

AUTONOMOUS LESBIAN, GAY, BISEXUAL,
TRANSGENDER AND QUEER PEOPLE OF COLOR
ORGANIZATIONS IN THE U.S.

Building Communities



CONTENTS

- 1 Introduction
- 2 Key Findings
- 4 Key Recommendations for Grantmakers
- 6 Methodology
- 8 Findings on LGBTQ People of Color Organizations
- 20 LGBTQ Grantmaking to People of Color Organizations and Projects by U.S. Foundations, 2005
- 23 Detailed Recommendations for Grantmakers
- 26 Appendix: List of Organizational Respondents

ACKNOWLEDGEMENTS

Research and Author:

Robert Espinoza

Design:

RD Design

Cover Illustration:

“Un Fuerte Abrazo (One Strong Embrace).” © 2007 Yasmin Hernandez

www.yasminhernandez.com

Printing:

Enterprise Press  **373**

Funders for Lesbian and Gay Issues expressly thanks the organizations that responded to this questionnaire, entrusting us with their information and allowing a closer look into the realities of their sector.

We also extend our thanks to the members of the advisory group, which advised the process for this report, including helping FLGI set the scope of the study, identify respondents and review data. Additionally, a number of LGBTQ people of color organizational leaders reviewed the report and offered feedback; we thank them for enriching the analysis with their unique insights and experiences. Finally, our gratitude goes to Yasmin Hernandez, who again provided an illustration that captures the essence of this historic report.

ADVISORY COMMITTEE

Charlene Allen, Funding Exchange

Heidi Dorow, Wellspring Advisors

Trihn Duong, Funding Exchange

Jewelle Gomez, Horizons Foundation

Tom Kam, Arcus Foundation

Joo-Hyun Kang, Astraea Lesbian Foundation for Justice

Randall Miller, Evelyn & Walter Haas, Jr. Fund

Morris Price, Gill Foundation

Svati Shah, Department of Social and Cultural Analysis, NYU

Alvin Starks, Open Society Institute

Lori Villarosa, Philanthropic Initiative for Racial Equity

REPORT REVIEWERS

Andres Duque, Mano a Mano

Earl Fowlkes, International Federation of Black Prides, Inc.

Priscilla A. Hale, ALLGO

Ashliana Hawelu-Fulgoni, Kulia Na Mamo

Kris Hayashi, Audre Lorde Project

Steven Lawrence, Foundation Center

Oscar de la O, BIENESTAR

Earl L. Plante, National Black Justice Coalition

FUNDERS FOR LESBIAN AND GAY ISSUES STAFF

Robert Espinoza, Director of Research and Communications

Kim Ford, Operations Manager

Luz Guerra, Program Director

Karen Zelermyer, Executive Director



MISSION

Funders for Lesbian and Gay Issues seeks equality and rights for lesbian, gay, bisexual, transgender and queer (LGBTQ) individuals and communities by mobilizing philanthropic resources that advance racial, economic and gender justice.

Introduction

In many important ways, the character of LGBTQ people of color organizations mirrors that of other LGBTQ organizations. These are the stories of people coalescing to form vibrant communities, broaden our understanding of family, and resist discrimination, hostility and ignorance.

And like several of their counterparts, LGBTQ people of color groups have worked to break down different forms of inequity and enhance opportunity for everyone.

Together, across deeply diverse populations, they have organized one another to fight for systemic change, formed culturally appropriate services for their communities, infused the policy realm with their unique perspectives, cultivated artistic communities, and taken on a plethora of social and economic issues.

Their existence debunks the myths that all LGBTQ people are white and all people of color are heterosexual. They model how a multi-faceted response takes shape. They live and breathe the core tenet of social change as based in diversity and connectivity.

BUILDING COMMUNITIES: Autonomous Lesbian, Gay, Bisexual, Transgender and Queer People of Color Organizations in the U.S. is a first-ever report on U.S.-based organizations that are led by and for LGBTQ people of color.

As we discuss later in the report, supporting LGBTQ people of color organizations has a strategic, smart and moral rationale. Our movements need strong, financially secure groups equipped to tackle injustice across communities and issues. Further, we all benefit from strategic, sustainable alliances that work across movements (modeled by LGBTQ people of color groups) as well as from a democratic civic discourse that includes the perspectives of LGBTQ people of color. And racism, like the other inequities of our time, still needs addressing—we can all play a role.

There's strength in numbers, says the adage, affirming the value of measuring dollars and quantifying data on organizations. Yet it also speaks to the importance of committing philanthropic dollars to a critical sector at a historic moment. *We're stronger together*, is what the adage means. And what could be more fortuitous than strengthening groups that are firmly rooted in our many modern-day struggles?

After all, **THE POSSIBILITIES FOR CHANGE**, like our communities, are panoramic.



Karen Zeldermyer
Executive Director



Robert Espinoza
Director of Research and Communications

Key Findings

These findings should be read with caution. Because this research represents a first-time attempt to identify and describe these groups, they do not represent the universe of U.S.-based autonomous LGBTQ people of color organizations. Over time, we anticipate this data sample to expand and deepen.

→ **EIGHTY-FOUR AUTONOMOUS LGBTQ PEOPLE OF COLOR ORGANIZATIONS RESPONDED TO THIS FIRST-TIME STUDY—TOGETHER, THESE RESPONDENTS INHABIT 20 STATES (PLUS PUERTO RICO AND WASHINGTON, DC), EMPLOY 223 STAFF MEMBERS, COORDINATE 1,635 VOLUNTEERS AND REPRESENT 37,331 MEMBERS.**

→ **MOST ORGANIZATIONS THAT RESPONDED TO THIS SURVEY FOCUSED ON PEOPLE OF COLOR IN GENERAL (35%), PEOPLE OF AFRICAN DESCENT (32%) AND HISPANIC/LATINA AND LATINO PEOPLE (25%).**

The two least cited populations of focus by race/ethnicity, were Arab and Iranian people (5 percent) and South Asian people (5 percent).

→ **WHILE MANY ORGANIZATIONS REPORTED EMPLOYING A VARIETY OF STRATEGIES AND WORKING ON A RANGE OF ISSUES, COMMUNITY BUILDING WAS THE MOST CITED STRATEGY (86 PERCENT) AND ISSUE (74 PERCENT) AMONG LGBTQ PEOPLE OF COLOR ORGANIZATIONS THAT RESPONDED TO THIS SURVEY.¹**

Other strategies frequently cited include community organizing, advocacy, culture and public education, while other frequently cited issues include homophobia, visibility, HIV/AIDS and gender identity.

→ **LGBTQ PEOPLE OF COLOR ORGANIZATIONS TYPICALLY OPERATE WITH LITTLE TO NO PAID STAFFING AND ON SMALL ANNUAL BUDGETS; 68 PERCENT OF GROUPS HAVE ANNUAL BUDGETS OF \$50,000 OR LESS.** Further, half of these groups do not have a 501(c)(3); many also lack a fiscal sponsor. Sixty-two percent of groups have no paid staff members.

→ **MORE THAN HALF (56 PERCENT) OF ALL LGBTQ PEOPLE OF COLOR ORGANIZATIONS WORK AT THE LOCAL LEVEL AND ALMOST ALL RESIDE IN URBAN SETTINGS OR MIXED ENVIRONMENTS.** Only one group reported being based in a rural area.

¹ For the purposes of this study, “community building” was included as both a strategy and an issue. As a strategy, organizations may choose to build communities in order to broaden networks of support and eventually coalesce toward a desired outcome. As an issue, organizations may devote efforts simply to strengthening connectivity (“community building”) among their constituencies. Finally, we define “community organizing” as a strategy in which community members are mobilized to help achieve a defined goal.

- **THE MOST FREQUENTLY CITED POPULATIONS ADDRESSED BY LGBTQ PEOPLE OF COLOR ORGANIZATIONS WERE ADULTS (40%), PEOPLE LIVING WITH HIV/AIDS (37%), POOR AND ECONOMICALLY DISADVANTAGED PEOPLE (35%), MEN (32%) AND WOMEN (31%).** The least frequently cited populations were people with disabilities (7%), elders and seniors (6%), people involved in the military (4%) and a wide range of specific, faith-based populations, including Christian (5%), Muslim (2%), secular (2%) and Buddhist (1%).
- **A NUMBER OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS ARE LED PREDOMINANTLY BY MARGINALIZED POPULATIONS WITHIN THEIR OWN COMMUNITIES, INCLUDING WOMEN (38%), POOR AND LOW-INCOME PEOPLE (15%), YOUNG PEOPLE (14%), TRANSGENDER AND GENDER NON-CONFORMING PEOPLE (11%) AND PEOPLE LIVING WITH HIV/AIDS (11%).** In contrast, 39 percent of groups are led predominantly by men.
- **LGBTQ PEOPLE OF COLOR ORGANIZATIONS ROUTINELY CITED A WIDE RANGE OF POPULATIONS AND ISSUES SHAPED BY POVERTY AND ECONOMIC INJUSTICE AS PRIORITIES.** Thirty-five percent of groups work to address the needs of poor and economically disadvantaged people. Further, numerous LGBTQ people of color groups cited working across a spectrum of parallel populations and issues, including people living with HIV/AIDS, immigrants, sex workers and people involved in the criminal justice system, in addition to issues such as anti-police brutality, housing, education, labor/employment and economic justice, among many others.
- **COMMUNITY EVENTS AND INDIVIDUAL DONORS/MEMBERS PLAY A SIGNIFICANT ROLE IN FINANCIALLY SUPPORTING LGBTQ PEOPLE OF COLOR ORGANIZATIONS.** In contrast, these groups tend to receive less revenue from government sources, corporations and foundations. As the data on LGBTQ grantmaking by U.S. foundation demonstrates, in 2005 total giving and grants to LGBTQ people of color organizations and projects made up less than 6 percent of all foundation giving to LGBTQ issues.²

**LGBTQ people of color organizations
typically operate with little to no paid staffing
and on small annual budgets.**

² Funders for Lesbian and Gay Issues, *Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking by U.S. Foundations: Calendar Year 2005* (New York: FLGI, 2007).

Key Recommendations for Grantmakers³

The following recommendations are based in the belief that supporting autonomous LGBTQ people of color organizations strengthens the overall capacity of our LGBTQ movement, while promoting fairness and opportunity for everyone.

Foremost, providing grants to LGBTQ people of color groups enhances their financial security, which better equips them to tackle a variety of policy battles and to shift public attitudes across their many audiences—a must for achieving broad-based LGBTQ rights. Given the plethora of issues addressed by these groups, as well as their involvement in a range of political struggles, investing in this sector can also bring about the kind of strategic, sustainable alliances necessary to achieve our collective goals. We're stronger together.

We also believe that supporting the leadership of LGBTQ people of color—inadequately represented as leaders in local, state and national LGBTQ organizations—promotes a more inclusive civic discourse. And by dealing directly with the racial divisions that splinter our organizations, our movements and our society, we contribute to a healthier political dynamic and to the well-being of LGBTQ communities of color.

Dr. King reminds us: “All life is interrelated. What affects one directly affects all indirectly.” So imagine the possibilities. Organizations with agendas representing the full spectrum of our communities. Diverse activists creating participatory, institutional cultures that repair racial, economic and gender inequities. And, ultimately, a movement led by many, working for a vision of social change as multi-faceted as the realities of our communities.

³ In May 2006, Funders for Lesbian and Gay Issues commissioned an internal report to assess the state of LGBTQ people of color organizations and projects in the U.S. Based largely on data collected from interviews with 15 of these organizations, the report provided a series of recommendations for both FLGI and the broader philanthropic field. Many of these recommendations either take directly or borrow from that report, which was authored by Lynette E. Campbell, Joo-Hyun Kang and Karen Zelsermyer. Additional input was provided to that internal report by Heidi Dorow and Morris Price.

- PROVIDE GRANTS FOR GENERAL SUPPORT, WHICH ALLOW ORGANIZATIONS TO SELF-DETERMINE THEIR NEEDS.
- WHEN DEALING WITH AUTONOMOUS LGBTQ PEOPLE OF COLOR ORGANIZATIONS, BEWARE OF THE GRANTMAKER IMPULSE TO INVEST IN "ORGANIZATIONAL CAPACITY" AS A PRECONDITION FOR—OR INSTEAD OF—PROVIDING GRANTS.
- SUPPORT GROUPS THAT MAY NOT BE IMMEDIATELY SEEKING TO BUILD INFRASTRUCTURE, INCLUDING MANY GROUPS WITHOUT A 501(C)(3) AND SMALL ANNUAL BUDGETS.
- ENSURE FLEXIBILITY IN GRANTMAKING TO RECOGNIZE THAT MANY LGBTQ PEOPLE OF COLOR ORGANIZATIONS ARE MULTI-ISSUE IN NATURE AND OPERATE WITH A VARIETY OF ORGANIZATIONAL STRUCTURES.
- DEVISE A GRANTMAKING PROCESS THAT DRAWS ON THE EXPERIENCES OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS.
- INTEGRATE A RACIAL EQUITY LENS INTO YOUR GRANTMAKING, BEGINNING WITH AN INTERNAL RACIAL EQUITY AUDIT THAT EXAMINES UNINTENTIONAL BARRIERS WITHIN YOUR FOUNDATION THAT MAY EXCLUDE LGBTQ PEOPLE OF COLOR ORGANIZATIONS AND PROJECTS FROM RECEIVING GRANTS.
- DEVISE AND IMPLEMENT A GRANT CODING SYSTEM THAT MEASURES SUPPORT FOR AUTONOMOUS LGBTQ PEOPLE OF COLOR ORGANIZATIONS—NOT SIMPLY PROGRAMS AND PROJECTS HOUSED WITHIN BROADER LGBTQ ORGANIZATIONS THAT SERVE LGBTQ COMMUNITIES OF COLOR.
- PROVIDE MULTI-YEAR GRANTS.
- CONSIDER PARTNERING WITH OTHER GRANTMAKERS THAT HAVE EXPERTISE IN THESE AREAS TO ENSURE ADEQUATE SUPPORT FOR LGBTQ PEOPLE OF COLOR ORGANIZATIONS, INCLUDING MANY THAT OPERATE AT THE LOCAL LEVEL.
- FUND ORGANIZATIONS THAT PROVIDE CULTURALLY COMPETENT LEADERSHIP DEVELOPMENT AND CAPACITY BUILDING, OR ADMINISTER GRANTS, TO LGBTQ PEOPLE OF COLOR ORGANIZATIONS AT LOCAL, REGIONAL, STATE AND NATIONAL LEVELS.

For detailed recommendations, see page 23.

RESEARCH ACTIVITY	DESCRIPTION	SUBJECTS	TOTAL RESPONDENTS
Online Questionnaire	27-item questionnaire administered online, distributed through email in English. The data was collected between April and August 2007.	U.S.-based organizations run by and for LGBTQ people of color, as reflected in their missions, leadership and programs. To qualify for this report, organizations must be comprised of at least 75 percent LGBTQ people of color in their make-up and leadership; organizations with both staff members and a board of directors must have a 75 percent composition in both entities.	84 organizations

Methodology

In the absence of a single, comprehensive listing of autonomous LGBTQ people of color organizations in the U.S., we opted to use an online, cascading survey model. Through this model, the survey was initially distributed via email through two Funders for Lesbian and Gay Issues channels: a database of LGBTQ grantmakers and a database of LGBTQ organizations. Together, this group totaled more than 1,000 email contacts.

Additionally, we asked email recipients to forward the survey to personal contacts and institutional email lists, as well as to post it on available list-serves. People who received this email were then asked to forward it to other organizations that qualified in the hopes that, over time, through multiple forwarding of emails, the number of respondents would magnify. After two months of data collection, additional groups were identified, contacted and encouraged to complete the questionnaire.

ELIGIBILITY FOR INCLUSION. To be eligible for the questionnaire, organizations were required to meet two criteria. First, they needed to self-identify as organizations run by and for LGBTQ people of color, as reflected in their missions, leadership and programs; this included organizations run entirely by volunteers. Second, they were required to be comprised of at least 75 percent LGBTQ people of color in their make-up and leadership; organizations with both staff members and a board of directors needed to have a 75 percent composition in both entities. Not eligible for the report were LGBTQ people of color groups that were folded into the programming of LGBTQ statewide organizations and community centers (or other institutions), or student organizations on college campuses and universities.⁴

POPULATION. Approximately 208 people accessed the questionnaire and 99 completed it. Once duplicates and ineligible responses were removed, 84 respondents were included in the data.⁵

CLASSIFICATION. LGBTQ people of color organizations provided basic contact information for the full docket listing, as well as confidential information on their geographic locations; geographic focuses; population focuses; organizational strategies and issues; organizational leadership; and organizational characteristics such as annual budgets, tax status, in-kind contributions, etc. Through two open-ended questions, organizations were encouraged to provide feedback on the questionnaire and the project in order to assist us in our learning and help refine the questionnaire in future years.

LIMITATIONS

While the data findings are useful as a current snapshot of autonomous LGBTQ people of color organizations in the U.S., caution should be taken when drawing decisive conclusions. When interpreting results from this data, the following limitations should be considered:

RESPONSE BIAS IN REGARDS TO LANGUAGE OR SELF-IDENTIFICATION. Because the survey was distributed online in English, potential respondents who did not have access to computers or the internet, or who were unable to respond in English, are likely not represented in the data. Further, organizations that do not self-identify as autonomous LGBTQ people of color organizations, or groups that opted to not offer information, are not represented in the data. It is unknown whether, or how, these two groups (respondents and non-respondents) differ from one another.

GENERALIZABILITY OF DATA. Because no accurate measure or listing exists on the universe of autonomous, LGBTQ people of color organizations in the U.S., we cannot determine if our data sample is exhaustive. Further, without additional data from future years, we cannot ascertain the extent to which these findings would shift or have shifted over time. Findings should be read as a one-year snapshot of autonomous LGBTQ people of color organizations in the U.S.

MISSING ORGANIZATIONS. Finally, this report omits potential autonomous LGBTQ people of color organizations that were identified through our online research yet were for unknown reasons unable—or chose not—to complete the questionnaire.

⁴ Because our intent was to produce comprehensive information on this sector, we paid careful attention to include: organizations without 501(c)(3)s; organizations with less visibility or political and economic clout; organizations run by and for women, poor and low-income people, and transgender and gender nonconforming people; and organizations with missions and strategies that were politically marginalized or deemed by some as less “mainstream.” However, broadening the criteria for inclusion and maintaining a tight research focus creates dialectic tensions and imperfections. For example, the 75 percent figure was meant to promote a significant majority of LGBTQ people of color leadership, while allowing for the occasional presence of allies who do not identify as LGBTQ people of color, especially in geographic areas where this decision felt necessary. Unfortunately, anecdotal evidence suggests that a few organizations felt constrained, or were confused, by this percentage and may have opted to not complete the survey. To ensure that our research methods are not isolating, we will revisit these criteria in the future.

⁵ The advisory group for this report reviewed the list of respondents and flagged those that, through the description they provided, did not seemingly fit the criteria for inclusion. Funders for Lesbian and Gay Issues then contacted these respondents to obtain a more nuanced understanding of their organizations and determine whether they qualified for the report. Many of these respondents were either LGBTQ people of color projects folded into the programming of broader organizations, or organizations whose demographics were largely LGBTQ people of color but whose core missions were not centered on LGBTQ communities of color.

Findings on LGBTQ People of Color Organizations⁶

SUMMARY STATISTICS FOR LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007

Number of Organizations	84
Number of States	20 ⁷
Median Number of Paid Staff Members	0
Median Number of Volunteers	12
Median Number of Members	40

GEOGRAPHIC LOCATION, FOCUS AND SETTING

HALF OF THE ORGANIZATIONS THAT RESPONDED TO THIS SURVEY ARE CONCENTRATED IN CALIFORNIA, NEW YORK AND WASHINGTON, DC. However, organizational responses came from 20 states, Puerto Rico and Washington, D.C., which collectively represent every region of the country.

56 PERCENT OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS WORK AT THE LOCAL LEVEL, 29 PERCENT HAVE A NATIONAL FOCUS AND 26 PERCENT HAVE A STATE FOCUS. Further, 18 percent of organizations (15 groups) reported having multiple geographic focuses.

ALMOST ALL LGBTQ PEOPLE OF COLOR ORGANIZATIONS REPORTED RESIDING IN URBAN SETTINGS OR IN MIXED ENVIRONMENTS.

One group reported being based in a rural setting and no group reported residing in a suburban environment.

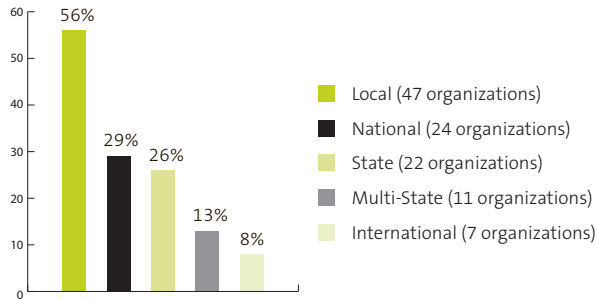
DISTRIBUTION BY STATE, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007

New York	18	21%
California	16	19%
Washington, DC	8	10%
Pennsylvania	6	7%
Illinois	4	5%
Michigan	4	5%
Texas	4	5%
Washington	4	5%
Georgia	3	4%
Massachusetts	3	4%
Colorado	2	2%
Minnesota	2	2%
Alaska	1	1%
Arizona	1	1%
Hawaii	1	1%
Kentucky	1	1%
Maryland	1	1%
New Jersey	1	1%
Ohio	1	1%
Oregon	1	1%
Puerto Rico	1	1%
South Carolina	1	1%

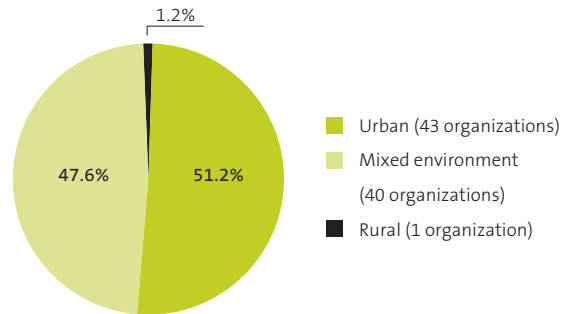
⁶ These findings should be read with caution. Because this research represents a first-time attempt to identify and describe these groups, they do not represent the universe of U.S.-based autonomous LGBTQ people of color organizations. Over time, we anticipate this data sample to expand and deepen.

⁷ In addition to these 20 states, responses came from groups based in Puerto Rico and Washington, DC.

DISTRIBUTION BY GEOGRAPHIC FOCUS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007⁸



DISTRIBUTION BY GEOGRAPHIC SETTING, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



DISTRIBUTION BY GEOGRAPHIC FOCUS AND POPULATION, LGBTQ PEOPLE OF COLOR ORGANIZATIONS SERVING VARIOUS POPULATIONS, 2007⁹

Population	Number of Organizations	% Local	% State	% Multi-State	% National	% International
All LGBTQ People of Color	84	56%	26%	13%	29%	8%
Lesbians	15	47%	27%	18%	29%	0%
Aging/Elders/Senior Citizens	5	6%	12%	0%	18%	0%
Children and Youth	13	54%	31%	8%	46%	0%
Transgender and Gender Non-Conforming	23	43%	22%	13%	43%	9%
People of African Descent	27	56%	22%	7%	44%	11%
Hispanic/Latina and Latino	21	67%	29%	5%	19%	5%
Native American/Two Spirit	11	45%	45%	18%	18%	9%
Asian/Pacific Islander	10	80%	30%	20%	20%	20%
Arab and Iranian	4	25%	50%	25%	25%	25%
South Asian	4	75%	50%	50%	0%	0%
Immigrants/Newcomers/Refugees	22	50%	27%	23%	27%	14%
Incarcerated/Formerly Incarcerated	10	30%	60%	0%	40%	
People Living with HIV/AIDS	31	52%	29%	3%	32%	3%
People with Disabilities	6	33%	67%	0%	50%	0%
Poor/Economically Disadvantaged	29	45%	31%	7%	38%	0%
Sex Workers	13	54%	38%	0%	31%	8%

⁸ Recognizing that organizations can have a variety of geographic focuses, multiple responses were allowed. For specific organizational responses, please see the complete list of organizations in the Appendix.

⁹ This includes groups that primarily focus on these populations as well as groups that explicitly, though secondarily, focus on these populations. For general statistics on LGBTQ people of color groups that are led predominantly by men, women, poor and low-income people, young people, transgender and gender non-conforming people, and people living with HIV/AIDS, see the “leadership” section on page 14.

POPULATION FOCUS¹⁰

A MAJORITY OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS—57 PERCENT—ADDRESS PEOPLE OF AFRICAN DESCENT (32 PERCENT) AND/OR HISPANIC/LATINA AND LATINO PEOPLE (25 PERCENT). The two least frequently cited populations were Arab and Iranian people, and South Asians.

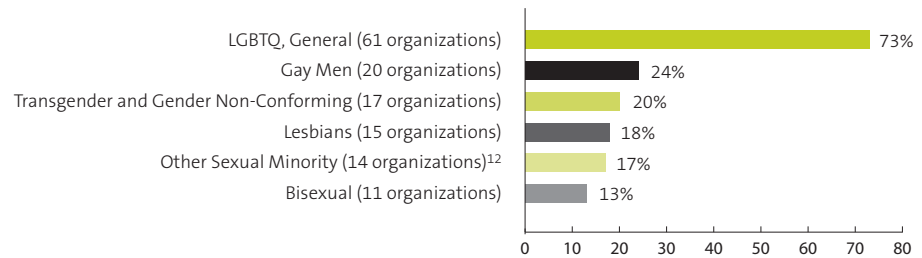
MOST LGBTQ PEOPLE OF COLOR ORGANIZATIONS FOCUS PRIMARILY ON THE GENERAL LGBTQ POPULATION.

Thirteen percent of groups explicitly address bisexuals.

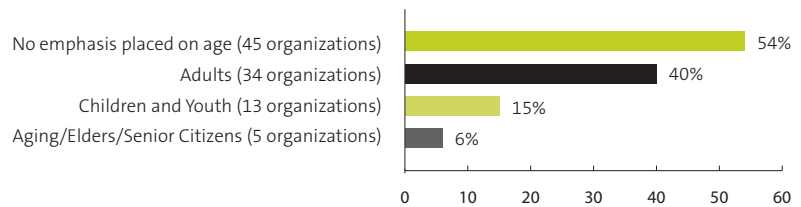
A MAJORITY OF GROUPS—52 PERCENT—PLACE NO EMPHASIS ON POPULATIONS BY GENDER/GENDER IDENTITY.

Approximately one in four LGBTQ people of color organizations address transgender and gender non-conforming people, while 32 and 31 percent address men and women, respectively.

DISTRIBUTION BY LGBTQ POPULATION, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007¹¹



DISTRIBUTION BY AGE, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007¹³



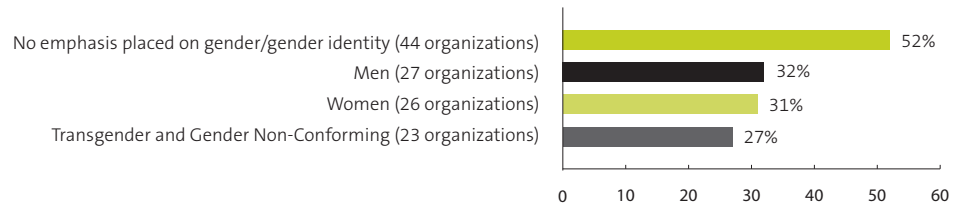
¹⁰ Classification systems for these types of questions are sensitive, politically charged, imperfect and often neither mutually exclusive nor exhaustive. Respondents were asked to select the option(s) that best characterized the population(s) on which they explicitly focused, which often included multiple groups within categories. Further, organizations could be exclusively focused on this population or explicitly addressing this population as part of a spectrum of other groups. Respondents were also permitted to skip questions if the frame and wording did not represent their organizational realities or worldviews.

¹¹ Multiple responses were allowed.

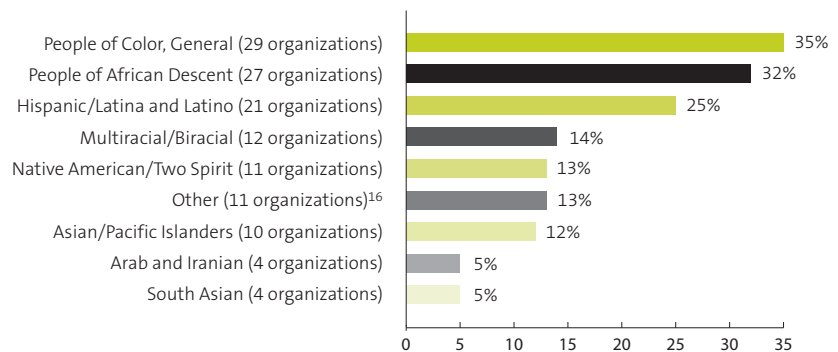
¹² Other groups identified by respondents include same-gender-loving, questioning and Two Spirit people.

¹³ Multiple responses were allowed.

DISTRIBUTION BY GENDER/GENDER IDENTITY,
LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007¹⁴



DISTRIBUTION BY RACE/ETHNICITY,
LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007¹⁵



FIFTEEN PERCENT OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS ADDRESS CHILDREN AND YOUTH AND SIX PERCENT ADDRESS ELDERS/SENIOR CITIZENS. A majority of respondents noted not placing an emphasis on a specific population by age.

OTHER POPULATIONS THAT LGBTQ PEOPLE OF COLOR ORGANIZATIONS CITED ADDRESSING INCLUDE PEOPLE LIVING WITH HIV/AIDS (37%); POOR AND ECONOMICALLY DISADVANTAGED PEOPLE (35%); AND IMMIGRANTS, NEWCOMERS AND REFUGEES (26%). In addition, various organizations reported working with sex workers, incarcerated and formerly incarcerated people, people with disabilities, and people involved in the military.

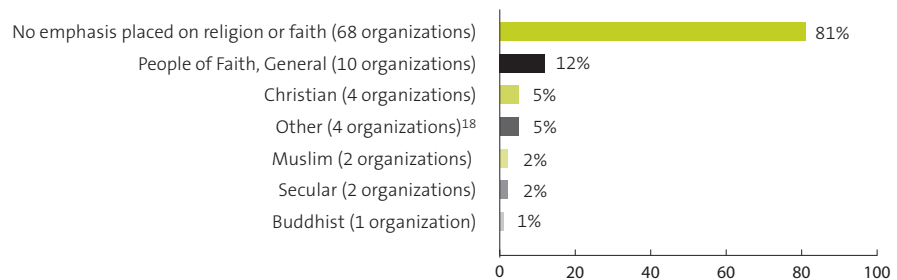
¹⁴ Multiple responses were allowed.

¹⁵ Multiple responses were allowed. Moreover, as with many of the other population categories, an explicit focus on a specific racial/ethnic population does not necessarily mean that the group is led by and for that specific population. Rather, respondents were asked to identify all populations served by their organization.

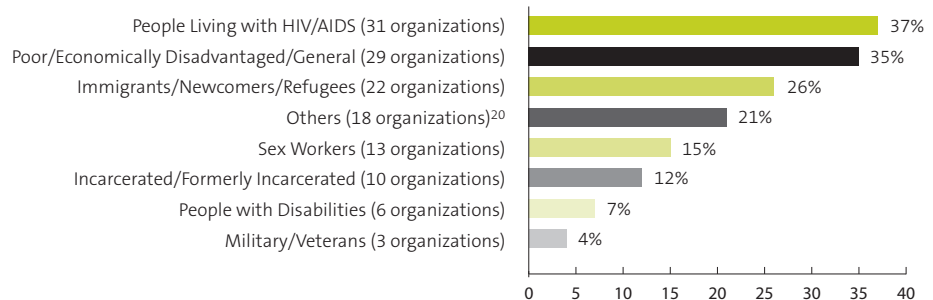
¹⁶ Other groups identified by respondents include Afro-Caribbean people, Dominicans, Hawaiians, Koreans, Mexican immigrants, Puerto Ricans and the general public.

A LARGE MAJORITY OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS—81 PERCENT—REPORTED NOT PLACING AN EMPHASIS ON POPULATIONS BY RELIGION, FAITH OR SPIRITUALITY. Of those groups that explicitly addressed people of various faiths and spiritualities, the populations they reach include general communities of faith, as well as Buddhist, Christian, Muslim and secular people.

DISTRIBUTION BY RELIGION OR FAITH, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007¹⁷



DISTRIBUTION BY OTHER POPULATIONS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007¹⁹



¹⁷ Multiple responses were allowed. Moreover, as with many of the other population categories, an explicit focus on a specific population of faith does not necessarily mean that the group is led by and for that specific population. Rather, respondents were asked to identify all populations served by their organization. None of the groups indicated a specific focus on the Jewish population.

¹⁸ Other groups identified by respondents include earth-based spirituality, and ecumenical and pre-Christian (aboriginal).

¹⁹ Multiple responses were allowed. Again, as with many of the other population categories, an explicit focus on a specific population does not necessarily mean that the group is led by and for that specific population. Rather, respondents were asked to identify all populations served by their organization.

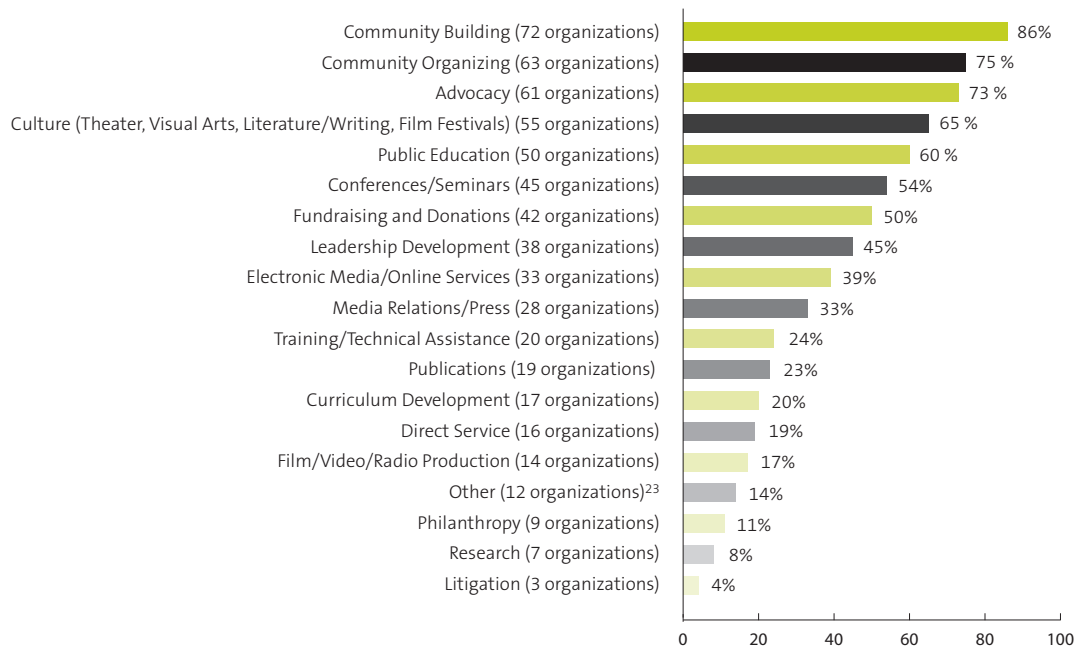
²⁰ Other groups identified by respondents include college students, the general public, international indigenous people and tribal people without borders, and rural migrants.

ORGANIZATIONAL STRATEGIES AND ISSUES

WHILE MANY ORGANIZATIONS REPORTED EMPLOYING A VARIETY OF STRATEGIES, THE FIVE MOST FREQUENTLY CITED STRATEGIES USED BY LGBTQ PEOPLE OF COLOR ORGANIZATIONS WERE (1) COMMUNITY BUILDING, (2) COMMUNITY ORGANIZING, (3) ADVOCACY, (4) CULTURE AND (5) PUBLIC EDUCATION.²¹ The least cited strategies included philanthropy (11 percent) and research (8 percent).

WHILE MANY ORGANIZATIONS REPORTED WORKING ON A VARIETY OF ISSUES, THE FIVE MOST FREQUENTLY CITED ISSUES PRIORITIZED BY LGBTQ PEOPLE OF COLOR ORGANIZATIONS WERE (1) COMMUNITY BUILDING, (2) HOMOPHOBIA, (3) VISIBILITY, (4) HIV/AIDS AND (5) GENDER IDENTITY. The least cited issues included military non-discrimination (5%), philanthropy (5%), prisoner rights (5%) and environmental justice (2%).

**DISTRIBUTION BY STRATEGY,
LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007²²**

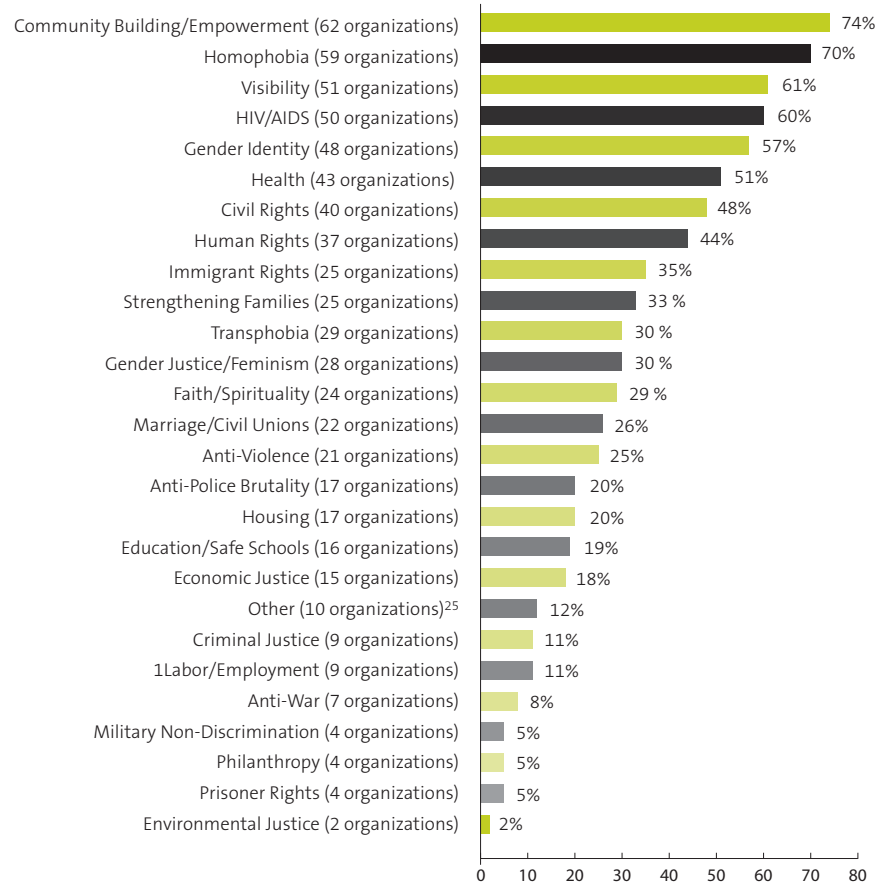


²¹ For the purposes of this study, community building was included as both a strategy and an issue. As a strategy, organizations may choose to build communities in order to broaden networks of support and eventually coalesce toward a desired outcome. As an issue, organizations may devote a certain portion of their efforts simply to strengthening connectivity (“community building”) among their constituencies. Finally, we define “community organizing” as a strategy in which community members are mobilized to help achieve a defined goal.

²² Multiple responses were allowed.

²³ Other strategies identified by respondents include discussion groups and forums, documentation and resource referral for asylees, meals, monthly social events, networking, outreach efforts and visibility activities.

DISTRIBUTION BY ISSUE,
LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007²⁴



LEADERSHIP²⁶

39% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS (33 ORGANIZATIONS) ARE LED PREDOMINANTLY BY MEN.

38% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS (32 ORGANIZATIONS) ARE LED PREDOMINANTLY BY WOMEN.

15% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS (13 ORGANIZATIONS) ARE LED PREDOMINANTLY BY POOR AND LOW-INCOME PEOPLE.

14% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS (12 ORGANIZATIONS) ARE LED PREDOMINANTLY BY YOUNG PEOPLE.

13% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS (11 ORGANIZATIONS) ARE LED PREDOMINANTLY BY TRANSGENDER AND GENDER NON-CONFORMING PEOPLE.

11% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS (9 ORGANIZATIONS) ARE LED PREDOMINANTLY BY PEOPLE LIVING WITH HIV/AIDS.

²⁴ Multiple responses were allowed.

²⁵ Other issues identified by respondents include gentrification, literacy, mentoring, Native American issues and concerns regarding public space.

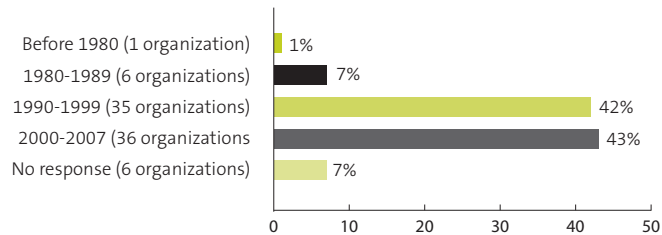
ORGANIZATIONAL CHARACTERISTICS

NEARLY ALL OF THE LGBTQ PEOPLE OF COLOR ORGANIZATIONS (85 PERCENT) THAT RESPONDED TO THIS SURVEY WERE FOUNDED AFTER 1990; ROUGHLY HALF OF THESE GROUPS CAME ABOUT IN THE '90s AND THE OTHER HALF ORIGINATED IN THE CURRENT DECADE. Seven groups were founded before the 1990s.

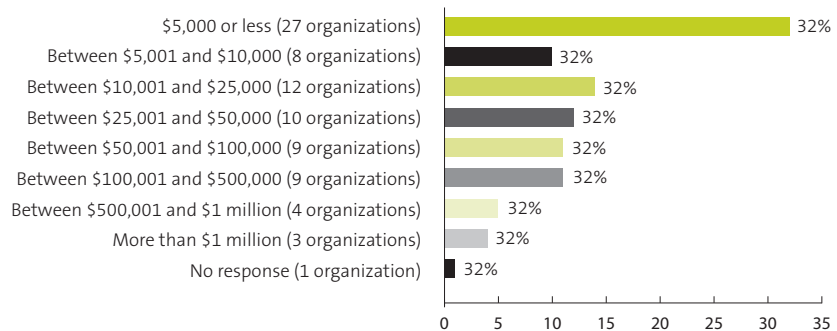
ONE IN THREE LGBTQ PEOPLE OF COLOR ORGANIZATIONS OPERATES ON AN ANNUAL BUDGET OF \$5,000 OR LESS; A LARGE MAJORITY (68 PERCENT) HAVE YEARLY BUDGETS OF \$50,000 OR LESS. Roughly one in five groups has an annual budget of more than \$100,000.

49% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS HAVE A 501(C)(3) STATUS, 30% DO NOT HAVE A 501(C)(3) YET HAVE A FISCAL SPONSOR, AND 20% DO NOT HAVE A 501(C)(3) STATUS OR A FISCAL SPONSOR.²⁷

DISTRIBUTION BY YEAR FOUNDED RANGE,
LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



DISTRIBUTION BY ANNUAL BUDGET RANGE,
LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



²⁷ One respondent skipped this question.

STAFFING, VOLUNTEERS AND MEMBERS

62% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS HAVE NO PAID STAFF MEMBERS; THE MEDIAN NUMBER OF PAID STAFF MEMBERS FOR LGBTQ PEOPLE OF COLOR ORGANIZATIONS IS ZERO.

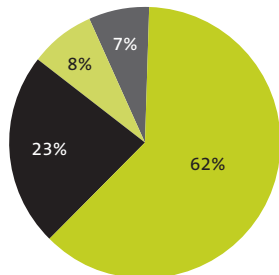
11% OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS HAVE ONLY PART-TIME STAFFING.

THE MEDIAN NUMBER OF VOLUNTEERS FOR LGBTQ PEOPLE OF COLOR ORGANIZATIONS IS 12.

THE MEDIAN NUMBER OF MEMBERS FOR LGBTQ PEOPLE OF COLOR ORGANIZATIONS IS 40.

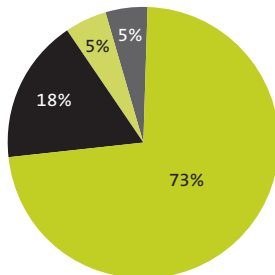
IN TOTAL, THE LGBTQ PEOPLE OF COLOR ORGANIZATIONS THAT RESPONDED TO THIS SURVEY EMPLOY 223 STAFF MEMBERS,²⁸ HANDLE 1,635 VOLUNTEERS AND REPRESENT 37,331 MEMBERS.

DISTRIBUTION BY PAID STAFF MEMBERS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



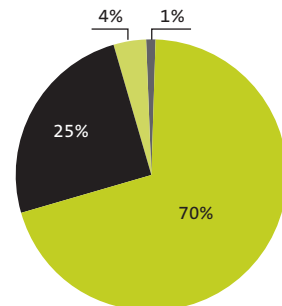
- None (52 organizations)
- 1-5 (19 organizations)
- 6-10 (7 organizations)
- More than 10 (6 organizations)

DISTRIBUTION BY PAID *FULL-TIME* STAFF MEMBERS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



- None (61 organizations)
- 1-5 (15 organizations)
- 6-10 (4 organizations)
- More than 10 (4 organizations)

DISTRIBUTION BY PAID *PART-TIME* STAFF MEMBERS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



- None (4 organizations)
- 1-5 (21 organizations)
- 6-10 (3 organizations)
- More than 10 (1 organization)

²⁸ Of these 223 paid staff members, 100 are employed at one organization.

POPULATION DISTRIBUTION BY MEDIAN NUMBER OF PAID STAFF MEMBERS, VOLUNTEERS AND MEMBERS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007

Population	Number of Organizations	Median # of Paid Staff Members	Median # of Volunteers	Median # of Members
All LGBTQ People of Color	84	0	12	40
Lesbians	15	1	20	50
Aging/Elders/Senior Citizens	5	4	15	1006
Children and Youth	13	3	20	79
Transgender and Gender Non-Conforming	23	1	15	65
People of African Descent	27	1	12	23
Hispanic/Latina and Latino	21	1	20	112.5
Native American/Two Spirit	11	0	7.5	30
Asian/Pacific Islander	10	0	8.5	60
Arab and Iranian	4	0	3	2,525
South Asian	4	0	30	300
Immigrants/Newcomers/Refugees	22	0	11	75
Incarcerated/Formerly Incarcerated	10	0.5	14	34
People Living with HIV/AIDS	31	3	15	67.5
People with Disabilities	6	0.5	15	34.5
Poor/Economically Disadvantaged	29	3	15	75
Sex Workers	1	3	15	75

REVENUE AND RESOURCES

ALL LGBTQ PEOPLE OF COLOR ORGANIZATIONS REPORTED RECEIVING FUNDING SUPPORT FROM INDIVIDUAL DONORS/MEMBERS FOR THEIR CURRENT ANNUAL INCOMES; TWO IN THREE GROUPS ESTIMATE THAT 25 PERCENT OR LESS OF THEIR ANNUAL INCOMES COMES FROM INDIVIDUAL DONORS/MEMBERS. Eleven organizations reported that support from individual donors/members makes up most or all of their funding (75 to 100 percent).

ALL LGBTQ PEOPLE OF COLOR ORGANIZATIONS RELY ON COMMUNITY EVENTS TO SPUR FUNDING FOR THEIR GROUPS; FOR THE LARGE MAJORITY, THE MONEY RAISED FROM COMMUNITY EVENTS SUPPORTS 25 PERCENT OR LESS OF THEIR CURRENT ANNUAL INCOMES.

²⁹ Only one group addressing Arab and Iranian populations has any paid staff members.

³⁰ Only three groups addressing Native American/Two Spirit people have any paid staff members.

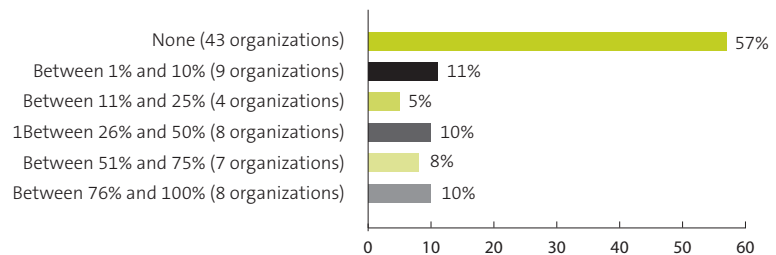
70 PERCENT OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS HAVE RECEIVED IN-KIND CONTRIBUTIONS, 14 PERCENT HAVE NOT AND 14 PERCENT ARE NOT SURE.³¹

THREE IN FOUR LGBTQ PEOPLE OF COLOR ORGANIZATIONS REPORTED NOT RECEIVING CORPORATE MONEY TO SUPPORT THEIR CURRENT ANNUAL INCOMES. Of those that did receive corporate support, most noted that it funded 10 percent or less of their annual incomes.

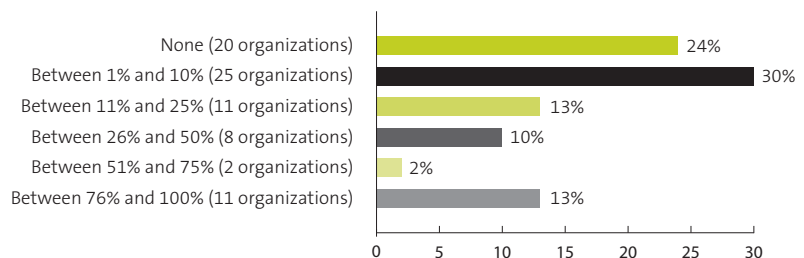
A LARGE MAJORITY OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS (69 PERCENT) REPORTED NOT RECEIVING ANY GOVERNMENT FUNDING FOR THEIR CURRENT ANNUAL INCOMES. Of those groups that did receive government support, the majority reported that it constituted anywhere from 25 to 100 percent of their annual incomes.

A MAJORITY OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS (57 PERCENT) REPORTED NOT RECEIVING ANY REVENUE FROM FOUNDATIONS FOR THEIR CURRENT ANNUAL INCOMES. Among groups that received foundation support, the percentage of their annual incomes sustained by foundation revenue varied.

DISTRIBUTION BY PERCENTAGE OF ORGANIZATIONAL REVENUE RECEIVED FROM FOUNDATIONS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007³²



DISTRIBUTION BY PERCENTAGE OF ORGANIZATIONAL REVENUE RECEIVED FROM INDIVIDUAL DONORS/MEMBERS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007³³

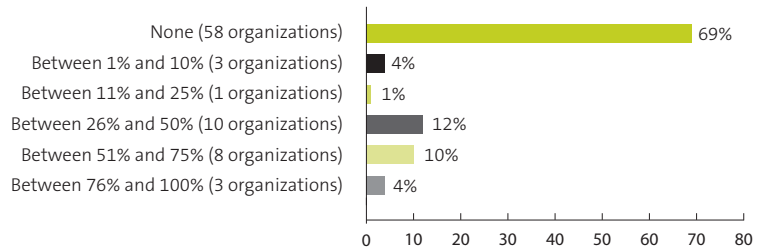


³¹ One respondent skipped this question.

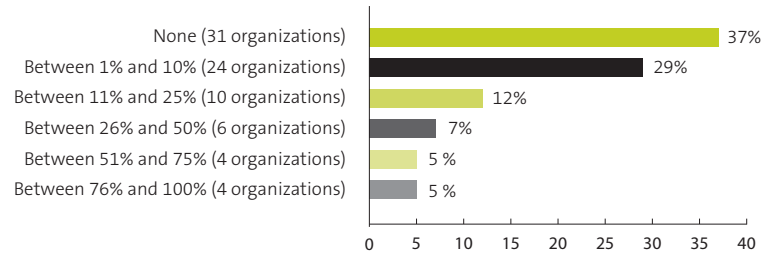
³² Five organizations provided the amount of money they raised from foundations rather than the percentage. These responses were not included and explain why these figures do not add up to 100 percent.

³³ Seven organizations provided the amount of money they raised from individual donors rather than the percentage. These responses were not included and explain why these figures do not add up to 100 percent.

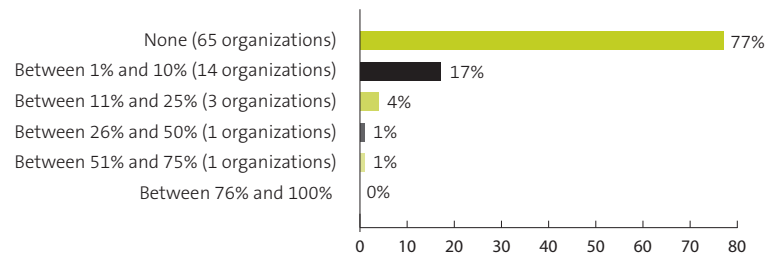
DISTRIBUTION BY PERCENTAGE OF ORGANIZATIONAL REVENUE RECEIVED FROM GOVERNMENT SOURCES, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



DISTRIBUTION BY PERCENTAGE OF ORGANIZATIONAL REVENUE RECEIVED FROM COMMUNITY EVENTS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



DISTRIBUTION BY PERCENTAGE OF ORGANIZATIONAL REVENUE RECEIVED FROM CORPORATIONS, LGBTQ PEOPLE OF COLOR ORGANIZATIONS, 2007



³⁴ One organization provided the amount of money they raised from government sources rather than the percentage. This response was not included and explains why these figures do not add up to 100 percent.

³⁵ Five organizations provided the amount of money they raised from community events rather than the percentage. These responses were not included and explain why these figures do not add up to 100 percent.

Grantmaking by U.S. Foundations to LGBTQ People of Color Organizations and Projects, 2005³⁶

These findings are not limited to autonomous LGBTQ people of color organizations. They comprise grants targeting any organization explicitly addressing LGBTQ people of color communities, which includes projects and programs folded into the programming of broader-themed organizations.

OVERVIEW

- IN 2005, ONE IN FIVE U.S. FOUNDATIONS SUPPORTIVE OF LGBTQ COMMUNITIES PROVIDED A GRANT TO AN ORGANIZATION OR PROJECT ADDRESSING LGBTQ COMMUNITIES OF COLOR.
- THE NUMBER OF GRANTMAKERS SUPPORTING LGBTQ COMMUNITIES OF COLOR INCREASED BY 37 PERCENT BETWEEN 2002 AND 2005.
- THE AMOUNT OF FOUNDATION DOLLARS ADDRESSING LGBTQ PEOPLE OF COLOR ORGANIZATIONS AND PROJECTS MORE THAN DOUBLED BETWEEN 2002 AND 2005, FROM \$1.2 MILLION TO \$2.9 MILLION, RESPECTIVELY.
- OF THE TOTAL GRANTS AND GIVING AWARDED TO LGBTQ ORGANIZATIONS AND PROJECTS IN 2005, LESS THAN 6 PERCENT EXPLICITLY REACHED LGBTQ COMMUNITIES OF COLOR.

SUMMARY STATISTICS FOR U.S. FOUNDATIONS SUPPORTING LGBTQ PEOPLE OF COLOR ORGANIZATIONS AND PROJECTS, 2005

	2002	2005	% Change 2002-2005	% of LGBTQ Grandmaking, 2005
Foundations	30	41	+ 37%	20.6%
Total Giving	\$1.2 million	\$2.9 million	+ 142%	5.5%
Total Grants	78	150	+ 92%	5.9%
Total Grantees	56	102	+ 82%	N/A

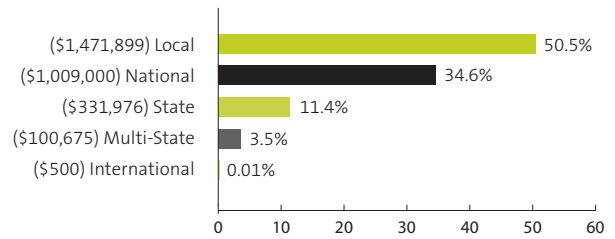
³⁶ Funders for Lesbian and Gay Issues, *Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking by U.S. Foundations: Calendar Year 2005* (New York: FLGI, 2007).

DISTRIBUTION OF U.S. GRANT DOLLARS
TO LGBTQ PEOPLE OF COLOR ORGANIZATIONS AND PROJECTS, 2005

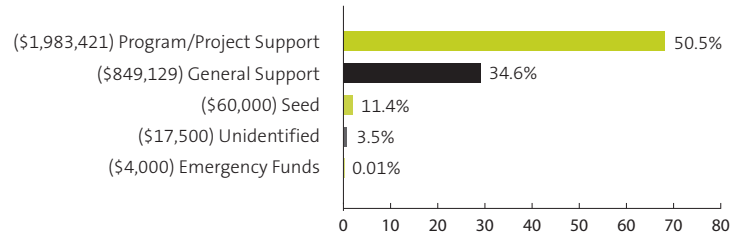
DISTRIBUTION BY STATE

California	\$1,152,864	39.6%
New York	\$922,375	31.7%
Washington, DC	\$480,000	16.5%
North Carolina	\$53,500	1.8%
Massachusetts	\$46,000	1.6%
Texas	\$44,500	1.5%
Florida	\$40,000	1.4%
Illinois	\$35,500	1.2%
Washington	\$34,011	1.2%
Rhode Island	\$18,000	0.6%
Minnesota	\$17,500	0.6%
Colorado	\$12,100	0.4%
Wisconsin	\$10,000	0.3%
Oregon	\$9,200	0.3%
Maryland	\$7,750	0.3%
West Virginia	\$7,500	0.3%
Puerto Rico	\$7,000	0.2%
Pennsylvania	\$5,000	0.2%
Virginia	\$5,000	0.2%
Arizona	\$4,000	0.1%
Georgia	\$1,000	0.03%
Montana	\$750	0.03%
Idaho	\$500	0.02%

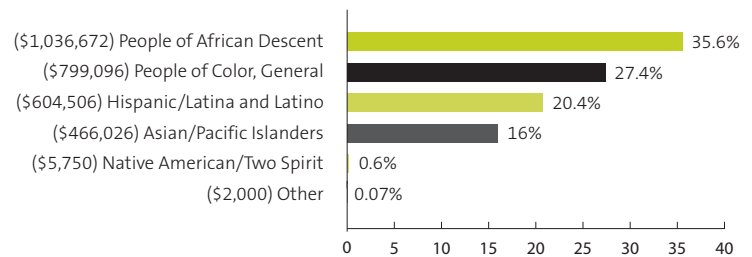
DISTRIBUTION BY GEOGRAPHIC FOCUS



DISTRIBUTION BY TYPE OF SUPPORT



DISTRIBUTION BY PRIMARY POPULATION



DISTRIBUTION OF U.S. GRANT DOLLARS
TO LGBTQ PEOPLE OF COLOR ORGANIZATIONS AND PROJECTS, 2005

DISTRIBUTION BY STRATEGY

Advocacy	\$1,048,876	36%
Direct Service	\$773,701	26.6%
Public Education	\$290,000	10%
Community Organizing	\$229,650	7.9%
Organizational Capacity Building	\$142,500	4.9%
Culture	\$117,100	4%
Philanthropy	\$60,000	2.1%
Publications	\$47,250	1.6%
Leadership Development	\$45,250	1.6%
Training and Technical Assistance	\$41,333	1.4%
Film/Video/Radio Production	\$41,000	1.4%
Conferences	\$34,500	1.2%
Fundraising Event	\$13,590	0.5%
Litigation	\$10,000	0.3%
Match	\$10,000	0.3%
Multi-Strategy	\$8,000	0.3%
Unspecified	\$800	0.03%
Electronic Media / Online Services	\$500	0.02%

DISTRIBUTION BY PRIMARY ISSUE

Civil Rights	\$587,750	20.2%
HIV/AIDS	\$548,957	18.8%
Community Building	\$423,198	14.5%
Marriage	\$406,176	13.9%
Religion	\$196,000	6.7%
Health	\$162,398	5.6%
Anti-Violence	\$157,396	5.4%
Visibility	\$134,600	4.6%
Multi-Issue	\$95,675	3.3%
Philanthropy	\$60,000	2.1%
Housing	\$35,000	1.2%
Homophobia	\$28,900	1%
Education	\$22,500	0.8%
Gender Identity	\$22,200	0.8%
Human Rights	\$13,000	0.4%
Strengthening Families	\$10,500	0.4%
Other	\$9,000	0.3%
Unspecified	\$800	0.03%

Detailed Recommendations for Grantmakers³⁷

The following recommendations are based in the belief that supporting autonomous LGBTQ people of color organizations strengthens the overall capacity of our LGBTQ movement, while promoting fairness and opportunity for everyone.

Foremost, providing grants to LGBTQ people of color groups enhances their financial security, which better equips them to tackle a variety of policy battles and to shift public attitudes across their many audiences—a must for achieving broad-based LGBTQ rights. Given the plethora of issues addressed by these groups, as well as their involvement in a range of political struggles, investing in this sector can also bring about the kind of strategic, sustainable alliances necessary to achieve our collective goals. We're stronger together.

We also believe that supporting the leadership of LGBTQ people of color—inadequately represented as leaders in local, state and national LGBTQ organizations—promotes a more inclusive civic discourse. And by dealing directly with the racial divisions that splinter our organizations, our movements and our society, we contribute to a healthier political dynamic and to the well-being of LGBTQ communities of color.

Dr. King reminds us, “All life is interrelated. What affects one directly affects all indirectly.” So imagine the possibilities. Organizations with agendas representing the full spectrum of our communities. Diverse activists creating participatory, institutional cultures that repair racial, economic and gender inequities. And, ultimately, a movement, led by many, working for a vision of social change as multi-faceted as the realities of our communities.

³⁷ In May 2006, Funders for Lesbian and Gay Issues commissioned an internal report to assess the state of LGBTQ people of color organizations and projects in the U.S. Based largely on data collected from interviews with 15 of these organizations, the report provided a series of recommendations for both FLGI and the broader philanthropic field. Many of these recommendations either take directly or borrow from that report, which was authored by Lynette E. Campbell, Joo-Hyun Kang and Karen Zelermyer. Additional input was provided to this internal report by Heidi Dorow and Morris Price.

- **PROVIDE GRANTS FOR GENERAL SUPPORT, WHICH ALLOW ORGANIZATIONS TO SELF-DETERMINE THEIR NEEDS.** A general support grant can afford an organization to self-determine the best ways to strengthen their capacities and take on their work. Further, general grants should be earmarked in a way that allows groups to also use the funding for program-specific work, if they choose. Flexibility in funding for organizations at a critical stage in their development will improve their long-term sustainability.
- **WHEN DEALING WITH AUTONOMOUS LGBTQ PEOPLE OF COLOR ORGANIZATIONS, BEWARE OF THE GRANTMAKER IMPULSE TO INVEST IN “ORGANIZATIONAL CAPACITY” AS A PRECONDITION FOR— OR INSTEAD OF—PROVIDING GRANTS.** While organizations of all types can often benefit from a range of capacity-building efforts, it remains important to allow groups to define those needs. Doing so will maximize their capacity building and question the automatic assumption that because a group is small or does not mirror the structure of other grantees, their capacity is fragile and ineffective. Many groups can benefit simply from financial security.
- **SUPPORT GROUPS THAT MAY NOT BE IMMEDIATELY SEEKING TO BUILD INFRASTRUCTURE, INCLUDING MANY GROUPS WITHOUT THEIR OWN 501(C)(3)S AND SMALL ANNUAL BUDGETS.** As revealed in the findings, many of these groups are led by volunteers, operate without their own 501(c)(3)s and manage their work with small annual budgets. Even though some LGBTQ people of color organizations may be content not shifting to a more traditional nonprofit structure (for the time being, perhaps), most would benefit from increased support for their programmatic activities.
- **ENSURE FLEXIBILITY IN GRANTMAKING TO RECOGNIZE THAT MANY LGBTQ PEOPLE OF COLOR ORGANIZATIONS ARE MULTI-ISSUE IN NATURE AND OPERATE WITH A VARIETY OF ORGANIZATIONAL STRUCTURES.** Many LGBTQ people of color organizations work on a variety of social and economic issues (immigrant rights, criminal justice involvement, etc.) that may appear non-traditional to mainstream LGBTQ funders. Further, many of these groups may subsume their LGBTQ work within a racial or economic justice framework instead of an LGBTQ rights framework. When defining what constitutes an LGBTQ grant, grantmakers should remain open to the diverse interests of groups whose programming reflects the multi-faceted nature of their populations.

When defining what constitutes an LGBTQ grant, grantmakers should remain open to the diverse interests of groups whose programming reflects the multi-faceted nature of their populations.

- **DEVISE A GRANTMAKING PROCESS THAT DRAWS ON THE EXPERIENCES OF LGBTQ PEOPLE OF COLOR ORGANIZATIONS.** Expertise from the field can help distill new insights, widen the pool of grant applications and grantees, and resolve more nuanced matters that often necessitate deep involvement within LGBTQ communities of color. For example, a site visit or a deep conversation can go a long way.
- **INTEGRATE A RACIAL EQUITY LENS INTO YOUR GRANTMAKING, BEGINNING WITH AN INTERNAL RACIAL EQUITY AUDIT THAT EXAMINES UNINTENTIONAL BARRIERS WITHIN YOUR FOUNDATION THAT MAY EXCLUDE LGBTQ PEOPLE OF COLOR ORGANIZATIONS AND PROJECTS FROM RECEIVING GRANTS.** A wide range of tools and resources exist to assess how grantmakers can address racial equity in their staffing, leadership, programming and grantmaking. Generally, a racial equity lens helps foundations uncover how race shapes the realities of their grantees as well as their own internal operations; when these internal and external barriers are minimized, foundation performance improves.³⁸
- **DEVISE AND IMPLEMENT A GRANT CODING SYSTEM THAT MEASURES SUPPORT FOR AUTONOMOUS LGBTQ PEOPLE OF COLOR ORGANIZATIONS—NOT SIMPLY PROGRAMS AND PROJECTS HOUSED WITHIN BROADER LGBTQ ORGANIZATIONS THAT SERVE LGBTQ COMMUNITIES OF COLOR.** When grantmakers systematically track their support for LGBTQ people of color organizations, they can easily evaluate shifts in support and identify gaps in funding. If every grantmaker committed to this type of data collection, our ability—as a sector—to measure this progress and enhance our support for these issues would amplify.
- **PROVIDE MULTI-YEAR GRANTS.** A multi-year grant allows an organization the breathing room it needs to focus, strengthen its systems and implement critical programs for its constituents. Further, a multi-year pledge could leverage additional support since it communicates to other grantmakers that the grantee merits a long-term investment.
- **CONSIDER PARTNERING WITH OTHER GRANTMAKERS THAT HAVE EXPERTISE IN THESE AREAS TO ENSURE ADEQUATE SUPPORT FOR LGBTQ PEOPLE OF COLOR ORGANIZATIONS, INCLUDING MANY THAT OPERATE AT THE LOCAL LEVEL.** For national funders unfamiliar with a specific locality, or with guidelines that focus on national organizations, this could mean collaborating funders in those areas or working with grantmakers able to regrant those dollars to local groups.
- **FUND ORGANIZATIONS THAT PROVIDE CULTURALLY COMPETENT LEADERSHIP DEVELOPMENT AND CAPACITY-BUILDING, OR ADMINISTER GRANTS, TO LGBTQ PEOPLE OF COLOR ORGANIZATIONS AT LOCAL, REGIONAL, STATE AND NATIONAL LEVELS.** These groups often have the most familiarity with the range of issues affecting organizations led by communities of color, which simplifies their interaction and maximizes the multiple ways in which an LGBTQ people of color can enhance its functions.

³⁸ See GrantCraft and Philanthropic Initiative for Racial Equity, *Grant Making with a Racial Equity Lens* (New York: GrantCraft, 2007).

Appendix

List of Organizational Respondents³⁹

FOR ADDITIONAL DETAIL ON ALL OF THESE ORGANIZATIONS, INCLUDING MISSIONS AND ORIGINS, PLEASE VISIT WWW.LGBTFUNDERS.ORG.

ALASKA

ALASKA NATIVE AURORA SOCIETY

Tim Juliussen, Coordinator
405 East Fireweed Lane
Anchorage, AK 99503
Email: ANMensGroup-owner@yahoo.com
Geographic Focus: State
Populations: Transgender and Gender-Non-conforming; Bisexual; Lesbians; Gay Men; Native; Non-Identified GBLT or Questioning; Adults; Women

ARIZONA

NATIVEOUT

Louva Hartwell, Co-Director
2815 N. 52nd Street #6
Phoenix, AZ 85008
Email: lhartwell@nativeout.com
Phone: 602-427-8336
Geographic Focus: Local; State; National
Populations: Two-Spirit (Native American LGBTQ)

CALIFORNIA

(A)EROMESTIZA

Gigi Otalvaro-Hormillosa
Artistic Director
83 Lafayette St. #3
San Francisco, CA 94103
Email: aeromestiza@sbcglobal.net
Phone: 415-558-9021
Geographic Focus: Local
Populations: Bisexual; Lesbians;

Queer; Adults; Women; People of Color, General; Asian/Pacific Islanders; Hispanic/Latina and Latino; Multiracial/Biracial

AGUILAS

Eduardo Morales, Ph.D.
Executive Director
1841 Market Street #3
San Francisco, CA 94103
Email: DrEMorales@aol.com
Phone: 415-558-8403
Fax: 415-558-9709
Geographic Focus: Local
Populations: Gay Men; Adults; Hispanic/ Latina and Latino; Immigrants/Newcomers/ Refugees; People Living with HIV/AIDS and People at Risk of HIV

THE ARK OF REFUGE, INC.

Franzetta Houston
Chief Operating Officer
1025 Howard Street
San Francisco, CA 94103
Email: msfran@mac.com
Phone: 415-861-1060 ext 1200
Fax: 415-931-4066
Geographic Focus: Local
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Children and Youth; Adults; People of Color, General; Poor/Economically Disadvantaged; People Living with HIV/AIDS

ASIAN PACIFIC ISLANDER PRIDE COUNCIL

Shawn Ta, President
605 W. Olympic Blvd., Ste. 610

Los Angeles, CA 90015
Email: contact@apipridecouncil.org
Phone: 626-329-9756
Fax: 213-553-1833
Geographic Focus: Local
Populations: LGBTQ, General; Asian/Pacific Islanders

BAY AREA AMERICAN INDIAN TWO-SPIRITS

Miko Thomas, Co-Chair
1800 Market St #95
San Francisco, CA 94115
Email: webmaster@baaits.org
Phone: 415-420-2281
Geographic Focus: Local
Populations: LGBTQ, General; Two-Spirit; Native American

BIENESTAR

Oscar De La O, President & CEO
5326 E. Beverly Blvd.
Los Angeles, CA 91744
Email: odelao@bienestar.org
Phone: 323-727-7896 ext 123
Fax: 323-727-7985

Geographic Focus: Local; State; National
Populations: LGBTQ, General; Children and youth; Adults; Men; Women; Transgender and Gender Non-Conforming; Hispanic/ Latina and Latino; Multiracial/Biracial; Immigrants/Newcomers/ Refugees; Incarcerated/Formerly Incarcerated; People with Disabilities; Poor/Economically Disadvantaged; People Living with HIV/AIDS; Sex Workers

BLACK GAY LETTERS & ARTS MOVEMENT (BGLAM)

Cedric Brown, Program Director
3488 22nd Street #2
San Francisco, CA 94110
Phone: 415-282-2975
Geographic Focus: Local
Populations: Gay Men; Same Gender Loving Men; Adults; Men; People of African Descent

LATIN@ LGBTQ PRIDE COMMITTEE40

Angel Fabian, Organizer
2815 Octavia Street
Oakland, CA 94619
Email: otilos@hotmail.com
Geographic Focus: Local (San Francisco Bay Area)
Populations: LGBTQ, General; Hispanic/Latina and Latino; Immigrants/Newcomers/ Refugees; Poor/Economically Disadvantaged; People Living with HIV/AIDS; Sex Workers; Second and Third-Generation Latin@s

MANGOS WITH CHILI

Maria Cristina Rangel
Co-Director
2307 17th Ave.
Oakland, CA 94606
Email: mangos.with.chili@gmail.com
Phone: 413-218-0464
Geographic Focus: National
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; People of Color, General; Immigrants/ Newcomers/Refugees; Poor/

³⁹ The following information on organizations was taken directly from the responses offered by respondents. In some cases, the text was edited for clarity or for grammatical purposes, or because organizational descriptions were too lengthy for the format of this report. Moreover, because this research represents a first-time attempt to identify and describe these groups, they do not represent the universe of U.S.-based autonomous LGBTQ people of color organizations. Over time, we anticipate this data sample to expand and deepen.

Economically Disadvantaged;
Sex Workers

NATIONS OF THE 4 DIRECTIONS

Karen Vigneault
Founder and Leader
4127 Arizona St #7
San Diego, CA 92104
Email: kumeyaayindian@
hotmail.com

Phone: 619-497-1951
Geographic Focus: Local
Populations: Twin Spirit/
Two Spirit; Adults; Native
American

PURPLE MOON DANCE PROJECT

Pauline Aguilar
Development Director
465 - 10th Street, #302
San Francisco, CA 94103
Email: pauline@
purplemoondance.org
Phone: 415-244-7037
Geographic Focus: Local
Populations: Lesbians; Women;
People of Color, General

PROLATINO DE SAN JOSE

David Castro
President of the Board
754 The Alameda #2105
San Jose, CA 95126
Email: dmgallardo@aol.com
Phone: 408-396-1447
Geographic Focus: Local
Populations: LGBTQ, General;
Adults; Men; Women;
Transgender and Gender
Non-Conforming; People
of color, General; Hispanic/
Latina and Latino; Immigrants/
Newcomers/Refugees;
Incarcerated/Formerly
Incarcerated; People with
Disabilities; Poor/Economically
Disadvantaged; People Living
with HIV/AIDS; Military/
Veterans; Sex Workers

SATRANG

Sanjay Chhugani, President
2658 Griffith Park Blvd., #333
Los Angeles, CA 90039
Email: contact@satrang.org
Phone: 213-479-5076
Geographic Focus: Local
Populations: LGBTQ, General;
South Asian

SOULFUL SALON

Ron Jackson, Founder/Organizer
1626 N. Wilcox, #574
Los Angeles, CA 90028
Email: info@soulfulsalon.com
Fax: 323-646-7086
Geographic Focus: Local
Populations: LGBTQ, General;
Adults

TRIKONE

Hrishi Sathawane, Co-Chair
PO Box 14161
San Francisco, CA 94114
Email: trikone@trikone.org
Phone: 415-487-8778
Geographic Focus: Local
Populations: LGBTQ, General;
South Asians

ZUNA INSTITUTE

Francine Ramsey
Executive Director
4660 Natomas Blvd 120-181
Sacramento, CA 95835
Email: framsey@
zunainstitute.org
Phone: 916-419-5075
Fax: 916-419-0738
Geographic Focus: National
Populations: Lesbians; Adults;
Aging/Elders/Senior Citizens;
Women; People of African
Descent; Black Lesbians

COLORADO

INTERNATIONAL PRIDE & POWER ORGANIZATION

Ifalade TaShia Asanti, Director
9249 S. Broadway, #200-423
Highlands Ranch, CO 80129
Email: allthewords@aol.com
Phone: 303-298-1792
Fax: 303-298-1792
Geographic Focus: National
(Los Angeles, CA; New York, NY;
Chicago, IL; Seattle, WA;
Washington, DC; Denver, CO;
and Santa Fe, NM)
Populations: SameGender
Loving Bisexual Transgender &
Queer; Adults; People of Color,
General; Earth-Based
Spirituality; Poor/Economically
Disadvantaged; People Living
with HIV/AIDS; Military/Veterans

TWO SPIRIT SOCIETY OF DENVER

Joey Criddle, Co-Director
909 Lafayette St. #703

Denver, CO 80218
Phone: 303-832-4296
Geographic Focus:
International (US, Canada,
Mexico and South America)
Populations: LGBTQ, General;
Native American; Lesbians

GEORGIA

IN THE LIFE ATLANTA, INC.

Kenneth Jones, President
346 Auburn Ave., Ste. 126
Atlanta, GA 30032
Email: info@inthelifeatl.com
Phone: 404-634-4069
Fax: 404-506-9730
Geographic Focus: Local; State;
Multi-State; National;
International
Populations: LGBTQ, General;
People of African Descent;
Multiracial/Biracial

NATIONAL AIDS EDUCATION & SERVICES FOR MINORITIES, INC.

Rudolph H. Carn, CEO
2140 M. L. King, Jr., Drive
Atlanta, GA 30310
Email: info@naesmonline.org
Phone: 404-691-8880
Fax: 404-691-8811
Geographic Focus: National
Populations: Transgender and
Gender Non-Conforming; Gay
Men; Adults; People of African
Descent; Multiracial/Biracial;
Poor/Economically
Disadvantaged; People Living
with HIV/AIDS

ZAMI, INC.

Mary Anne Adams, Board Chair
1291 Conway Road
Decatur, GA 30030
Email: zami@zami.org
Phone: 404-370-0920
Voice: 404-370-1392
Geographic Focus: Local; National
Populations: Lesbians; Gay
Men; Adults; Women; People
of African Descent

HAWAII

KULIA NA MAMO
Ashliana Hawelu-Fulgoni
Executive Director
1108 Fort Street Mall, #2A
Honolulu, HI 96819
Email: ashliana1@hotmail.com

Phone: 808-791-2020
Fax: 808-791-2021
Geographic Focus: State
Populations: Transgender and
Gender-Non-Conforming;
Gay Men; Adults; Aging/Elders/
Senior Citizens; People of Color,
General; Asian/Pacific Islanders;
Hawaiian; Christian; People
Living with HIV/AIDS; Sex Workers

ILLINOIS

AFFINITY COMMUNITY SERVICES

Chris Smith, Board President
5650 S. Woodlawn
Chicago, IL 60637
Email: affinity95@aol.com
Phone: 773-324-0377
Fax: 773-324-0695
Geographic Focus: Local; State
Populations: Lesbians; Adults;
Women; People of African
Descent

AMIGAS LATINAS

Aurora Pineda & Alicia Vega
Board Co-Chairs
PO Box 10124
Chicago, IL 60610
Email: info@amigaslatinas.org
Phone: 312-409-5697
Geographic Focus: Local
Populations: Bisexual,
Lesbians; Questioning Latina
Women; Adults; Hispanic/
Latina and Latino

ASSOCIATION OF LATINO MEN FOR ACTION (ALMA)

Carlos Castillon
Executive Director
PO Box 13159
Chicago, IL 60613
Phone: 773-929-7688
Geographic Focus: Local; State
Populations: Bisexual; Gay
Men; Questioning Latino Men;
Hispanic/Latina and Latino;
Immigrants/Newcomers/
Refugees; Poor/Economically
Disadvantaged

SANKOFA WAY SPIRITUAL SERVICES, INC.

Deborah Lake
Founder/Executive Director
4722 S. Greenwood Ave., 2E
Chicago, IL 60615
Email: sankofaway@
sankofaway.org

Phone: 773-793-5211
Fax: 773-624-5689
Geographic Focus: National
Populations: LGBTQ, General; Men; Women; Transgender and Gender Non-Conforming; People of Color, General; People of African Descent; Multiracial/Biracial; Poor/Economically Disadvantaged; People Living with HIV/AIDS

KENTUCKY

TRANSISTAHS TRANSBROTTHAS

Dawn Wilson or Rev Joshua Holiday, Managing Partners
 PO Box 612
 Louisville, KY 40203
Email: dawn.wilson@chartercom.com
Phone: 502-899-9139
Fax: 502-416-6403
Geographic Focus: National
Populations: Transgender and Gender-Non-Conforming; People of African Descent; People Living with HIV/AIDS

MARYLAND

FIRE & INK, INC.

Lisa C. Moore, Board President
 PO Box 5042
 Hyattsville, MD 20782
Email: info@fireandink.org
Phone: 301-559-5239
Fax: 301-559-5239
Geographic Focus: National
Populations: LGBTQ, General; Adults; Men; Women; People of African Descent

MASSACHUSETTS

BOSTON MASALA

Sarav Chithambaram
 Steering Committee Member
 20 Chestnut St., Unit 307
 Cambridge, MA 02139
Email: bostonsarav@hotmail.com
Phone: 617-335-3907
Geographic Focus: State; Multi-state (New England)
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Bisexual; Lesbians; Gay Men; South Asian

SOMOS LATINO/AS LGBT COALITION OF MASS.

Wilfred Labiosam, Co-Chair
 PO Box 990707
 Boston, MA 02199
Email: somoslatinoslgbt@gmail.com
Phone: 617-461-9307
Geographic Focus: Multi-state (CT, MA and RI)
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Hispanic/Latina and Latino; Multiracial/Biracial; Immigrants/Newcomers/Refugees; Poor/Economically Disadvantaged

QUEER ASIAN PACIFIC ALLIANCE

Steering Committee
 Boston, MA
Email: qapa@qapa.org
Geographic Focus: Local
Populations: LGBTQ, General; Adults; Asian/Pacific Islanders

MICHIGAN

AL GAMEA

Chris Ayoub Ramazzotti
 Co-Chair
 PO Box 471
 Hazel Park, MI 48030
Email: Chris_mi48030@yahoo.com
Phone: 313-729-7515
Fax: 313-584 - 3078
Geographic Focus: State
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Children and Youth; Adults; Men; Women; Arab and Iranian; Middle Eastern; People of Faith, General; Immigrants/Newcomers/Refugees; Incarcerated/Formerly Incarcerated; Poor/Economically Disadvantaged; People Living with HIV/AIDS

KARIBU HOUSE

Kofi Adoma, President
 17800 Woodward Avenue
 Suite LL4
 Detroit, MI 48203
Email: kofiadoma@karibuhouse.org
Geographic Focus: Local
Populations: LGBTQ, General; Adults; Men; Women; People

of Color, General; People of Faith, General; Poor/Economically Disadvantaged; People Living with HIV/AIDS

BLACK PRIDE SOCIETY

Henry (Hank) Millbourne
 President
 PO Box 3025
 Detroit, MI 48231
Email: info@hotterthanjuly.com
Phone: 888-755-9165
Fax: 866-441-6798
Populations: LGBTQ, General; Lesbians; Gay Men; People of African Descent

LA COMUNIDAD

Reynaldo Magdaleno
 Coordinator
 429 Livernois
 Ferndale, MI 48220
Email: RMAGDAL1979@aol.com
Phone: 734-796-0910
Fax: 248-545-3313
Geographic Focus: State
Populations: LGBTQ, General; Hispanic/Latina and Latino; Native American

MINNESOTA

SOUL ESSENCE

Joseph Ward, Director
 5820 10th Avenue South
 Minneapolis, MN 55417
Email: SoulEssenceMn@aol.com
Phone: 612-414-2102
Geographic Focus: State
Populations: LGBTQ, General; People of African Descent; People of Faith, General; Immigrants/Newcomers/Refugees; Incarcerated/Formerly Incarcerated; People with Disabilities; Poor/Economically Disadvantaged; People Living with HIV/AIDS

TWO SPIRIT PRESS ROOM

Richard LaFortune
 National Director
 2512 33rd Av S #2
 Minneapolis, MN 55406
Email: twospiritpressroom@yahoo.com
Phone: 612-267-1682

Fax: 612-871-0731
Geographic Focus: State; National
Populations: LGBTQ, General; Children and Youth; Adults; Aging/Elders/Senior Citizens; Men; Women; Transgender and Gender Non-Conforming; People of Color, General; Native American; Mainstream Non-GLBT audiences; Ecumenical and Pre-Christian (Aboriginal); Incarcerated/Formerly Incarcerated; People with Disabilities; Poor/Economically Disadvantaged; People Living with HIV/AIDS; Sex Workers; International Indigenous People/Tribal People without Borders

NEW JERSEY

HUDSON PRIDE CONNECTIONS

Guido Sanchez
 Executive Director
 34 Jones Street
 Jersey City, NJ 07306
Email: hpc@hudsonpride.org
Phone: 201-963-4779
Fax: 201-963-7983
Geographic Focus: Local
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; People of Color, General; Poor/Economically Disadvantaged; People Living with HIV/AIDS; Sex Workers

NEW YORK

ASSAL EAST COAST

New York, NY
Email: labwas@yahoo.com
Geographic Focus: Multi-State (East coast from MA to VA)
Populations: Transgender and Gender Non-Conforming; Bisexual; Lesbians; Women; Arab and Iranian; Immigrants/Newcomers/Refugees

AUDRE LORDE PROJECT

Kris Hayashi, Executive Director
 85 South Oxford Street
 Brooklyn, NY 11217
Email: khayashi@alp.org
Phone: 718-596-0342
Fax: 718-596-1328
Geographic Focus: Local

Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Children and Youth; People of Color, General; Immigrants/Newcomers/Refugees; Poor/Economically Disadvantaged; People Living with HIV/AIDS

THE DARI PROJECT

Stephen Kang, Coordinating Committee Member
New York, NY

Email: dari@dariproject.org

Phone: 718-618-4763

Geographic Focus: Local; Multi-state; National; International

Populations: LGBTQ, General; Asian/Pacific Islanders; Korean, Korean Americans, Korean Adoptees, and Bi-Racial Koreans; People of Faith, General; Christian; Immigrants/Newcomers/Refugees (1st, 1.5 and 2nd generations)

FIERCE

Rickke Mananzala
Co-Director
147 West 24th St., 6th Floor
New York, NY 10011
Email: rickke@fierceny.org
Phone: 646-336-6789
Fax: 646-336-6788

Geographic Focus: Local
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Children and youth; Women; People of color, General; People of African Descent; Hispanic/ Latina and Latino; Multiracial/Biracial; Poor/Economically Disadvantaged; People Living with HIV/AIDS; Sex Workers

FRUTA EXTRAÑA INC.

Eric Booth
President/CEO/Director/
Producer
841 Barretto Street
Bronx, NY 10474
Email: info@frutaextrana.org
Phone: 718-842-5223
Geographic Focus: Local
Populations: LGBTQ, General; People of Color, General; Hispanic/Latina and Latino; Multiracial/Biracial

GAY & LESBIAN DOMINICAN EMPOWERMENT ORGANIZATION (GALDE)

Francisco J. Lazala
Founder and Executive Director
24 West 25th Street, 9th floor
New York, NY 10010
Email: Flazala@galde.org
Phone: 212-584-9311
Fax: 212-675-3466

Geographic Focus: Local; International (Dominican Republic)

Populations: LGBTQ, General; Men; Women; Transgender and Gender Non-Conforming; Hispanic/ Latina and Latino; Dominican; Immigrants Newcomers/Refugees; People Living with HIV/AIDS; Sex Workers

GAY ASIAN AND PACIFIC ISLANDER MEN OF NEW YORK

Glenn D. Magpantay,
Steering Committee Member
PO Box 1608
Old Chelsea Station
New York, NY 10113
Email: gapimny@gapimny.org
Phone: 212-802-RICE (7423)
Geographic Focus: Local; Multi-State (NJ and NY)
Populations: LGBTQ, General; Gay Men; Adults; Men; Transgender and Gender Non-Conforming; Asian/Pacific Islanders; Immigrants/Newcomers/Refugees

GRIOT CIRCLE INC.

Regina V. Shave
Executive Director
25 Flatbush Avenue, 5th Floor
Brooklyn, NY 11217
Email: regina@griotcircle.org
Phone: 718 246-2775
Fax: 718 246-2572

Geographic Focus: Local
Populations: LGBTQ, General; Aging/Elders/Senior Citizens; Men; Women; Transgender and Gender Non-Conforming; People of Color, General; People of African Descent; Afro-Caribbean; Poor/Economically Disadvantaged; People Living with HIV/AIDS

THE HOUSE OF MANOLO BLAHNIK

Damon L. Humes, MHS
House Father
103 East 125th St., Suite 503
New York, NY 10035
Email: houseofblahnik@yahoo.com
Phone: 215-431-1790
Fax: 212-828-1661

Geographic Focus: National (GA, CT, FL, IL, MD, MI, NC, NJ, NY, OH, PA and SC)

Populations: LGBTQ, General; Children and Youth; Men; Women; Transgender and Gender Non-Conforming; People of Color, General; Poor/Economically Disadvantaged

IN OUR OWN VOICES

Tandra LaGrone
Executive Director
245 Lark Street
Albany, NY 12210
Email: info@inourownvoices.org
Phone: 518-432-4188
Geographic Focus: Local; State
Populations: LGBTQ, General; People of Color, General; Asian/Pacific Islanders; People of African Descent; Hispanic/ Latina and Latino; Native American; Arab and Iranian; Multiracial/Biracial

LAVENDER LIGHT GOSPEL CHOIR

Maria Elena Grant, Co-Chair
70A Greenwich Avenue #315
New York, NY 10011
Email: mcjellyrol@aol.com
Phone: 212-714-7072
Geographic Focus: Local
Populations: LGBTQ, General; People of African Descent; People of Faith, General

MANO A MANO

Andres Duque, Director
24 W 25th Street, 9th Floor
New York, NY 10010
Email: aduque@latinoaids.org
Phone: 212-584-9306
Fax: 212-675-3466
Geographic Focus: Local; International
Populations: LGBTQ, General; Hispanic/ Latina and Latino; Immigrants/Newcomers/

Refugees; People Living with HIV/AIDS

NEW YORK STATE BLACK GAY NETWORK

Mark Jason McLaurin
Executive Director
103 East 125th, Suite 503
New York, NY 10035
Email: mmclaurin@nysbgn.org
Phone: 212-828-9393
Fax: 212-828-1661
Geographic Focus: State
Populations: Bisexual; Gay Men; Men; People of African Descent; Immigrants/Newcomers/Refugees; Incarcerated/Formerly Incarcerated; Poor/Economically Disadvantaged; People Living with HIV/AIDS

NORTHEAST TWO-SPIRIT SOCIETY THE LEADERSHIP COUNCIL

New York, NY
Email: info@ne2ss.org
Geographic Focus: Multi-State (Northeast)
Populations: LGBTQ, General; Adults; Native American

PUERTO RICAN INITIATIVE TO DEVELOP EMPOWERMENT (PRIDE)

Luis A. Robles
President and Chair
33-04 Junction Blvd, Unit 5-T
Jackson Heights, NY 11372
Email: irobles@prideny.org
Phone: 917-670-1986
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Lesbians; Gay Men; Children and Youth; Adults; Men; Women; People of Color, General; Hispanic/ Latina and Latino; People Living with HIV/AIDS

QUEER BLACK CINEMA

Angel L. Brown, Executive Producer/Programmer
PO Box 200595
c/o Our Stories Productions, LLC
South Ozone Park, NY 11420
Email: queerblackcinema@yahoo.com
Phone: 347-789-1070
Fax: 347-789-1070
Geographic Focus: National

Populations: LGBTQ, General; People of Color, General; People of African Descent; Immigrants/Newcomers/Refugees; Incarcerated/Formerly Incarcerated; People with Disabilities; Poor/Economically Disadvantaged; People Living with HIV/AIDS

Q-WAVE

Mari Morimoto, Chair
New York, NY
Email: info@q-wave.org
Phone: 212-260-5584
Fax: 212-260-5584
Populations: LGBTQ, General; People of Asian Descent; Immigrants/Newcomers/Refugees

UNITY FELLOWSHIP CHURCH MOVEMENT

Zachary G. Jones, Bishop
2578 Atlantic Ave.
Brooklyn, NY 11207
Email: ufcnyc@aol.com
Phone: 718-385-2406
Fax: 718-399-3051
Geographic Focus: National (Atlanta, GA; Baltimore, MD; Buffalo, NY; Charlotte, SC; Detroit, MI; Long Beach, CA; Los Angeles, CA; Newark, NJ; New Brunswick, NJ; New York City; Philadelphia, PA; Richmond, VA; Riverside, CA; Rochester, NY; and Washington, DC).
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Bisexual; Lesbians; Gay Men; Two Spirit; Children and Youth; Adults; Aging/Elders/Senior Citizens; Men; Women; People of Color, General; People of African Descent; Hispanic/ Latina and Latino; Multiracial/Biracial; People of Faith, General; Poor/Economically Disadvantaged; People Living with HIV/AIDS

OHIO

ZAMI

Thomas Shannon, Organizer
Oberlin, OH 44074
Geographic Focus: Local
Populations: LGBTQ, General; People of Color, General; College Students

OREGON

BROTHER TO BROTHER, INC

Darryl L.C. Moch
Executive Director
PO Box 3182
Portland, OR 97208
Email: darryl@brotoobrodx.org
Phone: 503-417-7991
Geographic Focus: Local; State
Populations: LGBTQ, General; Bisexual; Gay Men; African American/Black; Men; People of African Descent; People of Faith, General; Non-Religious; Poor/Economically Disadvantaged; People Living with HIV/AIDS; General Community

PENNSYLVANIA

BETA PHI OMEGA SORORITY, INC.

Ruby Augustus, Philadelphia Chapter President
Beta Phi Omega Sorority, Inc.
PO Box 7763
Philadelphia, PA 19101
Email: betadeltachapter@betaphiomega.net
Phone: 206-203-BETA
Fax: 203-203-BETA
Geographic Focus: National
Populations: Bisexual; Lesbians; Children and Youth; Adults; Women; People of Color, General

BLACK GAY MEN'S LEADERSHIP COUNCIL

Lee Carson, President
PO Box 22369
Philadelphia, PA 19110
Email: lcarson@bgmlc.org
Phone: 585-230-5888
Geographic Focus: Local
Populations: Gay Men; People of African Descent

BLACK LGBT ARCHIVISTS SOCIETY OF PHILADELPHIA

Kevin Trimell Jones, Archivist
5242 Walnut Street
Philadelphia, PA 19139
Email: kevtrijo@gmail.com
Phone: 267-463-3729
Geographic Focus: Local
Populations: LGBTQ, general; People of African Descent

THE COLOURS ORGANIZATION

Earl Fowlkes
Interim Administrator
1201 Chestnut St 15 FL
Philadelphia, PA 19107
Email: efowlkes@coloursinc.org
Phone: 215-496-0330
Fax: 215-496-0354
Geographic Focus: Local
Populations: LGBTQ, General; Children and Youth; Adults; People of African Descent; Christian; Incarcerated/Formerly Incarcerated; Poor/Economically Disadvantaged; People Living with HIV/AIDS

GALAEI

(THE GAY AND LESBIAN LATINO AIDS EDUCATION INITIATIVE)

Gloria Casarez
Executive Director
1233 Locust Street
Third Floor - gala
Philadelphia, PA 19107
Email: gloria@galaei.org
Phone: 215-985-3382
Fax: 215-985-3388
Geographic Focus: Local
Populations: LGBTQ, General; Transgender and Gender Non-Conforming; Gay Men; High Risk-Taking Youth

PHILADELPHIA BLACK GAY PRIDE, INC.

Christopher Alston, President
1201 Chestnut St., 15th Floor
Philadelphia, PA 19107
Email: chris_alston@cable.comcast.com
Phone: 215-873-3273
Fax: 215-496-0354
Geographic Focus: Local
Populations: LGBTQ, General; People of African Descent

PUERTO RICO

COALICION ORGULLO ARCOIRIS

Olga Orraca Paredes, Coordinator
PO Box 8836
Fernandez Juncos Station
San Juan, PR 00910
Email: coapr@hotmail.com
Phone: 787-640-6129
Fax: 787-793-7530
Geographic Focus: National
Populations: LGBTQ, General;

Men; Women; Transgender and Gender Non-Conforming; People from Puerto Rico and the Caribbean

SOUTH CAROLINA

PALMETTO UMOJA

Robert-John Hinojosa
President
PO Box 9203
Columbia, SC 29290
Email: PalmettoUmoja@yahoo.com
Phone: 803-269-1496
Geographic Focus: State
Populations: LGBTQ, General; People of Color, General

TEXAS

ALLGO

Priscilla A. Hale, LMSW
Director of Organizational Development
701 Tillery Box 4
Austin, TX 78702
Email: priscilla@allgo.org
Phone: 512-472-2001
Fax: 512-385-2970
Geographic Focus: State
Populations: LGBTQ, General; People of Color, General

AUSTIN RELAY PRIDE

Rod Bradley, Chairman/Founder
6207 Breeze Way
Austin, TX 78723
Email: bradleyROD@yahoo.com
Phone: 512-925-1179
Geographic Focus: State
Populations: LGBTQ, General; Lesbians; Gay Men; Adults; Men; Women; People of Color, General

GAY AND LESBIAN LATIN ORGANIZATION

Abel C. Rodriguez
Executive Director
6234 Foxhunter Rd.
Houston, TX 77049
Email: Houstongallo@yahoo.com
Phone: 713-710-0045
Geographic Focus: State
Populations: LGBTQ, General; Hispanic/ Latina and Latino; Multiracial/Biracial

VICARIOUS PRODUCTIONS

Reece Golding
Assistant Director
PO Box 240212
San Antonio, TX 78224
Email: vicaprod@aol.com
Phone: 646-342-8647
Geographic Focus: National
Populations: LGBTQ, General;
Transgender and Gender
Non-Conforming; Hispanic/
Latina and Latino

WASHINGTON**ENTRE HERMANOS**

Irma Pedroza, Interim President
1505 Broadway Avenue
Seattle, WA 98122
Email: info@
entrehermanos.org
Phone: 206-322-7700
Fax: 206-322-6755
Geographic Focus: State
Populations: LGBTQ, General;
Adults; Hispanic/Latina and
Latino; Immigrants/Newcomers/
Refugees; Poor/Economically
Disadvantaged; People Living
with HIV/AIDS; Sex Workers

NORTHWEST TWO-SPIRIT SOCIETY

Raven E. Heavy Runner, MSW,
Board President
3021 SW Bradford St., Apt. 307
Seattle, WA 98126
Email: raven_hr@hotmail.com
Phone: 206-420-7064
Geographic Focus: Multi-State
(ID, MT, OR and WA)
Populations: Two-Spirit People;
Native American

TRIKONE-NW

Mala Nagarajan
Board Director, Co-Founder
PO Box 1174
1122 E Pike St
Seattle, WA 98112
Email: tnw@trikone-nw.org
Phone: 425-985-4376

Geographic Focus: Local;
State; Multi-State (Montana,
eastern and central Washington,
Bellingham, Everett, Tacoma,
Olympia, and Portland, Oregon)
Populations: LGBTQ, General;
South Asian (people with South
Asian heritage); Hindus, Muslims,
Buddhists, Zoroastrians,
Christians, Catholics, Agnostics
and Atheists.

QUEER PEOPLE OF COLOR LIBERATION PROJECT

Yasmeen Perez, Co-Founder
PO Box 14047
Seattle, WA 98114
Email: qpoclberation@
gmail.com
Phone: 206-467-9976
Geographic Focus: Local
Populations: LGBTQ,
General; Adults; People of Color,
General; Queer People of Color

WASHINGTON, DC**AL-FATIHA FOUNDATION**

Mina Trudeau, Chair
PO Box 33015
Washington, DC 20033
Email: info@al-fatiha.org
Geographic Focus: National;
International
Populations: LGBTQ, General;
Gay Men; Men; Women;
Transgender and Gender
Non-Conforming; People of
Color, General; Asian/Pacific
Islanders; People of African
Descent; Arab and Iranian;
Multiracial/Biracial; Muslim;
Immigrants/Newcomers/
Refugees

AQUA (ASIAN/PACIFIC ISLANDER QUEERS UNITED FOR ACTION)

Linh Hoang, Co-Chair
Box 44135
Washington, DC 20026
Email: aquadc@gmail.com
Geographic Focus: Local; State
Populations: Gay Men;
Children and Youth; Adults;

Men; Asian/Pacific Islanders;
People of Faith, General

INTERNATIONAL FEDERATION OF BLACK PRIDES, INC.

Earl Fowlkes, President/CEO
PO Box 1301
Washington, DC 20013
Email: jrfowlkes@aol.com
Phone: 202-841-7104
Geographic Focus: National;
International (New England
(Boston); New York City;
Philadelphia; Pittsburgh;
Washington, DC; Baltimore;
Charlotte; Columbia, SC;
Atlanta; Jacksonville; Tampa;
Jackson, MS; Memphis;
Nashville; St Louis; Chicago;
Indianapolis; Detroit; Twin
Cities, MN; Austin; Dallas; San
Diego; Los Angeles; Portland;
and Seattle)
Populations: LGBTQ, General;
People of African Descent;
People of Faith, General

KHUSH DC

Aman Luthra
Board Member At Large
1765 Swann St NW, Apt 2
Washington, DC 20009
Email: luthra.aman@
gmail.com
Phone: 202-577-5072
Geographic Focus: Local
Populations: LGBTQ, General;
Adults; Asian/Pacific Islanders

LGBT PEOPLE OF COLOR NETWORKING AND PROFESSIONAL DEVELOPMENT GROUP

Nicholas Shigeru Sakurai
Coordinator
Washington, DC
Email: nick@sakurai.org
(personal)
Phone: 202-641-3258
(personal)
Geographic Focus: National,
International
Populations: LGBTQ, General;
People of Color, General;
People of Faith, General

NATIONAL BLACK JUSTICE COALITION

H. Alexander Robinson, CEO
700 12th Street, NW, Suite 300
Washington, DC 20005
Email: arobinson@nbjco.org
Phone: 202-319-7596 ext 11
Fax: 202-319-0924
Geographic Focus:
Multi-State; National (CA, NJ,
MD, MI and FL)
Populations: Transgender and
Gender Non-Conforming;
Bisexual; Lesbians; Gay Men;
Same-Gender Loving; Children
and Youth; Adults; Men;
Women; People of African
Descent; Christian;
Muslim; Buddhist; Secular;
Poor/Economically
Disadvantaged; People Living
with HIV/AIDS; LGBT Students

TWO SPIRIT SOCIETY OF WASHINGTON, DC

Marlon Fixico, Founder
2122 Massachusetts Ave NW
Apt 615
Washington, DC 20008
Email: nativetouchdc@
yahoo.com
Phone: 202-256-7836
Geographic Focus: Local
Populations: LGBTQ, General;
Adults; Native American

UNID@S⁴¹

Sandra Telep
Female Chair
8 15 16th NW
c/o Pride At Work
Washington, DC 20006
Email: unidoslgbt@gmail.com
Phone: 202-487-9171
Geographic Focus: National
Populations: LGBTQ, General;
Hispanic/ Latina and Latino;
Immigrants/Newcomers/
Refugees; Incarcerated/
Formerly Incarcerated;
Poor/Economically
Disadvantaged; People Living
with HIV/AIDS; Sex Workers

⁴¹ Some of the Latin@ LGBTQ organizations that responded to this report use “Latin@” as a substitute for “Latina/o.” In languages with grammatical genders, such as Spanish, masculine nouns and pronouns are generally used for words that refer to all people, even when those words include women. According to Angel Fabian, an organizer at the Latin@ LGBTQ Pride Committee, the “@” promotes gender inclusiveness and allows for a tech-savvy lexicon that better today’s audiences. “We write ‘Latin@’ given the youth culture we mobilize and how it represents our internet age,” said Fabian.



Photo © John James

ABOUT THE ARTIST

Yasmin Hernandez is a Brooklyn-born, Puerto Rican painter and installation artist whose work “dares to comment on topics that few others touch upon.” Her exhibit “Soul Rebels,” which depicted portraits of poets and musicians whose work serves to expose injustice, ran for 16 months at El Museo del Barrio in New York City.

Most recently, the Edmonia Lewis Center for Women and Transgender People at Oberlin College in Ohio commissioned her to produce a mural honoring women and LGBTQ people revolutionaries.

According to Hernandez, the cover illustration she created specifically for this report, “Un Fuerte Abrazo (One Strong Embrace),” depicts the unifying nature of social justice struggles.

“The idea of people embracing in a large circle represents the love that feeds the desire to struggle and battle challenges together in order to ensure each other’s survival and well-being,” said Hernandez.

For Hernandez, painting a cover for a report on LGBTQ people of color organizations resonated deeply, since she has felt connected to LGBTQ communities of color from a young age.

“Rather than seeking out this support or these networks in one another, we have naturally come together as one community on various battle fronts,” said Hernandez.

Hernandez’s biography and works are available at www.yasminhernandez.com.

RACIAL EQUITY

Funders for
Lesbian
and
Gay
Issues

116 East 16th Street
7th Floor
New York, NY 10003

Tel 212-475-2930
Fax 212-982-3321

www.lgbtfunders.org