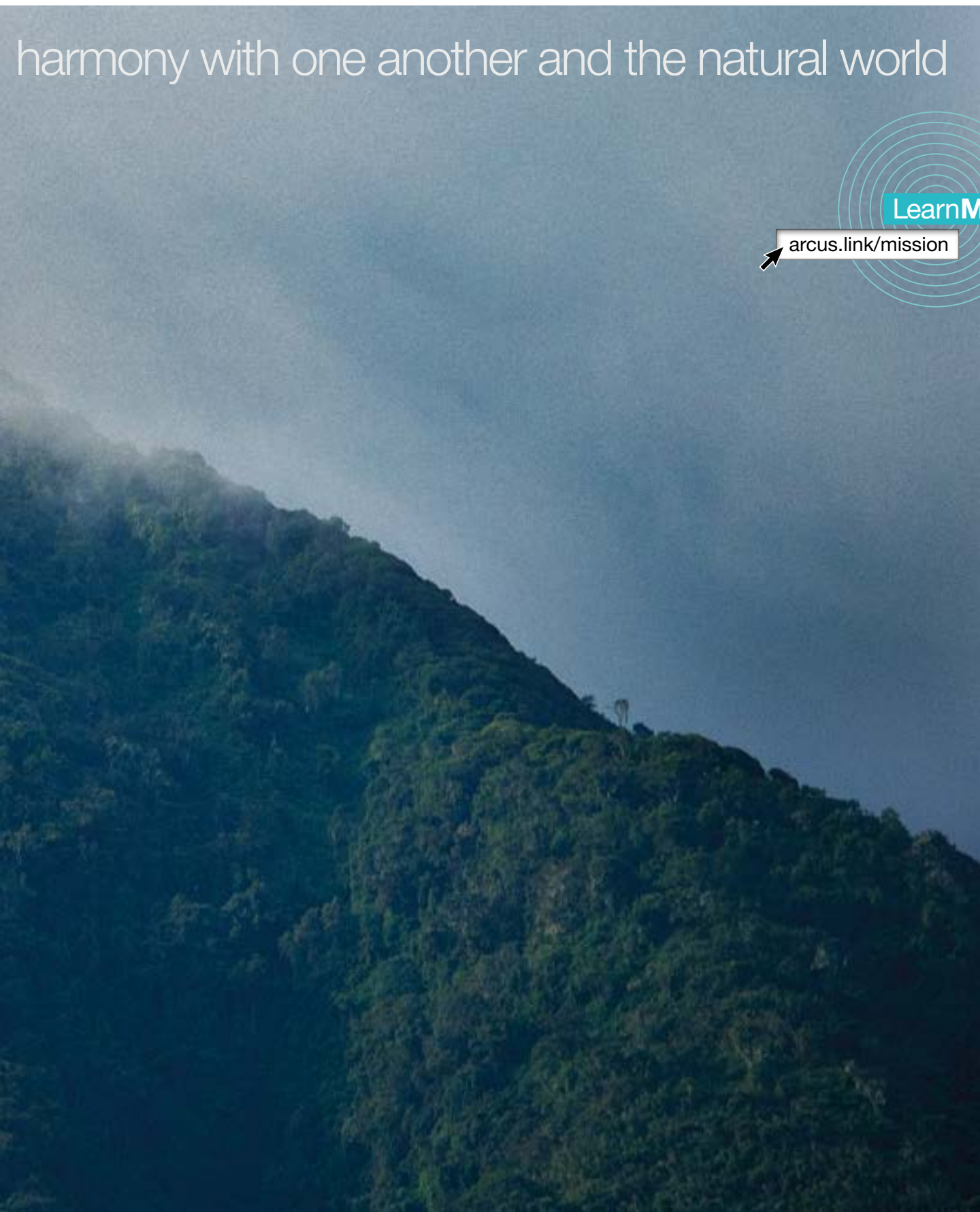




Dedicated to the idea that people can live in

Front cover photo © Jurek Wajdowicz; inside front cover photo © Slobodan Randjelović



harmony with one another and the natural world



LearnMore

 arcus.link/mission



Photo (top) © Annette Lanjouk; (inset) © Stobodan Randjelovic

Dear Friends,

Recently, after trips with Arcus colleagues to India, Kenya, and Uganda, I sat with team members to review the design for this year's annual report. In Africa, Arcus board members and some staff attended a conference in Kenya for LGBT activists from across the continent and then traveled to Uganda to visit wild chimpanzees in their natural habitat. While we traveled, a U.S. Supreme Court ruling made marriage equality a reality in all 50 states, and the U.S. Fish and Wildlife Service finally announced classification of all chimpanzees, including those born in captivity in the United States, as "endangered." On the heels of our trip and these milestones, and as we sat in New York blueprinting this report — its font sizes, colors and layout — the architect in me couldn't help thinking about the importance of perspective and scale to both the LGBT and conservation movements.

Perspective is fundamental to our success. Our movements' challenges look far different from Uganda than from Manhattan. Getting that perspective helps inform how we think about the future. The trips to India and Africa reminded us how big the world actually is, how far a philanthropic dollar can go in a place like India, how many people are waiting for their first taste of equality, how uncertain the future seems to LGBT youth in Kenya, Uganda, or India, and how hard it is for people who face extreme poverty to see conservation as integral to their well being.

The progress we are trying to achieve is built on scale. President Obama described the Supreme Court decision as the consequence of "countless small acts of millions of people across decades." He talked about how, with slow,

steady commitment, justice sometimes arrives in a thunderbolt. He was talking about LGBT people and allies who stood up or came out, but he could just as well have been speaking about people featured in this report. Our intent these past 15 years has always been to empower as many of these brave people as we can. I am as determined as ever to maintain that commitment.



Foundations are actually not required to publish annual reports, but we at Arcus do so to highlight the work of our grantees and the people whose lives they touch. We hope it renews your commitment to perform those "countless acts" that will result in that thunderbolt. Honestly, I believe it will, even for the millions who are still waiting for the chance to live authentically, or to thrive without the threat of their economies or ecosystems collapsing on or around them. I am optimistic because of the amazing people working on the front lines whom we have the honor of supporting. They are a testament to what people of will and consciousness can achieve. My work as a philanthropist would not be possible without them or the extraordinary board and staff at Arcus, and I want to thank them all for giving the best of themselves to the dreams we share. Slowly, steadily, and together, we will build a world where, from any perspective, we will see people living in harmony with one another and the natural world.

Jon L. Stryker
President and Founder



Dear Readers,

Nearly one billion people have moved out of extreme poverty around the world during the last 20 years, and a growing global population has greater access than ever to information and tools for communication. As our world becomes infinitely more interconnected, things that happen in one part of the world quickly spread to others — whether they are good ideas or devastating diseases.

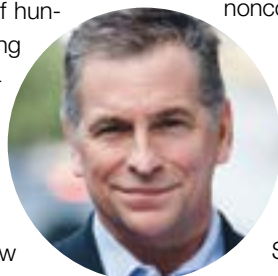
Even while they have bettered the lives of hundreds of millions of human beings, higher living standards have brought greater levels of consumption, putting ever more pressure on natural resources and the ecosystems on which both humans and our fellow apes rely for survival.

It was greater connectivity that in 2014 enabled the Black Lives Matter movement to grow quickly, with mobile phone technology and social media that exposed ongoing police killings and racism and mobilized a new generation of activists tackling discrimination on multiple fronts. In Atlanta and New York their efforts, and those of partners and allies, helped to secure, for example, new guidelines for stronger protection of transgender individuals in police custody and greater trans protections in immigration detention.

The year 2014 was extraordinary by any calculation for those of us at Arcus and our partners who have devoted years, in some cases decades, to steering both LGBT rights and conservation advances, a sample of which we document in these pages and online.

History shows us that as our movements make progress and gain visibility, those who oppose us will resort to extreme measures. Just as marriage equality was passed to much celebration in the United States, Chile, Ireland, Scotland, Finland, and Luxembourg, the forces opposing LGBT equality have doubled down in Russia, Nigeria, and Gambia, with new homophobic laws and arrests. And, as anti-discrimination laws have been passed in the United States and elsewhere, we see demands grow for faith-based exemptions to these new freedoms.

In the pages ahead you'll meet Lame Olebile, whose struggle for official recognition of Botswana's LGBT organization Legabibo has been an inspiration across Africa, and



Patrisse Cullors, a police-reform activist and former fellow of the Arcus Center for Social Justice Leadership, who played a singular role in igniting #Black Lives Matter. You'll also hear the words of Victoria Villalba, whose experience of transphobic abuse in U.S. immigration detention motivates her to seek fair treatment for others, and Natasha Jiménez, whose efforts to move Costa Rica toward greater acceptance of gender nonconformity have taken her to the United Nations.

Daring and committed conservationists have fought for the survival and respect of great apes whether in their African and Southeast Asian tropical ranges, or held in captivity outside of their homes. Among those we meet in the following pages are Friday, one of the last remaining Sumatran orangutans, and Frieda, a chimpanzee removed from invasive biomedical research who is now living at the Save the Chimps sanctuary in Florida.

Their stories reveal just a small sample of the many acts of courage mounted by individuals and organizations often struggling just to exist in their home environments. The bravery of our partners is breathtaking. And their work needs your support.

This year, we're inviting you to join us.

You'll see a stronger digital dimension to our 2014 annual reporting, with the pages of this book encouraging you, through a memorable hyperlink, to dive deeper into each story and connect with us, our events, our social networks, and our movements online at arcusfoundation.org.

We invite you to treat these pages as springboards to better understand the movements that seek to build a world where human beings live in harmony with one another and with nature, and to consider yourselves our partners in efforts to create a positive future for our planet and *all* its inhabitants.

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.



Photos (top) © Slobodan Randjelović; (top right) © Annette Lanjouw; (bottom) © Jurek Wajdowicz

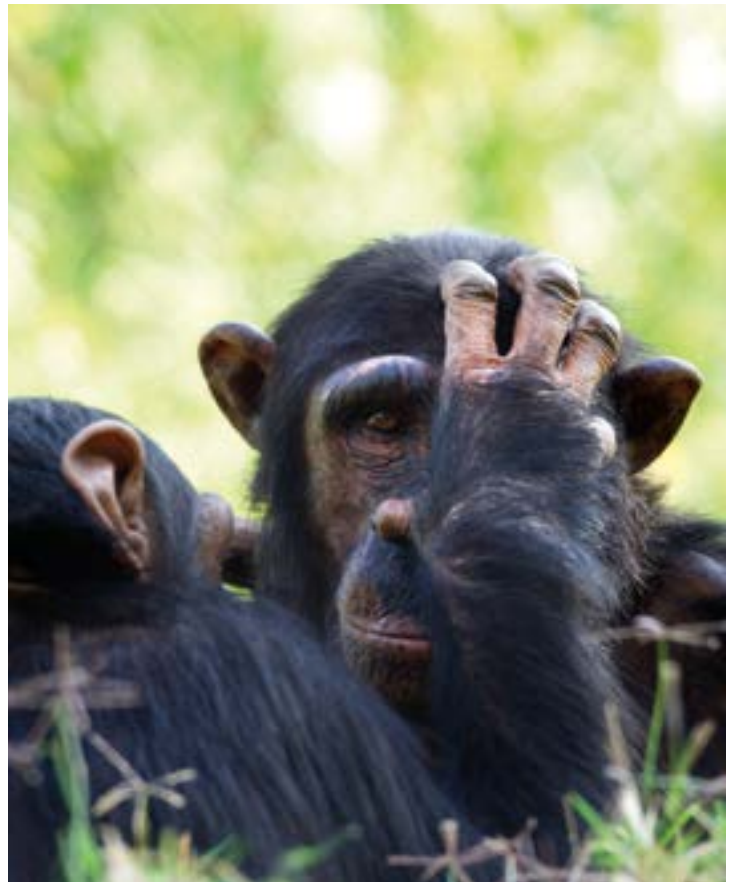


Photo (top left) © Jurek Majdowicz; (bottom left & top right) © 2014 Jabrison (jabrison.photoshelter.com) / Arcus Foundation



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.**



LearnMore

arcus.link/apes



With This Ruling We Have A Lot More Tools to Prevent Abuses	8
We Have to Take Away the Financial Incentives to Destroy Forests	10
Save the Orangutan; It's Not Too Late	12
Hunting in the Forest Is How Our Parents Taught Us to Care for Our Families	14

WITH THIS RULING WE HAVE A LOT MORE TOOLS



Photo © Save the Chimps

TO PREVENT ABUSES

Frieda, a 34-year-old resident of Save the Chimps sanctuary in Florida, was liberated from invasive biomedical research and has lived safely in the sanctuary since 2002.

—Anna Frostic, attorney with The Humane Society of the United States, one of eight animal-welfare and wildlife-conservation groups whose 2010 petition prompted an official FWS review of chimpanzees' status

- > A 2015 decision by the U.S. Fish and Wildlife Service to consider captive chimpanzees “endangered” — as they are in their range habitats in Africa — means the United States joins 181 other nations that have signed the Convention on International Trade in Endangered Species.
- > The ruling is meant not only to protect more than 1,700 chimpanzees held by private and government entities in the United States but to stem their loss in Africa, where their export for research and entertainment is among the chief reasons for the population’s decline.

LearnMore

arcus.link/chimps2014

Photo © Jurek Wajdowicz

Photo (inset) © Anne Prum



“Chimpanzees are as individual as human beings.
They have the same emotions: anger, joy, and depression.”

—Dr. Jocelyn Bezner, senior veterinarian, Save the Chimps



GRANTEE SUPPORT

Grantees featured online – see link above
(Total support amount to end 2014)

Global Federation of Animal Sanctuaries	\$227,500
International Union for Conservation of Nature	\$1,487,048
Nonhuman Rights Project	\$85,000
North American Primate Sanctuary Alliance	\$250,000
Pan African Sanctuary Alliance	\$678,300
Save the Chimps	\$45,392,203
The Humane Society of the United States	\$1,095,068



Photo © Paul Hilton

WE HAVE TO TAKE AWAY THE FINANCIAL INCENTIVES TO DESTROY FORESTS

Friday, one of the estimated 7,000 remaining Sumatran orangutans, an adult male, was rescued from a forest patch inside an oil palm plantation on March 30, 2015, by the Human Orangutan Conflict Response Unit of the Orangutan Information Centre. He was relocated to safer forestland in Aceh province, Sumatra, Indonesia.

—Rolf Skar, campaigns coordinator, Greenpeace

- > Consumer pressure in 2014 led to unprecedented pledges by dozens of corporations to protect the Indonesian forest homes of endangered orangutans as well as other mammals, birds, fish, amphibians, and reptiles.
- > A January 2014 Indonesian court ruling shut down and levied a \$30 million fine against PT Kallista Alam, a palm-oil company that in 2012 illegally burned large parts of one of the few remaining carbon-rich Tripa peat forests in Sumatra's Leuser Ecosystem, killing at least 100 orangutans.
- > Almost half of all palm oil consumed globally is grown in Indonesia, and its cultivation has transformed landscapes across the archipelago, where more than 270,000 square miles of forest were lost between 2001 and 2013, according to Global Forest Watch.

LearnMore

arcus.link/orangutan2014

Photo © 2014 Jabrison (jabrison.photoshelter.com) / Arcus Foundation



Map based on data from Rainforest Action Network

State of the Apes: Extractive Industries and Ape Conservation

This first volume in a series draws attention to the direct and indirect effects of the mining and timber industries on great ape and gibbon habitats across the world. With the aim of influencing debate, practice, and policy, the book addresses trends in law, industry, and finance that affect ape populations and explores alternatives to habitat destruction.



LearnMore

stateoftheapes.org

“The Tripa region is the last stronghold of the Sumatran orangutan because the trees in peat swamps provide such abundant fruit.”—Gemma Tillack, agribusiness

campaign director, Rainforest Action Network

GRANTEE SUPPORT

Grantees featured online – see link above
(Total support amount to end 2014)

● Forest Peoples Programme	\$208,690
● Greenpeace	\$1,850,000
● Orangutan Information Centre / Sumatran Orangutan Society (PanEco Foundation)	\$8,138
● Rainforest Action Network	\$50,000
● Rainforest Alliance	\$50,000
● Wildlife Conservation Society	\$2,164,498

SAVE THE ORANGUTAN



Photo © Tim Laman

IT'S NOT TOO LATE

Borneo, one of the world's top biodiversity hotspots, shelters mammals, birds, and plants found nowhere else in the world, including the endangered Bornean orangutan, whose dwindling population of about 50,000 survives amid devastating forest destruction.

—Melvin Gumal, director, Malaysia Program, Wildlife Conservation Society

- > More than 40 percent of the land on which Sarawak's orangutans live is now protected, following 25 years of work by local and international conservationists.
- > The Sarawak administration announced in August 2015 that it will halt expansion and creation of additional oil palm plantations, issue no additional timber licenses, and take steps to end the commercial trade in orangutans.

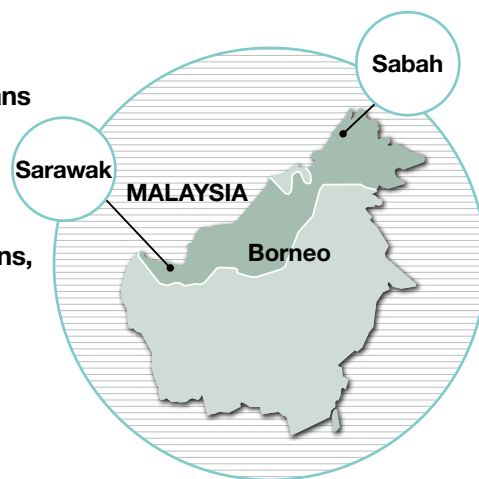


Photo courtesy of the Whitley Foundation



Melvin Gumal, director of the Wildlife Conservation Society's Malaysia Program, received the 2014 Whitley Award, an international conservation prize, for his work to conserve Malaysian Borneo's remaining orangutans — including more than 2,000 Northwest orangutans, the rarest subspecies — in the state of Sarawak.

“The orangutan itself is protected, but the land is not. So if you want orangutans to survive, you have to protect the land as well.”

LearnMore

arcus.link/gumal

Photo courtesy of Global Witness



Eighty percent of the land in the Malaysian states of Sabah and Sarawak, on the **island of Borneo**, was affected by high-impact logging or clearing operations between 1990 and 2009.* Seven conservation organizations have formed the Malaysian Palm Oil NGO Coalition and are working together to raise awareness of environmental issues related to palm-oil production and orangutan conservation.

* Bryan et al. (2013) Extreme differences in forest degradation in Borneo: Comparing practices in Sarawak, Sabah, and Brunei. *Plos One* 8(7).

GRANTEE SUPPORT

Grantees featured online – see link above
(Total support amount to end 2014)

● Global Witness	\$900,000
● Land Empowerment Animals People	\$2,265,568
● Wildlife Conservation Society	\$2,164,498
● WWF Malaysia	\$200,000



Photo © 2014 Jabunson (jabunson.photoshelter.com) / Arcus Foundation. All rights reserved.

HUNTING IN THE FOREST IS HOW OUR PARENTS TAUGHT US TO CARE FOR OUR FAMILIES

Since most of the youth do not have an opportunity for schooling, the only means of livelihood are small-scale farming and hunting in the forest.— Walemba Mulosanibwa

- > In spite of ongoing hostilities in eastern Democratic Republic of the Congo, the population of endangered Grauer's gorillas, decimated in the nearly two-decade-long war, is showing encouraging signs of return in Kahuzi-Biega National Park — a UNESCO World Heritage Site.
- > The park in 2014 expelled armed militias and poachers from the high-altitude areas, paving the way for ecotourism and for an increase to 191 in the population of endangered Grauer's gorillas, all but 131 killed during the war.
- > Stronger support for rangers, closer partnerships among ape conservation groups, and greater government cooperation have helped lift the number of park tourists from zero to nearly 2,000 in the last six years.

LearnMore

arcus.link/gorilla2014

Photos © 2014 Jabrison (jabrison.photoshelter.com) / Arcus Foundation



Former hunter **Walemba Mulosanibwa** teaches others to find alternatives to hunting of endangered species. The son of a local chief, Mulosanibwa once hunted chimpanzees and monkeys to feed his family and for sale. Now certified in conservation by the Jane Goodall Institute, he says communities need education as well as resources to expand livestock farming and other types of revenue-generating work.

GRANTEE SUPPORT

Grantees featured online – see link above
(Total support amount to end 2014)

● Centre de Rehabilitation des Primates de Lwiro	\$5,400
● Fauna & Flora International (U.K. and U.S.)	\$26,048,215
● Jane Goodall Institute	\$2,042,378
● Mountain Gorilla Veterinary Project	\$530,150
● Wildlife Conservation Society	\$2,164,498

GRANTS AWARDED IN 2014 GREAT APES PROGRAM

Photo © Stobodan Randjelovic

Conservation of Apes

African Wildlife Foundation
awf.org
Washington, DC
\$700,000
\$30,000

Canopy Fund (Tides Foundation)
canopyplanet.org
San Francisco, CA
\$50,000

Centre for Research in Anthropology
cria.org.pt
Lisbon, Portugal
\$30,000

Climate Advisers
climateadvisers.com
Washington, DC
\$85,000

Conservation International Foundation
conservation.org
Arlington, VA
\$410,000

Fauna & Flora International
fauna-flora.org
Cambridge, United Kingdom
\$315,820
\$50,000
Washington, DC
\$100,000

Global Witness
globalwitness.org
London, United Kingdom
\$300,000

Greenpeace Fund
greenpeaceusa.org
Washington, DC
\$350,000

Integrated Conservation
integratedconservation.org
Gig Harbor, WA
\$60,000

International Conservation and Education Fund
incef.org
Washington, DC
\$50,000

International Institute for Environment and Development
iied.org
London, United Kingdom
\$375,000

International Union for Conservation of Nature
iucn.org
Gland, Switzerland
\$516,459

International Wilderness Leadership Foundation
wild.org
Boulder, CO
\$110,550

Lukuru Wildlife Research Foundation
lukuru.org
Marion, OH
\$400,000

Mongabay.org
mongabay.org
Emerald City, CA
\$15,400

Orangutan Foundation
orangutan.org.uk
London, United Kingdom
\$98,582

PanEco Foundation
paneco.ch
Berg am Irchel, Switzerland
\$350,000

Rainforest Alliance
rainforest-alliance.org
New York, NY
\$50,000

Whitley Fund for Nature
whitleyaward.org
London, United Kingdom
\$300,000

Wildlife Conservation Society
wcs.org
Bronx, NY
\$10,000
\$100,000
\$446,932

Zoological Society of London
zsl.org
London, United Kingdom
\$199,980

Zoological Society of San Diego
zoo.sandiegozoo.org
San Diego, CA
\$312,500

Well Being of Apes in Captivity
Animals Asia Foundation Limited
animalsasia.org
San Francisco, CA
\$28,000

Center for Orangutan and Chimpanzee Conservation
centerforgreatapes.org
Wauchula, FL
\$295,000

Friends of Bonobos
friendsofbonobos.org
Minneapolis, MN
\$250,000

Orangutan Appeal UK
orangutan-appeal.org.uk
Effingham, United Kingdom
\$150,000

Pan African Sanctuaries Alliance
pasaprimates.org
Portland, OR
\$300,000
\$32,900
\$5,400

Pandrillus Foundation
pandrillus.org
Portland, OR
\$50,000

Primarily Primates
primarilyprimates.org
San Antonio, TX
\$50,000

Save the Chimps
savethechimps.org
Fort Pierce, FL
\$2,187,000

Tacugama Chimpanzee Sanctuary
tacugama.com
Freetown, Sierra Leone
\$14,527

The Humane Society of the United States
hsus.org
Washington, DC
\$300,000

Apes & Ethics

Faculty of Humanities of Leiden University
hum.leiden.edu
Leiden, Netherlands
\$195,000

Nonhuman Rights Project
nonhumanrights.org
Coral Springs, FL
\$50,000

Special Opportunities

Forest Peoples Programme
forestpeoples.org
Moreton-in-Marsh, United Kingdom
\$36,630

Jane Goodall Institute
janegoodall.org
Vienna, VA
\$150,000

OI Pejeta Conservancy
olpejetaconservancy.org
Nanyuki, Kenya
\$172,621

Virunga Fund
gorilla.cd
Brooklyn, NY
\$200,000
\$125,000

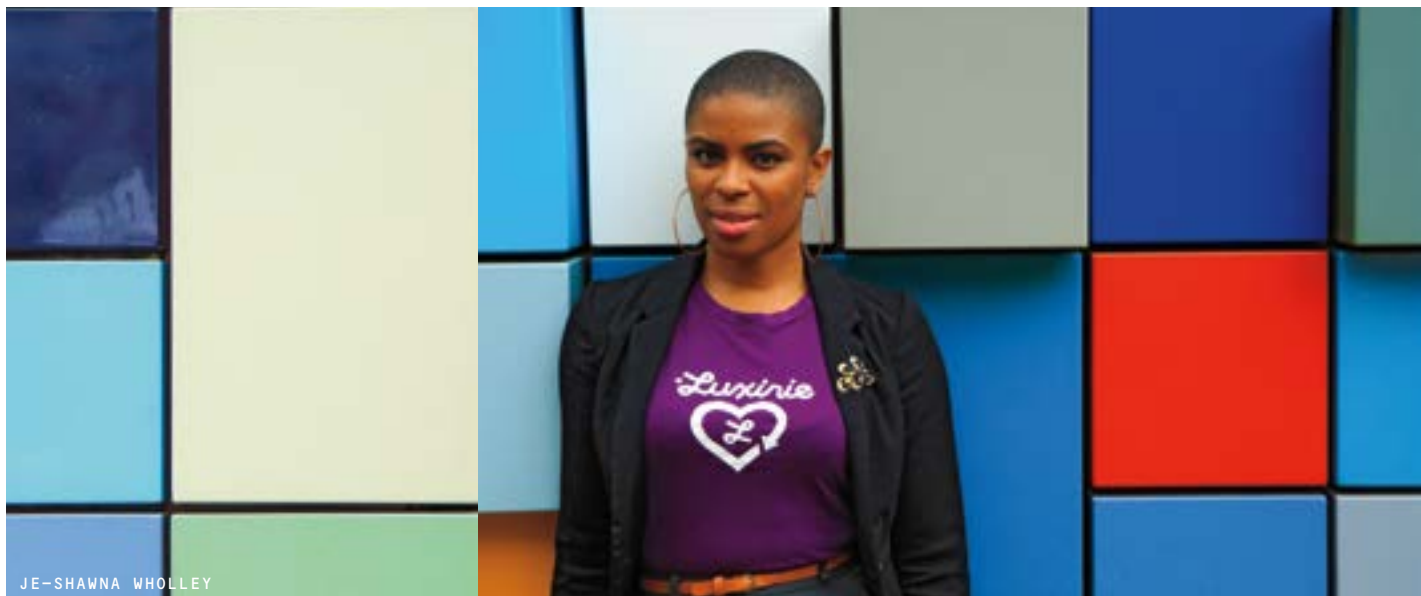
LearnMore

arcus.link/partners





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



Photos © Malika Zouhali-Worrall

*The letters Q and I, added to LGBT (lesbian, gay, bisexual, and transgender) are abbreviations for queer and intersex and appear in the following text when referenced in quotations or organizational program and mission descriptions.



HOLIDAY SIMMONS



CEDRIC HARMON



BAMBY SALCEDO

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.**



LearnMore

arcus.link/lgbt

We Can Challenge Homophobia
In a Very Structured Way **22**
Now We Can Tell Our Own Stories **24**

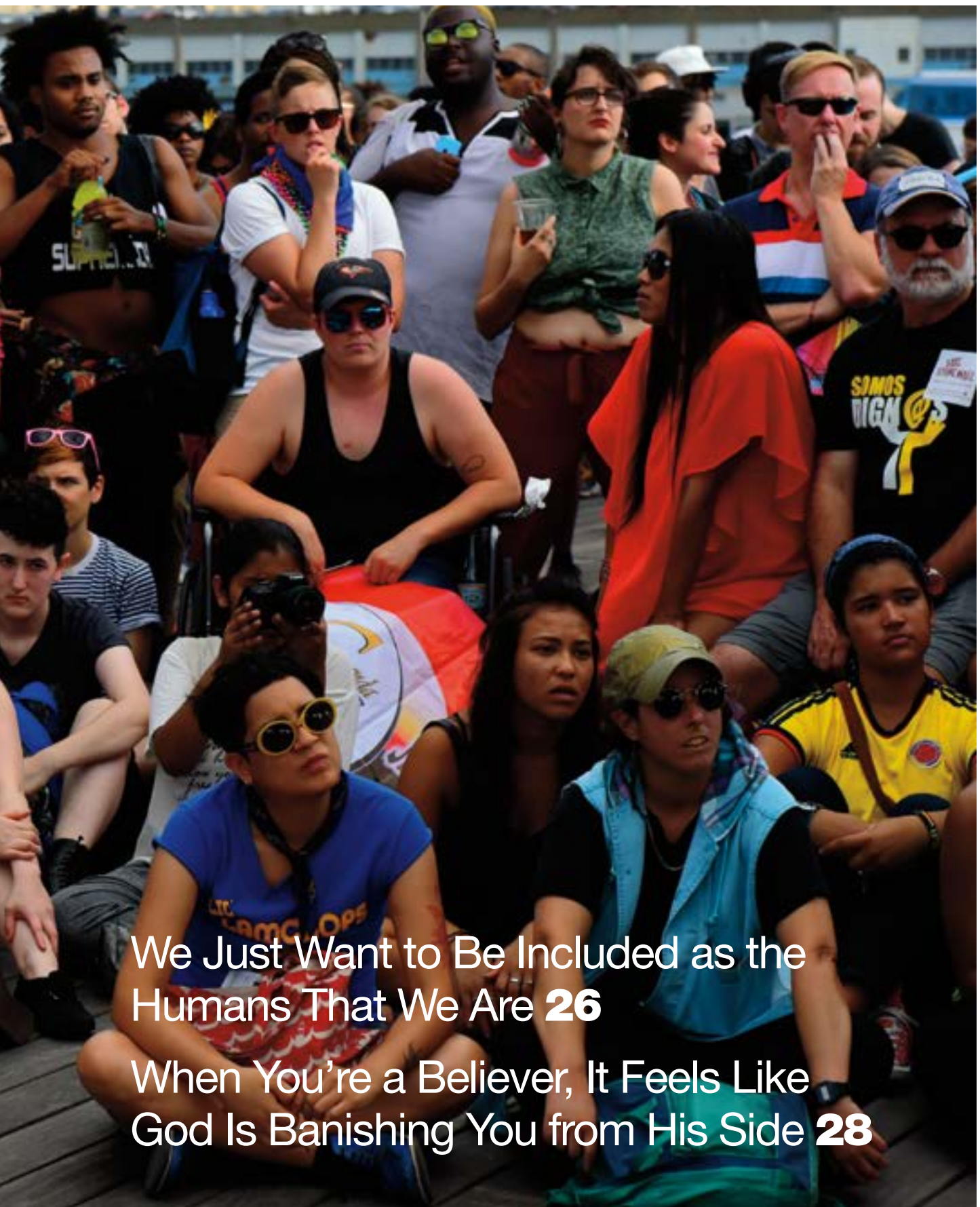


Photo © Jurek Wajdowicz

We Just Want to Be Included as the
Humans That We Are **26**

When You're a Believer, It Feels Like
God Is Banishing You from His Side **28**

WE CAN CHALLENGE HOMOPHOBIA

Lame Charmaine Olebile, former coordinator of Pan-Africa ILGA, was among activists in Botswana who won a court challenge against the refusal by the government to register the country's main LGBT nonprofit.



Photo © Kike Anai

IN A VERY
STRUCTURED WAY

LGBT people face violence and homophobia in Uganda. But even in that space they stood up and challenged a law criminalizing them further. —Lame Olebile

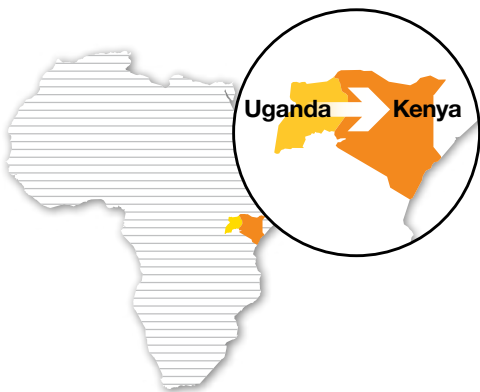
- > Homosexuality was illegal in 35 African countries during 2014 and punishable by death in four. However, court decisions in Botswana (2014) and Kenya (2015) allowed groups representing LGBT rights to register as official entities with government authorities, inspiring activists across the continent.
- > Although an anti-homosexuality law in Uganda was scrapped in 2014, similar legislation was enacted in the West African countries of Nigeria and Gambia, triggering a fresh round of homophobic hostilities and LGBT departures across national borders.



Photo © 2014 Human Rights Watch

LearnMore

arcus.link/homophobia2014



A Ugandan trans woman in a town near the country's capital (above), was photographed shortly before she fled the rising tide of harassment and violence that followed the passage of Uganda's anti-homosexuality act. Despite the act's reversal, violence, threats, and blackmail against LGBT people in 2014 prompted the flight of refugees to neighboring Kenya (among other countries), where the U.N. refugee agency processed some 200 known claims from LGBT refugees during the year.

"In 2014, staff of the U.N. refugee agency became more familiar and sensitive to LGBTI asylum seekers, giving people space to explain their circumstances."

—Alizée de Lacoudraye, officer of the U.N. High Commissioner for Refugees

GRANTEE SUPPORT

Grantees featured online – see link above
(Total support amount to end 2014)

● Coalition of African Lesbians	\$327,000
● Human Rights Watch	\$1,000,000
● International Lesbian, Gay, Bisexual, and Transgender Association (ILGA)	\$575,675
● Organization for Refugee, Asylum & Migration	\$700,000

NOW WE CAN TELL



Patrisse Cullors, an activist, performance artist, and former fellow of the Arcus Center for Social Justice Leadership, has spent half of her 32 years working to reform the Los Angeles prison system, a quest that began with her brother's 1999 arrest. The BlackLivesMatter hashtag that she built with co-activists spread through social media and mobilized a U.S. movement.

OUR OWN STORIES

- > Police killings of unarmed Black men in the United States — from Ferguson, Missouri, to New York City — fueled anger and activism in 2014 and brought together new LGBT leaders of color with communities fighting racist and homophobic police profiling and brutality.
- > Among the year's victories were the establishment in Los Angeles of a long-sought oversight board for the sheriff's department and the adoption of new police procedures for treatment of trans and gender-nonconforming individuals in Atlanta and the nearby city of East Point, Georgia.

LearnMore

arcus.link/blacklivesmatter



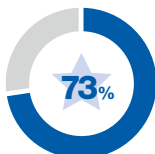
Photo (top) © Jurek Wajdowicz; (inset) © Malika Zouhali-Worrall

“Young people of color who are queer and gender nonconforming... were leading this whole march in the South.”

—BT, activist with the Solutions Not Punishment Coalition, referring to Atlanta's response to the killing of Michael Brown by Ferguson police officers



Seventy-three percent of LGBT respondents to a 2012 Lambda Legal Survey had had face-to-face contact with the police in the previous five years — with Black, Latino/a, and trans respondents more than twice as likely to be physically searched than the general survey pool. These findings contributed to the reintroduction in Congress, in early 2015, of the End Racial Profiling Act, which would ban profiling based on sexual orientation and gender identity as well as on race, ethnicity, national origin, or religion.



GRANTEE SUPPORT

Grantees featured online — see link above
(Total support amount to end 2014)

● American Civil Liberties Union	\$6,705,568
● Black Youth Project 100 (University of Chicago)	\$210,000
● Lambda Legal	\$750,000
● National Center for Transgender Equality	\$625,000
● Solutions Not Punishment Coalition (Racial Justice Action Center)	\$5,000

WE JUST WANT TO BE INCLUDED



Photo © Malka Zouhail-Worrall

AS THE HUMANS THAT WE ARE

Victoria Villalba, a trans activist with the Queer Undocumented Immigrant Project, pursues asylum and justice for people who, having crossed borders to escape danger and isolation, continue to face discrimination in the United States. After leaving Mexico and attempting to re-enter the United States, where she had spent her childhood, Villalba was held for three and a half months in a San Diego detention center, confined to a cell and subjected to verbal abuse by security officers. Now, she is seeking asylum while working with other trans women held in U.S. detention centers.

> The World Health Organization in 2014 took steps toward amending its long-standing classification of “transsexualism” as a “gender-identity disorder.” Thirty-five European countries require such a psychological diagnosis — along with sterilization (in 21 countries) and divorce (in 20 countries) — before permitting an official gender change.

[Learn More](#)

arcus.link/transrights2014

> Recorded transphobic murders have reached 1,731 worldwide since Transgender Europe began collecting statistics in 2008. Some 226 such killings were reported between October 1, 2013, and September 30, 2014, including 20 in the United States, of whom a large number were trans women of color.



> The correct gender identity will be noted on death certificates issued in the state of California following the 2014 Respect After Death Act, the outcome of a campaign in which the Transgender Law Center played a pivotal role. The organization also collaborated in several campaigns to release trans women from immigration detention.

> New York State removed the surgery requirement for changing the gender marker on birth certificates and announced that Medicaid, the U.S. low-income health program, would cover transgender health care, after more than a decade of advocacy by the Sylvia Rivera Law Project and partners including Lambda Legal and the Audre Lorde Project.

Photo © Margarita Corporan

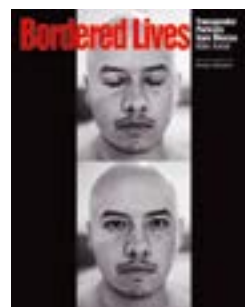


[Learn More](#)

arcus.link/forum2014

Trans Rights, Criminal Justice Wrongs

Join us online to watch Arcus' 2014 Forum that brought together well-known and rising leaders in the prisoner rights and trans rights movements.



Bordered Lives — Transgender Portraits from Mexico

A richly evocative publication by internationally renowned photographer Kike Arnal seeks to counter transphobic caricatures that fuel discrimination against Mexico's trans community.

[Learn More](#)

thenewpress.com/books/bordered-lives

GRANTEE SUPPORT

Grantees featured online – see top link
(Total support amount to end 2014)

● Audre Lorde Project	\$305,500
● Immigration Equality	\$595,000
● Lambda Legal	\$750,000
● National Coalition of Anti-Violence Programs	\$110,000
● Queer Undocumented Youth Project (United We Dream)	\$160,000
● Sylvia Rivera Law Project	\$827,500
● Transgender Europe	\$460,000
● Transgender Law Center	\$545,000
● Williams Institute	\$842,500

WHEN YOU'RE A BELIEVER IT FEELS LIKE GOD IS



Photo © Kite Arnaiz

BANISHING YOU FROM HIS SIDE

Natasha Jiménez, general coordinator of Mulabi, the Latin American Space for Sexuality and Rights, grew up in Costa Rica, attending a Protestant church in the predominantly Catholic Central American country. In 1982, at age 15, her pastor denounced her from the pulpit and expelled her from the congregation, to “protect” other churchgoers. With her family’s support, Jiménez turned her back on the church, embraced her intersex identity, and helped to build national and international awareness and action around sexual orientation and gender identity.

- > Twenty-five countries at the U.N. Human Rights Council, including predominantly Catholic Costa Rica and the Philippines, voted in favor of a 2014 resolution against violence and discrimination based on sexual orientation and gender identity.
- > Members of the world's largest Christian denominations moved ahead of some leaders in 2014 and 2015, insisting on marriage equality: from Ireland, where it was voted in by a landslide and the United States where it was legalized by a Supreme Court ruling, to Chile, where lawmakers gave same-sex couples the right to civil unions.

Photo © Sebastian Drescher/welt-sichten.org



LearnMore

arcus.link/religions2014

“Things are changing....Now my neighbors understand me as I am. If you have 100 or 200 Christians listening to us, on our side, it’s a success for us.”

Jean Elie Gasana, executive director of the United Coalition of Affirming Africans–Rwanda, is part of a new generation of African religious leaders who are challenging conservative interpretations of religious traditions across the continent. The leader of one of Rwanda’s LGBT-accepting congregations, Gasana has been accused of “recruiting” people to homosexuality and arrested while attempting to attend a regional LGBT meeting in neighboring Burundi. He continues to engage influential church leaders in discussions of LGBT inclusion.

While in 2014–15 the United States moved toward fuller LGBT inclusion, legislatures in 28 states mounted more than 90 efforts to exempt landlords, employers, charities, or businesses from extending equal treatment to LGBT people. Public protest and legal



challenges against these religious exemptions, by both faith-based groups and organizations like the American Civil Liberties Union, reduced the impact of some of these attempts and defeated many of them.

GRANTEE SUPPORT

Grantees featured online – see link above
(Total support amount to end 2014)

● American Civil Liberties Union	\$6,705,568
● ARC International	\$400,000
● Catholics for Choice	\$250,000
● The Inner Circle	\$450,000
● Lambda Legal	\$750,000
● Mulabi (Astraea Lesbian Foundation for Justice)	\$15,000
● Muslims for Progressive Values	\$25,450
● National Center for Lesbian Rights	\$590,000
● United Coalition of Affirming Africans (Yvette A. Flunder Foundation)	\$150,000



GRANTS AWARDED IN 2014 SOCIAL JUSTICE PROGRAM*

Global Religions

Association of Welcoming & Affirming Baptists

awab.org
Milford, NH
\$50,000

Auburn Theological Seminary

auburnseminary.org
New York, NY
\$150,000

Basic Rights Education Fund

basicrights.org
Portland, OR
\$50,000

Catholics For Choice

catholicsforchoice.org
Washington, DC
\$250,000

Catholics United Education Fund

catholics-united.org
Washington, DC
\$50,000

Central Baptist Theological Seminary

cbts.edu
Shawnee, KS
\$257,000

Chemchemi Ya Ukweli

chemichemi.org
Nairobi, Kenya
\$50,000

Convergence

progressiverenewal.org
Atlanta, GA
\$50,000

Dignity

dignityusa.org
Medford, MA
\$200,000

European Forum of Lesbian and Gay Christian Groups

euroforumlgbtchristians.eu
Rotterdam, Netherlands
\$134,000

European Network on Religion and Belief

enorb.eu
Brussels, Belgium
\$20,000

Faithful America (Citizen Engagement Lab Education Fund)

faithfulamerica.org
Berkeley, CA
\$75,000

Freedom to Marry

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

Gill Foundation

gillfoundation.org
Denver, CO
\$100,000

Interfaith Working Group

transfaithonline.org
Philadelphia, PA
\$150,000

Many Voices

manyvoices.org
Washington, DC
\$100,000

Marin Foundation

thefoundation.org
Chicago, IL
\$45,000

Methodist Federation for Social Action

mfsaweb.org
Washington, DC
\$50,000

Most At-Risk Populations Network

marps.net
Kampala, Uganda
\$50,000

Muslims for Progressive Values

mpvusa.org
Los Angeles, CA
\$15,450

Nehirim

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

Other Sheep

othersheep.org
Florissant, MO
\$32,000

Other Sheep Africa

othersheep.org
Nairobi, Kenya
\$50,000

Pacific School of Religion

psr.edu
Berkeley, CA
\$100,000

Pembizo Christian Council

facebook.com/pembizochristian.council
Nairobi, Kenya
\$95,000

People for the American Way Foundation

pfaw.org
Washington, DC
\$75,000

Political Research Associates

politicalresearch.org
Somerville, MA
\$200,000

Pride Foundation

pridefoundation.org
Seattle, WA
\$100,000

Promundo-US

promundo.org.br
Washington, DC
\$150,000

Protestant Episcopal Church Diocese of Chicago Bishops and Trustees

episcopalchicago.org
Chicago, IL
\$175,000

Reconciling Ministries Network

rmnetwork.org
Chicago, IL
\$181,920

Religion Newswriters Foundation

religionnews.com
Washington, DC
\$120,000

Religious Institute

religiousinstitute.org
Westport, CT
\$90,000

The Alliance of Baptists

allianceofbaptists.org
Atlanta, GA
\$104,500

The American Civil Liberties Union Foundation

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

The Democracy Council of California

democracycouncil.org
Culver City, CA
\$100,000

The Inner Circle

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

The Reformation Project

reformationproject.org
Wichita, KS
\$100,000

Ujamaa Centre for Community Development and Research

ujamaa.ukzn.ac.za
Scottsville, South Africa
\$42,000

*For more information about program areas, see: arcus.link/lgbt.
Country names are given for grantees outside of the United States.

Union Theological Seminary
utsnyc.edu
New York, NY
\$25,940

Women's Alliance for Theology, Ethics and Ritual
waterwomensalliance.org
Silver Spring, MD
\$48,000

Yvette A. Flunder Foundation
Oakland, CA
\$100,000

ZANERELA+
inerela.org
Lusaka, Zambia
\$50,000

International Human Rights**

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

Arab Foundation for Freedoms and Equality
afemena.org
Achrafieh, Lebanon
\$47,000

Astraea Foundation
astraeafoundation.org
New York, NY
\$680,000
\$100,000

Bank Information Center
bicusa.org
Washington, DC
\$12,000
\$35,000

Council for Global Equality (Community Initiatives)
globalequality.org
Washington, DC
\$500,000

Front Line – The International Foundation for the Protection of Human Rights Defenders
frontlinedefenders.org
Dublin, Ireland
\$100,000

GATE – Global Action for Trans Equality (Astraea Foundation)
transactivists.org
New York, NY
\$100,000

Gay & Lesbian Leadership Institute
victoryinstitute.org
Washington, DC
\$10,000

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

Heartland Alliance
heartlandalliance.org
Chicago, IL
\$150,000

Human Dignity Trust
humandignitytrust.org
London, United Kingdom
\$300,000

Human Rights Watch
hrw.org
New York, NY
\$300,000

International Gay and Lesbian Human Rights Commission
iglhrc.org
New York, NY
\$600,000

International Lesbian and Gay Association
ilga.org
Brussels, Belgium
\$220,000

International Service for Human Rights
ishr.ch
Geneva, Switzerland
\$75,000

Irantí-Org
iranti-org.co.za
Johannesburg, South Africa
\$100,000

Los Angeles Gay and Lesbian Community Services Center
lagaycenter.org
Los Angeles, CA
\$50,000

National LGBTQ Task Force
thetaskforce.org
Washington, DC
\$200,525

ORAM – Organization for Refuge, Asylum & Migration
oraminternational.org
San Francisco, CA
\$300,000

Parliamentarians for Global Action
pgaction.org
New York, NY
\$100,000

PILnet
pilnet.org
New York, NY
\$200,000

San Francisco LGBT Community Center
sfcenter.org
San Francisco, CA
\$25,000

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

US Social Justice

Advocates for Informed Choice
aiclegal.org
Cotati, CA
\$50,000

American Civil Liberties Union Foundation
aclu.org
New York, NY
\$100,000

API Equality Northern California (Chinese for Affirmative Action)
apiequalitync.org
San Francisco, CA
\$100,000

Asian American Justice Center
advancingjustice-aajc.org
Washington, DC
\$50,000

Astraea Foundation
astraeafoundation.org
New York, NY
\$500,000
\$300,000

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

Audre Lorde Project
alp.org
New York, NY
\$75,000

BAGLY
bagly.org
Boston, MA
\$8,400

Black Girl Dangerous Press (Positive Results Corporation)
blackgirldangerous.org
Oakland, CA
\$50,000

Black Transmen
blacktransmen.org
Dallas, TX
\$50,000

BreakOUT! (Social & Environmental Entrepreneurs SEE)
youthbreakout.org
New Orleans, LA
\$22,700
\$100,000

Brown Boi Project (Movement Strategy Center)
brownboiproject.com
Oakland, CA
\$90,000

California Institute of Integral Studies
ciis.edu
San Francisco, CA
\$100,000

California Rural Legal Assistance
crla.org
Oakland, CA
\$125,000

Center for American Progress
americanprogress.org
Washington, DC
\$100,000

Equality Advocates PA
equalitypa.org
Philadelphia, PA
\$95,000

Fiji Theater Company
pingchong.org
New York, NY
\$20,500

Freedom Sounds (Br{ache the Silence campaign; BTS) (National Center for Lesbian Rights)
freedomsounds.org
New York, NY
\$100,000

Freedom to Marry
freedomtomarry.org
New York, NY
\$150,000

Friends of PM
pmpress.org
Oakland, CA
\$10,000

Funders for Lesbian and Gay Issues
lgbtfunders.org
New York, NY
\$100,000



Photos © Slobodan Randjelović

**An additional \$660,627 in grants was awarded through the International Human Rights Program to organizations whose names are excluded from this list due to security concerns.



**Gay & Lesbian Alliance
Against Defamation**
glaad.org
Los Angeles, CA
\$100,000

**Gay & Lesbian
Leadership Institute**
victoryinstitute.org
Washington, DC
\$100,000

**Gay, Lesbian & Straight
Education Network**
glsen.org
New York, NY
\$100,000
\$250,000

**Gay-Straight Alliance
Network**
gsanetwork.org
San Francisco, CA
\$100,000

**GetEqual Education
Fund (New Organizing
Institute Education
Fund)**
getequal.org
Riverdale, MD
\$15,000

**Hispanics in
Philanthropy**
hiponline.org
Oakland, CA
\$10,000

**Joint Affinity Groups
(Native Americans in
Philanthropy)**
jointaffinitygroups.org
Minneapolis, MN
\$15,000

**KICK – The Agency for
LGBT African Americans**
e-kick.org
Detroit, MI
\$50,000

**Lesbian and Gay
Community Services
Center**
gaycenter.org
New York, NY
\$50,000

Mazzoni Center
mazzonicenter.org
Philadelphia, PA
\$150,000

**Media Matters for
America**
mediamatters.org
Washington, DC
\$150,000

**National Center for
Lesbian Rights**
nclrights.org
San Francisco, CA
\$100,000

**National Center for
Transgender Equality**
transequality.org
Washington, DC
\$200,000

**National Council on
Crime and Delinquency**
nccdglob.org
Oakland, CA
\$17,000

**National Latina Institute
for Reproductive Health**
latinainstitute.org
New York, NY
\$100,000

**National LGBTQ
Task Force**
thetaskforce.org
Washington, DC
\$250,000

**National Queer Asian
Pacific Islander Alliance**
nqapia.org
New York, NY
\$100,000

NEO Philanthropy
theneodifference.org
New York, NY
\$350,000

**New Voices Pittsburgh
(Sister Song)**
newvoicespittsburgh.org
Pittsburgh, PA
\$25,000

**New York City Gay And
Lesbian Anti-Violence
Project**
avp.org
New York, NY
\$400,000

**Resource Center of
Dallas**
myresourcecenter.org
Dallas, TX
\$8,400

Ruth Ellis Center
ruthelliscenter.com
Highland Park, MI
\$200,000

SisterLove
sisterlove.org
Atlanta, GA
\$8,400

**Southerners on
New Ground**
southernersonnew-
ground.org
Atlanta, GA
\$150,000

Streetwise and Safe
streetwiseandsafe.org
New York, NY
\$150,000

Sundance Institute
sundance.org
Los Angeles, CA
\$50,000
\$200,000

**Sylvia Rivera
Law Project**
srlp.org
New York, NY
\$200,000

**The Freedom Center for
Social Justice**
fcsj.org
Charlotte, NC
\$200,000

**The Gay Lesbian
Bisexual & Transgender
Community Center of
Colorado**
gbltcolorado.org
Denver, CO
\$8,400

Tides Foundation
tidesfoundation.org
San Francisco, CA
\$500,000

**Trans People of Color
Coalition (National
LGBTQ Task Force)**
transpoc.org
Washington, DC
\$50,000

Transgender Law Center
transgenderlawcenter.org
Oakland, CA
\$50,000
\$200,000

**TransLatin@ Coalition
(XQsi Magazine)**
translatinacoalition.org
Glendale, CA
\$5,000

True Colors Fund
truecolorsfund.org
New York, NY
\$125,000

**United We Dream
Network**
unitedwedream.org
Washington, DC
\$150,000

University of Chicago
uchicago.edu
Chicago, IL
\$100,000

You Can Play
youcanplayproject.org
Denver, CO
\$100,000

Special Opportunities

Ali Forney Center
aliforneycenter.org
New York, NY
\$5,000
\$10,000

Arts Resources in Collaboration
eyeondance.org
New York, NY
\$2,500

Asian American-Pacific Islanders in Philanthropy
aapip.org
San Francisco, CA
\$10,000

Casa Ruby
casaruby.org
Washington, DC
\$5,000

Champion Fund Childrens Hospital Adolescent Medicine Programs
championfund.org
Los Angeles, CA
\$2,500

Communication Workers of America
afacwa.org
Washington, DC
\$10,000

Equality Federation Institute
equalityfederation.org
San Francisco, CA
\$2,500
\$7,500

Equality Maine Foundation
equalitymaine.org
Portland, ME
\$25,000

Federal City Performing Arts Association
gmcw.org
Washington, DC
\$5,000

Fiji Theater Company
pingchong.org
New York, NY
\$44,000

Food and Friends
foodandfriends.org
Washington, DC
\$10,000

Gay & Lesbian Advocates & Defenders
glad.org
Boston, MA
\$50,000

Gay, Lesbian & Straight Education Network
glSEN.org
New York, NY
\$5,000

GetEqual Education Fund (NEO Philanthropy)
getequal.org
Riverdale, MD
\$5,000

Green Diversity Initiative
diversegreen.org
Washington, DC
\$30,000

Hetrick-Martin Institute
hmi.org
New York, NY
\$5,000

Horizons Foundation
horizonsfoundation.org
San Francisco, CA
\$100,000

Institute for Student Health
theish.org
Washington, DC
\$5,000

Johns Hopkins University
transatlantic.sais-jhu.edu
Baltimore, MD
\$25,000

Lesbian and Gay Community Services Center
gaycenter.org
New York, NY
\$5,000

LGBT Technology Institute
lgbtttechpartnership.org/
institute
Lost City, WV
\$5,000

Many Voices
manyvoices.org
Washington, DC
\$5,000

Out2Enroll (NEO Philanthropy)
out2enroll.org
Philadelphia, PA
\$100,000

Parents, Families and Friends of Lesbians and Gays – Lubbock Chapter
pflaglubbock.org
Lubbock, TX
\$2,500

Point Foundation
pointfoundation.org
Los Angeles, CA
\$5,000

Racial Justice Action Center (Movement Strategy Center)
rjactioncenter.org
Atlanta, GA
\$5,000

Research Foundation of the City University of New York
rfcuny.org
New York, NY
\$15,000

Ruth Ellis Center
ruthelliscenter.com
Highland Park, MI
\$10,000

Sit-in Movement
sitinmovement.org
Greensboro, NC
\$50,000

Skowhegan School of Painting and Sculpting
skowheganart.org
New York, NY
\$7,500

Spelman College
spelman.edu
Atlanta, GA
\$150,000

StartOut
startout.org
New York, NY
\$50,000

Stonewall Equality
stonewall.org.uk
London, United Kingdom
\$42,000

Teacher's College, Columbia University
tc.columbia.edu
New York, NY
\$50,000

The Albert Kennedy Trust
akt.org.uk
Jesmond, United Kingdom
\$15,700

Theater Offensive
thetheateroffensive.org
Boston, MA
\$5,000

The BRITDOC Foundation
britdoc.org
London, United Kingdom
\$10,000

The New Press
thenewpress.com
New York, NY
\$150,000

The Other Foundation
theotherfoundation.org
Saxonwold, South Africa
\$100,000

Transgender, Gender Variant, Intersex Justice Project
tgijp.org
Oakland, CA
\$5,000

TransTech Social Enterprises, NFP (Allied Media Projects)
transtechsocial.org
Chicago, IL
\$2,500

Trustees of Columbia University in the City of New York
columbia.edu
New York, NY
\$10,000

University of Chicago
uchicago.edu
Chicago, IL
\$10,000

Voto Latino
votolatino.org
Washington, DC
\$10,000

Whitman-Walker Clinic
whitman-walker.org
Washington, DC
\$5,000

Williams Institute on Sexual Orientation Law and Public Policy
research.ucla.edu/ocga
Los Angeles, CA
\$10,000

Learn More

arcus.link/partners



Photos © Slobodan Randjelović

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

AS OF DECEMBER 31, 2014

ASSETS

Cash and cash equivalents	\$ 14,841,276
Accrued interest and dividends	219,584
Due from investment managers	2,144,538
Prepaid federal excise tax	110,482
Property, equipment, and leasehold improvements (net)	1,798,465
Investments	167,854,072
Other assets	697,548
Total Assets	\$ 187,665,965

LIABILITIES

Grants payable (net)	\$ 17,962,019
Accounts payable and accrued expenses	935,951
Deferred federal excise tax	1,250,000
Deferred rent	723,775
Total Liabilities	\$ 20,871,745
Net Assets	166,794,220
Total Liabilities and Net Assets	\$ 187,665,965

This Consolidated Statement of Financial Position is a combined statement for the Arcus Foundation and the Arcus Operating Foundation. The Arcus Operating Foundation supports the mission of the Arcus Foundation through convenings, research, and special projects that increase philanthropic engagement.



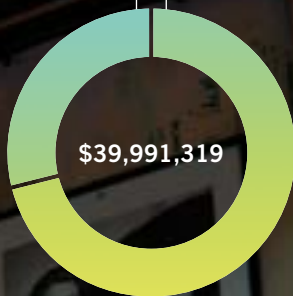
LearnMore

arcus.link/grantmaking

Grants and Operating Expenses 2014

Operating Expenses
\$11,484,817

Grants Awarded
\$28,506,502



Grants Awarded 2014*

**Special Opportunities
\$1,883,451

Employee Match and Misc
\$253,239

GREAT APES PROGRAM
Apes and Ethics
\$245,000

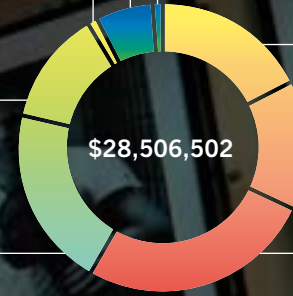
GREAT APES PROGRAM
Apes in Captivity
\$3,662,827

GREAT APES PROGRAM
Conservation of Apes
\$5,816,223

SOCIAL JUSTICE PROGRAM
International
Human Rights
\$5,026,152

SOCIAL JUSTICE PROGRAM
Global Religions
\$4,135,810

SOCIAL JUSTICE PROGRAM
U.S. Social Justice
\$7,483,800



*Reflects decreases of grants awarded in prior years
**Strategic support in response to urgent needs and opportunities





BOARD/ STAFF

AS OF JULY, 2015

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

Slobodan Randjelović
Board Member

Jeff Trandahl
Board Member

Darren Walker
Board Member

Senior Leadership Team

Kevin Jennings
Executive Director

Annette Lanjouw
Vice President, Strategic Initiatives
and Great Apes Program

Jason McGill
Vice President, Social Justice Program

Thomas W. Nichols
Vice President, Finance and Operations

Bryan Simmons
Vice President, Communications

Jennene Tierney
Director, Human Resources

Staff Members

UNITED STATES

Heather Antonissen
Communications Assistant

Monica Charles
Grants Manager

Adrian R. Coman
Director, International Human Rights Program

Desiree Flores
Director, U.S. Social Justice Program

Linda Ho
Controller

Sandor Johnson
Special Assistant to the Executive Director

Melvin Jung
Accounting and Human Resources Associate



LearnMore

 arcus.link/about

Rachel Kimber
Grants Manager

Roz Lee
Director, Social Justice Initiatives

Erica Lim
Social Justice Program Coordinator

Andy Marra
Communications Manager

Linda May
Director, Captive Apes Program

Randall Miller
Director, Global Religions Program

Stephanie Myers
Online Communications Manager

Sebastian Naidoo
Director, Global Media

Linh M. Nguyen
Senior Accountant

Erica Novotny
Director, Grants Management

Cindy Rizzo
Senior Advisor, Evaluation and Strategy

Rafael Torres
Social Justice Administrative Assistant

Stephanie Wade
Administrative Assistant

Daniel Werner
Social Justice Program Assistant

Micah Wood
Finance and Operations Assistant

Eileen Young
Office Coordinator

UNITED KINGDOM

Adam Phillipson
Great Apes Program Officer

Helga Rainer
Director, Conservation Program

Marie Stevenson
Program Associate / UK Office Manager

ART DIRECTION & DESIGN: © Emerson, Wajdowicz Studios / NYC / DesignEWS.com

EDITORIAL TEAM: Editor: Sebastian Naidoo; Writer: Barbara Kancelbaum

Thank you to our grantees, partners, and friends who contributed to the content of this report. © 2015 Arcus Foundation




Back cover & inside back cover photos © 2014 Jabruson (jabruson.photoshelter.com) / Arcus Foundation. All rights reserved.



LearnMore

arcus.link/connect

arcus
FOUNDATION

arcusfoundation.org contact@arcusfoundation.org    [@arcuslgbt](https://twitter.com/arcuslgbt) [@arcusgreatapes](https://twitter.com/arcusgreatapes)

U.S. Office 44 West 28th Street, 17th Floor, New York, NY 10001 U.S. Phone +1.212.488.3000 Fax +1.212.488.3010

U.K. Office Wellington House, East Road, Cambridge CB1 1BH U.K. Phone +44.1223.451050 Fax +44.1223.451100