

Tipping Point Moment

In this issue: For Fred Davie, joining the Arcus Foundation as senior director of Social Justice and Lesbian, Gay, Bisexual and Transgender (LGBT) Programs is the culmination of decades of professional work and personal activism on behalf of the LGBT community.

OUR MISSION

The mission of the Arcus Foundation is to achieve social justice that is inclusive of sexual orientation, gender identity and race, and to ensure conservation and respect of the great apes.

For more information on Arcus Foundation programs, please visit our Web site at www.arcusfoundation.org

Fred's presence at Arcus comes at a critical time when the movement is near a tipping point moment. Recent significant federal policy changes and initiatives have given LGBT Americans protections they would have never thought possible just a few years ago.

Also in this issue, Steve Ross of the Lester Fisher Center for the Study and Conservation of Apes at Lincoln Park Zoo discusses significant changes occurring in captive ape welfare. Sanctuaries, researchers and policy makers are, for the first time ever, working together in a coordinated, large-scale effort to improve primate protections here in the United States.

Fred Davie The Time Is Now By Rebecca Steinitz

The Arcus Foundation's philosophy and priorities are guided by the belief that the path to true equality for all LGBT people requires a particular emphasis on the intersections of LGBT rights, racial justice and societal constructs around faith and morality. That powerful perspective is what made Fred Davie the logical choice to be Arcus' first Senior Director of Social Justice and LGBT Programs.

Davie has not spent his life and career focusing exclusively on LGBT issues in the traditional sense. Instead, he has achieved path-breaking success as an African-American gay man and ordained Presbyterian minister who for decades has been on the forefront of racial justice and progressive faith-based causes. Most recently, he was president and chief executive officer of Public/Private Ventures, a national, action-based research and evaluation institute that works to assess and advance innovative social programs and policies – particularly those that affect low-income and people-of-color communities. Prior to joining P/PV eight years ago, he was a program officer for the Ford Foundation in Faith-based Community Development. Last year, Davie served on the Obama administration's transition team; he is currently a member of the President's Advisory Council on Faith-based and Neighborhood Partnerships.

Why have you decided to join Arcus at this time?

I have been involved in LGBT work since 1986, when I came out and joined the board of New York City's Anti-Violence Project, which is dedicated to eliminating hate violence against LGBT people. I've served on other LGBT boards since then, and have been active in the community in a variety of ways. But I have also been passionate about racial justice work and the power of progressive faith-based action. In fact, that's what I've spent most of my career working on, from my earliest days as a community organizer in Brooklyn to my more recent work at Public/Private Ventures. Recently, I had the privilege of being invited to join President Obama's Advisory Council on Faith-based and Neighborhood Partnerships. That's been an exciting opportunity. But the Arcus Foundation's understanding of the interconnection between LGBT liberation, racial justice and faith speaks to the very core of who I am. So when this opportunity presented itself, I felt compelled to join the Arcus team.

The chance to work with a great leadership team headed by [Arcus Executive Director] Urvashi Vaid also was a big attraction for me. While I was with the Ford Foundation, I met Urvashi at a Creating

Change conference in Atlanta. Shortly after that, Urvashi became a program officer at Ford, and we had the opportunity to work together as colleagues. I've always had a deep appreciation for her vision and her understanding of the web of social justice concerns that bind LGBT issues with fundamental social change causes like racial justice. Urvashi has the vision to "connect the dots," and that excites me. After I was appointed to the Obama administration's transition team, I talked to Urvashi about my feeling that LGBT issues are the next major frontier in human rights, and told her I wanted to be involved in that work full-time.

Why now?

Part of what excites me now is that the movement stands on the verge of overturning Don't Ask, Don't Tell, getting a nondiscrimination bill through Congress, and achieving other important goals. But I'm also inspired by the change that has happened in this country over the past year. As an African-American gay man, it has been profoundly meaningful to me to see Barack Obama – an African-American who talked throughout his campaign about LGBT equality – be elected President. To me this sea change represents a new world of possibilities – that we really can start to tackle the interconnected issues that bedevil our society in such fundamental ways. This seems like the chance of a lifetime to advance an agenda that bridges LGBT issues and racial justice, and turn some of our faith communities from being barriers to LGBT progress into agents for positive social change.

You've been in your new position for several weeks. What are you working on?

I am studying Arcus' history of giving in my program areas, and talking with my colleagues about ways to continue our giving and investments as we develop new ideas and approaches and explore opportunities for cross-program fertilization and cooperation.

The National Equality March of 2009 drew more than 200,000 to demand equal protection for LGBT people.



A chance to bridge LGBT issues, racial

Our Racial Justice, Sexual Orientation & Gender Identity program and our Religion & Values program are a perfect example of the type of “cross-pollination” I’m talking about. Faith institutions within communities of color, especially the African-American community, played a major role in advancing the civil rights agenda. Now, we want to explore the opportunities for people of color, in particular historically African-American denominations, to work with LGBT organizations to advance LGBT rights. At the same time, we’re exploring ways in which LGBT-focused organizations and institutions can engage on issues that are important to immigrants and people of color, such as employment and health care. Historically, we’ve seen that it’s this kind of bridging of linked issues that brings about sustainable and meaningful change.

On the international side, we want to facilitate collaboration between LGBT rights organizations in the United States and emerging LGBT organizations in places like the Middle East, Southeast Asia, Southern Africa and East Africa. I recently returned from a trip to Nairobi, where I met with LGBT activists from Uganda, Kenya, Tanzania, Burundi and Rwanda, at a gathering organized by Arcus’ International LGBT Rights director Carla Sutherland. The meeting participants strategized about coordinating a regional approach to addressing LGBT issues, both in the countries represented and in the region as a whole. While in Nairobi I met LGBT activists with the most extraordinary courage – people who are pushing for change in profoundly homophobic countries with draconian laws that make it a serious crime to be LGBT. I was struck by the thought that some of these activists – many of them young people – might be imprisoned or worse by the time of my next trip to the region. I’m extremely proud of Arcus for having the vision to stand with these brave activists and support their work.

How do you reconcile the hostility of so many religions and religious institutions toward the gay community?

I don’t reconcile it. I think the right

approach is to find the places where those attitudes can be moved, and then work to reform them. I know from personal experience that it can be done. Religious institutions, for the most part, are the last of the traditional institutions to hold the moral inequality of LGBT people as official policy. As someone who is ordained and who studied for four years in a seminary and divinity school, I think that the biblical and theological justifications for the thinking of many denominations that are hostile to LGBT people are simply flawed. These justifications are smokescreens for bias, and because these are smokescreens, I believe they can be overcome in strategically chosen sectors of faith communities. There are leaders within all denominations and faiths who support pro-LGBT theological and biblical positions. We need to give those leaders the support they need to advance their positions within their faith communities, as exemplified by the success of Arcus’ Religion & Values program in supporting pro-LGBT Episcopalians and Lutherans.

President Obama’s inauguration last January felt like the triumph of ideals that many of us cherish. What is your sense of how things are going?

Despite the difficult economic situation, I think it still looks very promising for LGBT people, for poor people, for people who live at society’s margins. For example, President Obama signed federal LGBT-inclusive hate crimes legislation into law, and there have been a number of other policy changes made by the US Dept. of Housing and Urban Development and US Dept. of Health and Human Services specifically addressing the needs of LGBT people. I continue to believe that once health care is passed—and I think it will be passed—the administration will put their efforts into other issues that are important to us. It’s our job as funders of key organizations in the movement to make sure they do – to leave them with no alternative.

What is the role of a foundation like Arcus in times, like these, of social and economic turmoil and political change?

Our role is to understand that many of the most fundamental social and economic issues have a profound impact on the LGBT community, and to leverage those connections to build powerful coalitions that advance a shared agenda of equality and empowerment across communities. From my experience, this is the way real sustainable progress is made, be it locally or nationally. At one level, economic hardship knows no sexuality. But for LGBT people and people of color, this hardship is exacerbated by wage discrimination that reduces income and limits savings and wealth. The LGBT movement has an important role to play in seeing the links and acting on them. Some of that is about the basics, like getting Congress to enact employment protections for LGBT people. But that’s the beginning, not the end. The larger issues affect everyone, and the LGBT movement has an important role to play in proposing solutions that will have a positive impact on not only our community but on the world as a whole. Arcus must invest in opportunities for LGBT people and our allies to encourage institutions, both public and private, to adopt practices and policies that will be beneficial for all of us.

Rebecca Steinitz is a writer, editor and nonprofit consultant in Arlington, Massachusetts.

Arcus LGBT Program Team Leaders

- **Fred Davie**, Senior Director, Social Justice and LGBT Programs
- **Trishala Deb**, Program Officer, National LGBT Rights Program
- **Johnny Jenkins**, Program Officer, Michigan LGBT Rights Program
- **Tom Kam**, Deputy Director, LGBT Programs / Director, Religion & Values Program
- **Roz Lee**, Senior Program Officer, Racial Justice, Sexual Orientation & Gender Identity Program
- **Cindy Rizzo**, Senior Director, Grantmaking and Evaluation
- **Carla Sutherland**, Director, International LGBT Rights Program

justice, faith and morality.

The Chimpanzee Paradox



Center for Great Apes residents socialize and explore the 100-acre sanctuary by traveling through an elevated tunnel system connected to the enclosures.

Approximately 6,000 apes live in zoos,

Center for Great Apes, Wauchula, Florida

Arcus grantee the Center for Great Apes' mission is to provide a permanent sanctuary for orangutans and chimpanzees that have been retired from the entertainment industry or research laboratories, or who are no longer wanted as pets. The Center provides the great apes profiled here, among many others, with a safe, healthy and enriching place in which to live out their lives with dignity.



Pongo (b. 1990)

Pongo, a mixed Bornean/Sumatran orangutan, started his life at a tourist attraction. With no opportunity for placement in an accredited zoo, finding a permanent home for Pongo was founder Patti Ragan's inspiration for establishing the Center for Great Apes sanctuary.



The story of chimpanzees is a story of paradoxes. As our closest living relatives, chimpanzees tend to provoke feelings of kinship and curiosity as much as, or more than, the fear and respect that they, as wild animals, deserve. But through a long history of field studies in Africa, we know as much about their territoriality and aggressiveness as we do of their extraordinary caring and gentle nature. Unfortunately, because of the impact of media portrayals and advertising, chimpanzees are as likely viewed as frivolous human caricatures than as the fascinating and highly endangered species they truly are.

These contradictions in the way the public perceives chimpanzees came to a head on a gloomy February afternoon in 2009 in the small Connecticut township of Stamford. Travis, a chimpanzee who appeared to have enjoyed the life of a celebrity, and whose vitae boasted appearances on nationally syndicated television shows and prominent advertising campaigns, attacked and severely injured a friend of his owner. Travis was shot and killed by local police. News of this tragic event spread quickly around the world, and alternating images of gruesome violence and archival footage

of a smiling Travis hawking cola and khakis bombarded TV viewers.

The same questions surfaced again and again in the media's coverage of the event: How could such a thing happen? How could this mild-mannered pet and performer suddenly snap and nearly kill an innocent woman?

Chimpanzees are, of course, highly complex beings, capable of a wide range of emotions and motivations. However, they have evolved for millions of years in social settings that naturally foster strong dominance instincts. That Travis, a wild animal kept as a pet and performer in highly unnatural conditions, shed his faux-human veneer and acted on his aggressive impulses begs the question "Why not sooner?" rather than simply "Why?"

The tragic events surrounding the attack revitalized issues of chimpanzee care and welfare in a very public and visceral way. But for many years before, experts and advocates had been struggling with these issues and working on strategies to improve the care of captive chimpanzees.

The challenges are vast. Chimpanzees exist in a broad array of captive

circumstances: as pets, performers and biomedical subjects, as well as housed in zoos and sanctuaries. Their complex cognitive nature and high social needs make them prone to behavioral and developmental deficiencies if raised in unnatural conditions. And because chimpanzees bred and sold commercially are often taken from their mothers at an extremely early age, they often have attachment disorders, difficulties adjusting to new circumstances, and trouble integrating with other chimpanzees. It's a steep price to pay for the few short years they are manageable as pets or performers.

But there is hope for the future. The tragedy of the Travis incident and the attention surrounding it have positively influenced legislative changes protecting the great apes. Both Connecticut and Oregon recently passed state laws banning the ownership of primates such as chimpanzees, and the Captive Primate Safety Act, prohibiting the interstate commercial trade of prohibited wildlife species such as chimpanzees, was passed by the United States House of Representatives just eight days after the incident. Travis himself, who was purchased from an animal dealer in

sanctuaries, laboratories and in private ow



Grub (b. 1991)

Born in Los Angeles at an animal trainer's compound, Grub was pulled from his mother and sold to a Florida tourist attraction when he was only a few months old. Now at his permanent home in Wauchula, Grub is a young adult male and the undisputed head of his group.



Missouri before being moved to Connecticut, would have benefited from this law had it been in place before he was sold.

Estimates of the number of privately owned chimpanzees range widely, but data from sanctuary leaders put the figure around 250 in the US, which is close to the number of chimpanzees living in accredited zoos. Another positive consequence of the Travis incident is the growing number of requests to move chimpanzees to respected sanctuaries such as the Center for Great Apes in Wauchula, Fla., which currently houses ex-pet and ex-performer apes. But like chimpanzees themselves, this issue is more complex than it first appears.

Chimpanzees require very specialized care and housing, and they live a long time, sometimes into their 60s. That means that the lifetime cost to care for one chimpanzee may approach \$1 million. Adding to the challenge is the fact that sanctuary space is now at a premium, and there is virtually no room at accredited zoos. The “250 million dollar question” is this: Even if we could convince everyone that private ownership of chimpanzees is not a good idea, where could we place the 250 chimpanzees

who are currently privately owned?

Today, sanctuaries, researchers and policy makers are working together in a coordinated, large-scale effort to come up with strategies to improve the welfare of chimpanzees housed in zoos, sanctuaries and laboratories, as well as those owned privately as pets and performers. Thanks to their progressive thinking, there is a renewed effort to address these issues.

A new initiative, Project ChimpCARE (Communication, Advocacy, Research and Education) based at Lincoln Park Zoo in Chicago, has received Arcus Foundation funding to meet many of these challenges head on. Working with representatives from the scientific, animal protection and sanctuary communities, Project ChimpCARE aims to quantify the number of chimpanzees living as pets, as performers and in unaccredited settings, and to characterize the care and housing of those individuals.

This information, once collected, will play a key role in arming future legislation and policy on these important issues. Associated public education initiatives will parallel the scientific efforts of the project, and expand on our understanding of how media portrayals of chimpanzees

influence public attitudes.

Although unraveling the many paradoxes of chimpanzees and chimpanzee-related issues is challenging and sometimes frustrating, there is room for optimism. Like-minded organizations are working together, using empirical methods to influence the development of future policy, and strategically planning methods to increase sanctuary capacity and sustainability. These initiatives are all gaining momentum and promising to create a better future for all chimpanzees, regardless of their current circumstances.

Steve Ross, M.A., is the Supervisor of Behavioral and Cognitive Research at the Lester E. Fisher Center for the Study and Conservation of Apes, Lincoln Park Zoo, Chicago

Arcus Great Apes Program Team Leaders

- **Annette Lanjouw**
Senior Director, Great Apes Program / Director, UK Office
- **Linda May**
Senior Program Officer, Great Apes Program
- **Helga Rainer**
Program Officer, Great Apes Program

Ownership, including within the entertainment



Sammy (b. 1989) and Geri (b. 1989)

Sammy and Geri were used frequently in the entertainment industry, and seen in numerous commercials, television programs and the movies. When Sammy became too strong and dangerous to work, he was retired to a small cage at a trainer's compound where he was used for breeding. They arrived at the Center for Great Apes in 2004 and now are cared for within the sanctuary's natural setting.

Chimpanzees and other apes exist in a broad array of captive circumstances: as pets, performers and biomedical subjects, as well as housed in zoos and sanctuaries.

Where are they?

- Biomedical laboratories (government and private)
- Research institutions (behavioral and cognitive research)
- Zoological collections (registered and non-registered)
- Sanctuaries
- Entertainment sector (films, television, advertisements, photographers' props, circuses and carnivals)
- Private ownership (breeding facilities, pets)

How many are there?

- Approximately 6,000 apes live in zoos, sanctuaries, laboratories and in private ownership, including within the entertainment industry, across America and Europe (Figures 1 & 2)
- More than 50 percent live in zoos
- Nearly a quarter live in biomedical research facilities
- More than half are chimpanzees
- These figures do not account for all types of facilities, such as private labs and those in other forms of private ownership, as statistics are difficult to obtain
- Worldwide figures would at least double total figures for apes living in captivity

These figures estimated by the Arcus Foundation as part of an in-house survey.

Figure 1: Number and percentage of apes according to captive criteria (Europe and the US)

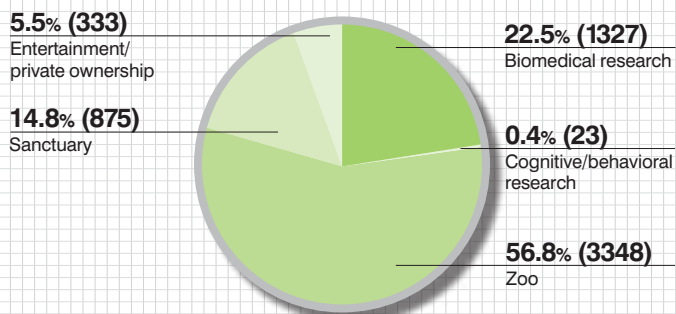
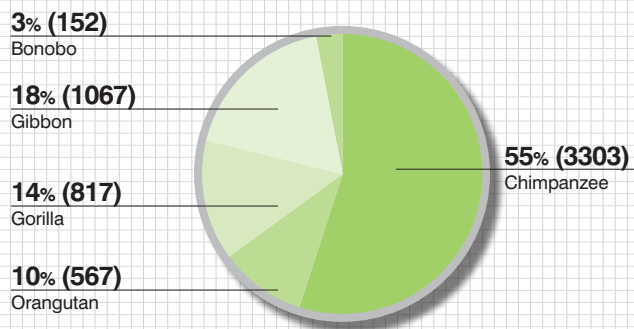


Figure 2: Number and percentage of apes in captivity (Europe and the US)



ent industry, across America and Europe.

Knuckles (b. 1999)

Knuckles arrived at the Center for Great Apes from a California entertainment compound when he was only two years old. Significantly disabled by cerebral palsy, early tests suggested that he was not likely to improve. However, while at the Center, Knuckles has made steady progress despite the challenges of his disabilities. It is clear that he benefits from interactions with other chimpanzees as well as the staff, volunteers and visitors.





The Episcopal Church turned an important corner at its recent General Convention, affirming the call to ministry to all members of their community and for moving forward on equality for the blessing of same-sex unions.

Visit the news page of our Web site to read about other policy turning points.

Please welcome the following new staff members to the Arcus team:

- **Kerry Ashforth, Grants Management Associate** Formerly program officer, New York Council for the Humanities and American Express Foundation.
- **Fred Davie, Senior Director, Social Justice and Lesbian, Gay, Bisexual and Transgender Programs** Formerly president and chief executive officer, Public/Private Ventures. Read more in our cover story.
- **Trishala Deb, Program Officer, National LGBT Rights Program** Formerly program coordinator, Training and Resource Center, Audre Lorde Project.
- **Melvin Jung, Accountant** Formerly accountant, Jazz at Lincoln Center and Amnesty International USA.
- **Helga Rainer, Program Officer, Great Apes Program** Formerly senior program officer, African Wildlife Foundation and regional policy advisor, International Gorilla Conservation Program.
- **Gordon Singh, Controller** Formerly director of finance, Amnesty International USA.
- **Kristine Stallone, Chief Financial Officer** Formerly controller of Americas and global functional teams, Bloomberg LP.
- **Marie Stevenson, Program Assistant, Great Apes Program** Formerly project administrator, Anglia Ruskin University, Cambridge.

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