."

With LGBT refugees also crossing into Jordan, Senegal, and Turkey—from severely repressive neighboring countries—ORAM held trainings in these countries in 2013 for about 300 ---->





LGBT ACTIVISTS
WORLDWIDE
RISK LIVES AND
LIVELIHOODS TO
CLAIM RIGHTS

The Organization for Refuge,
Asylum & Migration created
LGBT-friendly posters to be
displayed at refugee-service
offices and ports of entry.

U.N. and other refugee workers on implementing the U.N.'s own guidelines on sexual-orientation and gender-identity-based asylum applications.

While the world in 2013 commemorated the life of Nelson Mandela—under whose presidency South Africa became the first country to constitutionally prohibit discrimination based on sexual orientation—other extreme setbacks and some significant advances affected LGBT rights globally.

Nigeria and Uganda passed laws strengthening criminalization of same-sex relations, and India reverted to a previous criminalization code; yet same-sex marriage laws were passed in France, the United Kingdom, and New Zealand.

In every region of the world, those perceived as gender nonconforming faced serious human rights violations, documented in a report based on 2013 research, *The State of Trans* and Intersex Organizing* by Global Action for Trans* Equality and the American Jewish World Service.

Three years of research by women activists in Asia, coordinated by the International Gay and Lesbian Human Rights Commission (IGLHRC) and funded by Arcus Foundation and the Global Fund for Women, brought the fight against sexual-orientation and gender-identity-related violence to the U.N. in 2013.

Interviewing 50 lesbian, bisexual, and transgender women, the Malaysia-based organization KRYSS** retrieved the first statistics on such violence in a country where same-sex activities between women are punishable by imprisonment and fines, and, under Shariah, by whipping.

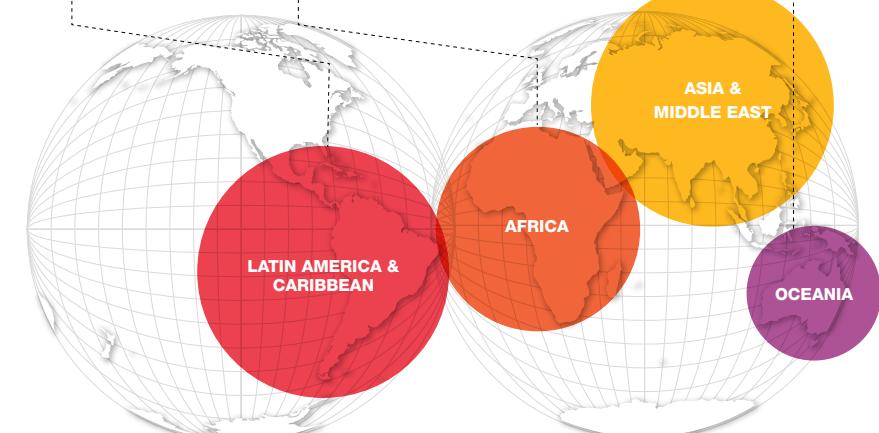
"There are lesbians and gender-nonconforming individuals driving change in Asia and all around the world," says IGLHRC's Grace Poore. "They put themselves at great risk but continue to stand bravely in the face of threats and attacks."

*The use of an asterisk with the word trans indicates inclusion of multiple identities, for example, gender-queer or gender nonconforming.

**Knowledge and Rights with Young people through Safer Spaces

HOMOSEXUALITY IS ILLEGAL IN 78 COUNTRIES

Antigua and Barbuda	Algeria	Mauritania	Afghanistan	Pakistan	Kiribati
Barbados	Angola	Mauritius	Bangladesh	Qatar	Nauru
Belize	Botswana	Morocco	Bhutan	Saudi Arabia	Palau
Dominica	Burundi	Mozambique	Brunei	Singapore	Papua New Guinea
Grenada	Cameroon	Namibia	India	Sri Lanka	Samoa
Guyana	Central African Republic	Nigeria	Iran	Syria	Solomon Islands
Jamaica	Comoros	Senegal	Kuwait	United Arab Emirates	Tonga
St. Kitts & Nevis	Egypt	Seychelles	Lebanon	Uzbekistan	Tuvalu
St. Lucia	Eritrea	Sierra Leone	Malaysia	Yemen	
St. Vincent & the Grenadines	Ethiopia	Somalia	Maldives		
Trinidad and Tobago	Gambia	South Sudan	Myanmar		
	Ghana	Sudan	Oman		
	Guinea	Swaziland			
	Kenya	Tanzania			
	Lesotho	Togo			
	Liberia	Uganda			
	Libya	Zambia			
	Malawi	Zimbabwe			



You are safe here

Tu es en lieu sûr ici
ابنجا مکانی امن برای شماست
Burada güvendesiniz
Здесь ты в безопасности

ये एक सुरक्षित जगह है
Estás a salvo aquí
إِنْكَ هُنْدَى فِي أَمَانٍ
Estás seguro aquí
Her er du trygg
在這裡你是安全的
Tumi ekaney nirapod
ਤੁਸੀਂ ਇੱਥੇ ਸੁਰੱਖਿਅਤ ਹੋ
Hier bist du sicher
Här är du trygg
Hier ben je veilig
Ligtas ka dito
آپ پہاں محفوظ ہیں



A total of 238 transphobic murders were committed between November 20, 2012, and October 31, 2013, according to reports received by the Trans Murder Monitoring Project of Transgender Europe. Each red dot represents a murder.

Source: Transgender Europe.
For more information:
www.transrespect-transphobia.org

GRANTEE SUPPORT

Total to end of 2013

Council for Global Equality
\$850,000

ILGA Europe
\$10,000

**Organization for Refuge,
Asylum, and Migration
(ORAM)**
\$400,000

**Global Action for
Trans* Equality (GATE)**
(inc. funds through
Astraea Lesbian Foundation
for Justice, IGLHRC)
\$400,000

**American Jewish
World Service**
\$1,108,000

**International Gay
and Lesbian
Human Rights
Commission**
(inc. funds for GATE)
\$1,235,000

Global Fund for Women
\$557,500





Pope Francis' words "Who am I to judge?" in July 2013 raised hopes, not least among LGBT Catholics and people of faith worldwide, for greater acceptance of homosexuality within the world's largest Christian denomination, comprising one-sixth of the world's population.

"We've hit a tipping point where many Catholics no longer see church officials as the center of the church," says Marianne Duddy-Burke of DignityUSA, an organization based in Medford, Massachusetts, that promotes acceptance of LGBT people within the Catholic church.

"[They] are claiming the power of their own beliefs and... embracing their LGBT members," says Duddy-Burke, citing resistance growing among some priests who quietly refused orders to preach against marriage equality in recent years.

"Exclusion haunts our community members and affects their spirit," says Chris Paige, executive director of Transfaith, which developed and piloted a suicide-prevention learning model in 2013 to enable religious communities to better serve their trans and gender nonconforming members.

Baptist clergy also stepped forward during 2013 in some of the world's least LGBT-accepting countries, including at least 10 in Africa, according to the Association of Welcoming and Affirming Baptists (AWAB), made up of churches that welcome all regardless of sexual orientation and gender identity.

"It's risky to operate an inclusive ministry. So we've taken it underground," says a Baptist minister in Democratic Republic of the Congo (DRC) and president of one of AWAB's partner organizations. **"As spiritual leaders, we must show compassion and that we're ready to help,"** said the minister, who requested anonymity.

The year 2013 saw the proposal of the "Sexual Practices Against Nature" bill in DRC—one of the few central African countries where homosexuality is not illegal—that threatens jail sentences for being gay or transgender. If passed, it would follow the recent enactment in Uganda and Nigeria of highly punitive anti-LGBT laws.

Fearing the domino effect that these new laws could have, and seeing that the roots of their justification are often found in interpretations of sacred texts, Rev. Michael Kimindu of Other



WORLD'S RELIGIONS TAKE SMALL STEPS TOWARD LGBT

ACCEPTANCE

Sheep Afrika launched in 2013 a series of dialogues with Kenya-based Christian and Muslim religious leaders.

Among the issues raised in the seminars were mental-health and substance-abuse problems that LGBT isolation can lead to, a growing concern among Muslim leaders in Kenya, including the 252 participants who attended the seminars.

The strain of being disconnected from a religion that is synonymous with family and culture is personified by **Omar El-Hajoui**, 26, whose family immigrated to Los Angeles from Morocco in 1977.

"The Koran is whispered into a new-born's ear. It becomes a part of your DNA," says El-Hajoui. "When you don't feel like you can be your whole self with the people who are meant to love and protect you, it's very damaging."

After isolating himself for years throughout middle and high school, El-Hajoui found L.A.-based Muslims for Progressive Values (MPV) through a web search and recalls that the LGBT acceptance cultivated by the group "felt amazing, like coming home, and being part of the family that I always needed."

MPV, founded in Los Angeles in 2007, and with several international chapters, has created inclusive communities where LGBTQ Muslims are welcomed. In August 2013, El-Hajoui became the first LGBT member to give the *khutbah*, or sermon, at an MPV prayer service.

"I think change has to come," El-Hajoui says. "Culturally, we're moving very fast."

GRANTEE SUPPORT

Total to end of 2013

DignityUSA
\$626,000

Transfaith (Interfaith Working Group)
\$8,100

Association of Welcoming & Affirming Baptists
\$70,000

Other Sheep Afrika
\$40,000

Muslims for Progressive Values
\$10,000

GRANTS AWARDED IN 2013 SOCIAL JUSTICE PROGRAM

For full descriptions of the scope and objectives of these grants see:
www.arcusfoundation.org/grantees



GLOBAL RELIGIONS*

American Civil Liberties Union Foundation
aclu.org
 New York, NY
\$600,000

Association of Welcoming & Affirming Baptists
awab.org
 Milford, NH
\$10,000

Auburn Theological Seminary
auburnseminary.org
 New York, NY
\$150,000

Auburn Theological Seminary
\$50,000

Center for American Progress
americanprogress.org
 Washington, DC
\$400,000

Church World Service
cwsglobal.org
 New York, NY
\$125,000

Episcopal Divinity School
eds.edu
 Cambridge, MA
\$20,000

European Forum of Lesbian, Gay, Bisexual and Transgender Christian Groups
euroforumlgbtchristians.eu
 Rotterdam, Netherlands
\$117,000

Euroregional Center for Public Initiatives
ecpi.ro
 Bucharest, Romania
\$50,000

Inclusive & Affirming Ministries
radicallyinclusive.com
 Cape Town, South Africa
\$100,000

Inclusive & Affirming Ministries
\$25,000

Interfaith Alliance Foundation
interfaithalliance.org
 Washington, DC
\$50,000

LGBT Christian Church Inc.
lgbtschristianchurch.wordpress.com
 Quezon City, Philippines
\$6,000

Lutherans Concerned North America
reconcilingworks.org
 St. Paul, MN
\$300,000

Many Voices
manyvoices.org
 Washington, DC
\$100,000

Muslims for Progressive Values
mpvusa.org
 Los Angeles, CA
\$10,000

New Ways Ministry
newwaysministry.org
 Mount Rainier, MD
\$5,000

Other Sheep Afrika
othersheepafrika-kenya.org
 Nairobi, Kenya
\$40,000

Pacific School of Religion
psr.edu
 Berkeley, CA
\$10,000

Planned Parenthood Federation of America
plannedparenthood.org
 New York, NY
\$500,000

Political Research Associates
politicalresearch.org
 Somerville, MA
\$100,000

Protestant Episcopal Cathedral Foundation
pecf.org
 Washington, DC
\$2,500

Reconciling Ministries Network
rmnetwork.org
 Chicago, IL
\$400,000

The Black Church Center for Justice & Equality
theblackchurch.org
 Washington, DC
\$75,000

The Inner Circle
theinnercircle.org.za
 Cape Town, South Africa
\$100,000

Trustees of Columbia University in the City of New York
columbia.edu
 New York, NY
\$250,000

Trustees of Columbia University in the City of New York
\$500,000

University of Southern California
usc.edu
 Los Angeles, CA
\$90,158

Vanderbilt University
vanderbilt.edu
 Nashville, TN
\$85,000

Western Cape Provincial Council of Churches
sacc.org.za
 Cape Town, South Africa
\$2,1650

World Student Christian Federation
wscfglobal.org
 Geneva, Switzerland
\$120,000

amfAR: The Foundation for AIDS Research
amfar.org
 New York, NY
\$250,000

Astraea Lesbian Foundation for Justice
astraeafoundation.org
 New York, NY
\$100,000

African Men for Sexual Health and Rights (AMSHeR)
amsher.wpengine.com
 Johannesburg, South Africa
\$100,000

Astraea Lesbian Foundation for Justice
astraeafoundation.org
 New York, NY
\$250,000

Akahatá - Equipo de Trabajo en Sexualidades y Géneros
akahata.org
 Buenos Aires, Argentina
\$30,000

Allied Rainbow Communities International
arc-international.net
 Dartmouth, Nova Scotia, Canada
\$400,000

American Jewish World Service
ajws.org
 New York, NY
\$500,000

American Psychological Association
apa.org
 Washington, DC
\$300,000

amfAR: The Foundation for AIDS Research
amfar.org
 New York, NY
\$100,000

Astraea Lesbian Foundation for Justice
astraeafoundation.org
 Washington, DC
\$45,000

Global Fund for Women
globalfundforwomen.org
 San Francisco, CA
\$120,000

GLSEN
glsen.org
 New York, NY
\$500,000

Heartland Alliance for Human Needs & Human Rights
heartlandalliance.org
 Chicago, IL
\$600,000

Coalition of African Lesbians
cal.org.za
 Johannesburg, South Africa
\$100,000

Comité IDAHO
dayagainsthomophobia.org
 Paris, France
\$100,000

Fund for Global Human Rights
globalhumanrights.org
 Washington, DC
\$250,000

Gender Dynamix
genderdynamix.org.za
 Cape Town, South Africa
\$100,000

General Secretariat of the Organization of American States
oas.org
 Washington, DC
\$10,000

ILGA Europe
ilga-europe.org
 Brussels, Belgium
\$10,000

International Gay & Lesbian Human Rights Commission
iglrc.org
 New York, NY
\$200,000

International Gay & Lesbian Human Rights Commission
\$10,000

International Lesbian, Gay, Bisexual, Trans and Intersex Association
ilga.org
 Brussels, Belgium
\$50,000

INTERNATIONAL HUMAN RIGHTS**

African Men for Sexual Health and Rights (AMSHeR)
amsher.wpengine.com
 Johannesburg, South Africa
\$100,000

Akahatá - Equipo de Trabajo en Sexualidades y Géneros
akahata.org
 Buenos Aires, Argentina
\$30,000

Allied Rainbow Communities International
arc-international.net
 Dartmouth, Nova Scotia, Canada
\$400,000

Coalition of African Lesbians
cal.org.za
 Johannesburg, South Africa
\$100,000



GRANTS AWARDED IN 2013 SOCIAL JUSTICE PROGRAM

International Lesbian, Gay, Bisexual, Trans and Intersex Association
\$30,000

Iranti-Org
iranti-org.co.za
Johannesburg, South Africa
\$30,000

Kalamazoo College
kzoo.edu
Kalamazoo, MI
\$199,475

Mazzoni Center
mazzonicenter.org
Philadelphia, PA
\$75,000

New Organizing Institute Education Fund
neworganizing.com
Washington, DC
\$10,000

Organization for Refuge, Asylum & Migration – ORAM
oraminternational.org
San Francisco, CA
\$150,000

Parliamentarians for Global Action
pgaction.org
New York, NY
\$50,000

Search for Common Ground
sfcg.org
Washington, DC
\$10,000

Stichting Hivos (Humanist Institute for Cooperation with Developing Countries)
hivos.org
The Hague, Netherlands
\$250,000

Transgender Europe
tgeu.org
Berlin, Germany
\$260,000

Trustees of Columbia University in the City of New York
secretary.columbia.edu
New York, NY
\$31,000

UHAI - The East African Sexual Health and Rights Initiative
uhai-eashri.org
Nairobi, Kenya
\$250,000

United & Strong, Inc.
facebook.com/
Unitedandstrongstlucia
Castries, St. Lucia
\$15,000

University of Oxford
ox.ac.uk
Oxford, UK
\$26,500

U.S. SOCIAL JUSTICE

Advertising Council
adcouncil.org
New York, NY
\$50,000

Advocates for Informed Choice
aiclegal.org
Cotati, CA
\$25,000

Ali Forney Center
aliforneycenter.org
New York, NY
\$10,000

American Civil Liberties Union Foundation
aclu.org
New York, NY
\$300,000

Applied Research Center/
Race Forward
raceforward.org
New York, NY
\$200,000

Astraea Lesbian Foundation for Justice
astraeafoundation.org
New York, NY
\$200,000

Athlete Ally
athleteally.org
New York, NY
\$100,000

Basic Rights Education Fund
basicrights.org
Portland, OR
\$8,400

Center for American Progress
americanprogress.org
Washington, DC
\$2,500

CenterLink
lgbtcenters.org
Fort Lauderdale, FL
\$150,000

CenterLink

\$8,400

Champion Fund
championfund.org
Los Angeles, CA
\$2,500

Chinese for Affirmative Action
caaf.org
San Francisco, CA
\$125,000

Chinese for Affirmative Action
\$8,100

Choice USA

urge.org
Washington, DC
\$100,000

Community Partners

communitypartners.org
Los Angeles, CA
\$15,000

Empire State Pride Agenda Foundation

prideagenda.org
New York, NY
\$25,000

Equality Federation Institute

equalityfederation.org
San Francisco, CA
\$120,000

Equality North Carolina Foundation

equalityncfoundation.org
Raleigh, NC
\$8,100

American Civil Liberties Union Foundation

equalityohio.org
Columbus, OH
\$140,000

Federal City Performing Arts Association

gmcw.org
Washington, DC
\$5,000

FIERCE

fiercenyc.org
New York, NY
\$2,500

Fiji Theater Company

pingchong.org
New York, NY
\$38,000

Film Forum

filmforum.org
New York, NY
\$100,000

Food and Friends

foodandfriends.org
Washington, DC
\$10,000

Forward Together

forwardtogether.org
Oakland, CA
\$100,000

CenterLink

\$150,000

Fractured Atlas Productions

fracturedatlas.org
New York, NY
\$50,000

Funders for LGBTQ Issues

lgbtfunders.org
New York, NY
\$25,000

Funders for LGBTQ Issues

\$100,000

Gay & Lesbian Leadership Institute

glli.org
Washington, DC
\$100,000

Hartley Film Foundation

hartleyfoundation.org
Westport, CT
\$50,000

Hetrick-Martin Institute

hmi.org
New York, NY
\$5,000

Hetrick-Martin Institute

\$2,500

Immigration Equality

immigrationequality.org
New York, NY
\$100,000

Institute for Student Health

theish.org
Washington, DC
\$7,500

Interfaith Working Group on Trade and Investment

coc.org/node/6046
Philadelphia, PA
\$8,100

Iola Foundation

itgetsbetter.org
Los Angeles, CA
\$8,100

Justice Now

jnow.org
Oakland, CA
\$5,000

Kalamazoo Gay Lesbian Resource Center

kglrc.org
Kalamazoo, MI
\$50,000

Kalamazoo Gay Lesbian Resource Center

\$8,100

Lambda Legal

lambdalegal.org
New York, NY
\$125,000

Latinas Leading Tomorrow

latinaleadingtomorrow.org
Arlington, VA
\$2,500

Latino-as En Acción

casaruby.org
Washington, DC
\$2,500

Lesbian, Gay, Bisexual & Transgender Community Center

gaycenter.org
New York, NY
\$2,500

Movement Strategy Center

movementstrategy.org
Oakland, CA
\$8,100

NAACP Special Contribution Fund

naacp.org/pages/
naacp-special-contribution-fund
Baltimore, MD
\$100,000

National Black Justice Coalition

nbjc.org
Washington, DC
\$200,000

National Center for Lesbian Rights

nclrights.org
San Francisco, CA
\$15,000

National Center for Transgender Equality

transequality.org
Washington, DC
\$100,000

National Council of La Raza

nclr.org
Washington, DC
\$100,000

National Foundation for the Centers for Disease Control and Prevention, Inc.

cdcfoundation.org
Atlanta, GA
\$320,280

National Gay and Lesbian Task Force Foundation

thetaskforce.org
Washington, DC
\$10,000

National Gay and Lesbian Task Force Foundation

\$250,000

National Gay and Lesbian Task Force Foundation

\$8,400

National Immigration Law Center

nilc.org
Los Angeles, CA
\$10,000

National Latina Institute for Reproductive Health

latinainstitute.org
New York, NY
\$100,000

National Queer Asian Pacific Islander Alliance

nqapia.org
New York, NY
\$200,000

New Organizing Institute Education Fund

neworganizingeducation.com/toolbox
Washington, DC
\$8,100

New York City AIDS Memorial

nycайдsmemorial.org
Oakland, CA
\$250,000

NAACP Special Contribution Fund

naacp.org/pages/
naacp-special-contribution-fund
Baltimore, MD
\$100,000

New York City Gay and Lesbian Anti-Violence Project

avp.org
New York, NY
\$125,000

PFLAG

pflag.org
Lubbock, TX
\$7,500

Public Interest Projects, Inc.

publicinterestprojects.org
New York, NY
\$50,000

Public Interest Projects, Inc.

\$200,000

QCC-The Center for Lesbian Gay Bisexual Transgender Art & Culture

queerculturalcenter.org
San Francisco, CA
\$100,000

Regents of the University of California

regents.universityofcalifornia.edu
Los Angeles, CA
\$100,000

Rockwood Leadership Institute

rockwoodleadership.org
Oakland, CA
\$100,000

Ruth Ellis Center

ruthelleiscenter.org
Highland Park, MI
\$10,000

Schott Foundation for Public Education

schottfoundation.org
Cambridge, MA
\$75,000

Scouts for Equality

scoutsforequality.com
Iowa City, IA
\$42,500

Services & Advocacy for Gay, Lesbian, Bisexual & Transgender Elders

sageusa.org
New York, NY
\$2,500

National Latina Institute for Reproductive Health

sageusa.org
New York, NY
\$2,500

Services & Advocacy for Gay, Lesbian, Bisexual & Transgender Elders

\$100,000

Skowhegan School of Painting and Sculpture

skowheganart.org
New York, NY
\$10,000

Social and Environmental Entrepreneurs

saveourplanet.org
Cal



PUSH BOUNDARIES MAKE CHANGE

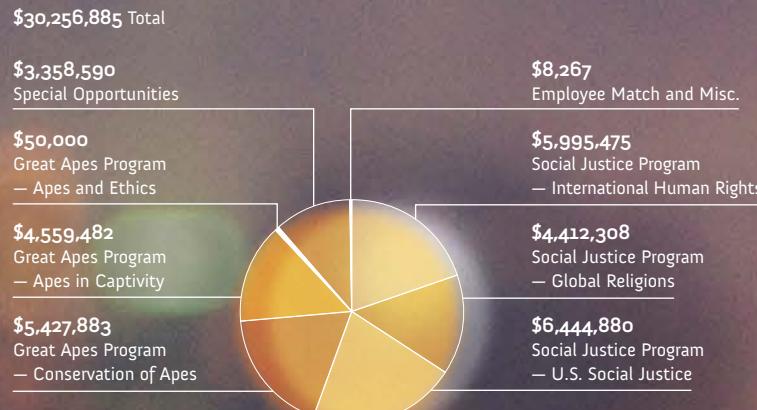
Consolidated Statement of Financial Position

As of December 31, 2013

GRANTS AND OPERATING EXPENSES 2013



GRANTS AWARDED 2013*



*Reflects decreases of grants awarded in prior years

		COMBINED
ASSETS		
Cash and cash equivalents		\$ 17,859,860
Accrued interest and dividends		184,581
Due from investment managers		1,598,808
Prepaid federal excise tax		342,482
Property, equipment, and leasehold improvements (net)		1,665,198
Investments		150,537,152
Program-related investment		193,323
Other assets		541,689
Total Assets		\$ 172,923,093
LIABILITIES		
Grants payable (net)		\$ 22,645,051
Accounts payable and accrued expenses		1,029,893
Deferred federal excise tax		910,000
Deferred rent		669,517
Total Liabilities		\$ 25,254,461
Net Assets		147,668,632
Total Liabilities and Net Assets		\$ 172,923,093

Staff and Board

As of July 2014

BOARD MEMBERS

Jon Stryker	Founder and Board President
Stephen Bennett	Board Member
Evelynn M. Hammonds	Board Member
Janet Mock	Board Member
Catherine Pino	Board Member
Jeff Trandahl	Board Member
Darren Walker	Board Member

EXECUTIVE MEMBERS

Kevin Jennings	Executive Director
Annette Lanjouw	Vice President, Strategic Initiatives and Great Apes Program
Jason McGill	Vice President, Social Justice Programs
Thomas W. Nichols	Vice President, Finance and Operations
Cindy Rizzo	Vice President, Impact and Learning
Bryan Simmons	Vice President, Communications

STAFF MEMBERS

NEW YORK	
Heather Antonissen	Communications Assistant
Monica Charles	Grants Management Associate
Adrian R. Coman	International Human Rights Program Director
Cheryl Dudley	Global Religions Program Director
Linh M. Nguyen	Accountant
KALAMAZOO	
Linda May	Captive Apes Program Director
CAMBRIDGE	
Adam Phillipson	Great Apes Program Officer
Helga Rainer	Great Apes Program Conservation Director
Marie Stevenson	Program Associate / UK Office Manager